

Annual Report

Executive Summary

Jan – Dec 2024

A full report is available for Members by emailing info@vinc.net.au

Overview

On the eve of our 40th birthday, VINC remains a dedicated steward of the local environment and its vegetation communities, specialising in the production and supply of indigenous flora occurring naturally in Melbourne's (Naarm's) northern and western basalt plains, north-eastern foothills, and the inner Yarra Valley. We take great pride in propagating and preserving plants from genetically diverse local populations, many of which possess unique traits not found elsewhere. Our nursery whilst modest in size and resources, continues to offer a highly specialised service that stands out in the nursery industry for its plant diversity, local provenance and genetic integrity.

In 2024, VINC supplied over 410,000 plants to land managers, contributing to a wide range of revegetation projects. Apart from the social value in what we do, the ecological benefits (e.g. enhancing genetic variation and resilience, enriching biodiversity, strengthening wildlife corridors, urban cooling contribution) are equally significant, providing a critical role in helping restore environmental balance and sustainable landscapes across a large portion of the Melbourne's greater metropolitan region.

Despite growing awareness and industry maturity, many indigenous plant species remain vulnerable due to the threat of climate change, pests, weeds and diseases, urban encroachment and underfunding or neglect of natural assets. Many of the species VINC cultivates fall into these at-risk categories and some persistently remain listed as critically endangered under State and Federal environmental legislation, underscoring the vital importance of our work.

The following is a summary of our key achievements over the past financial year.

Accomplishments:

- VINC's voluntary, non-executive Board of Directors remain deeply engaged in driving the organisation's continued success. Their expertise, strategic guidance, and commitment to strong governance have been instrumental in shaping VINC into the respected Co-operative – and now, registered charity – it is today:
 - ✓ At the previous AGM, we successfully passed new VINC Co-Op rules, modernising them in line with contemporary cooperative standards. We also increased the number of Board Directors from six to nine, providing more hands-on deck to help VINC achieve its purpose.

- ✓ Supporting growth planning and conversations with relevant Ministers, members of Parliament (State and Federal), Parks Victoria and Yarra Bend Golf with the aim of increasing our footprint at our current site as well as securing our next long-term lease.
 - ✓ Laid the groundwork to boost fundraising for the VINC Enviro Fund, supporting key initiatives like expanding in-ground seed production areas, enhancing seed storage facilities, and contributing to costs related to our potential expansion.
 - ✓ Provided operational support for IT systems, including developing an IT strategic roadmap, preparing for the introduction of Evergreen Connect inventory control, and assisting in the research and purchase of new laptops and a thermal printer for more efficient seed production labelling.
 - ✓ Supported operational matters by reviewing VINC's bank accounts to optimize cash usage including that for growth plans, updating risk frameworks, delegations of authority, procurement, and other general policies. Additionally, we registered VINC as a trademark and provided general support to the VINC Manager and staff as needed.
- Given our role as growers and suppliers of indigenous plants of known provenance to the local area, every plant we distribute is important to the ongoing sustainability of local ecosystems, enhancing biodiversity, and supporting the resilience of native plant communities against environmental challenges. However, our plants have greatest impact when they can be supplied in larger volumes and maintained well by those receiving them. A large percentage of our plants are used this way by our local government (City Council) customers, but we also supply plants to other organisations, entities and agencies that do similar.

One such customer is Melbourne General Cemetery. Last year we supplied more than 30,000 grassland plants for phase 1 and 2 of their ongoing *Project Cultivate* project, designed to rejuvenate a large section of the cemetery grounds that beautifies older less-visited sections as well as meeting biodiversity and sustainability aims. The result is quite spectacular and has so many benefits including it being a valuable space for seed orcharding for VINC. In spring, we received another order to grow more than 27,000 plants for the next planting phase happening in 2025.



Feb 2024: VINC rep's attend MGC's celebration of Project Cultivate. Wurundjeri Elder opened proceedings with smoking Ceremony and speeches from guests incl. Melbourne Lord Mayor & Costa. Also pictured are plants supplied by VINC as giveaways and a view of grounds containing our plants.

Supply of plants to Merri Creek and Darebin Creek Management Committees (MCMC and DCMC) must also mentioned. Respectively we supplied more than 11,000 and 3,000 plants in several orders for multiple sites to both organisations in

2024. Each work tirelessly by advocating, educating, managing and planting sites along respective creek corridors in partnership with stakeholders and we are honoured to be associated with them in context of the northern creek corridors being a large part of VINC's beginnings. We've had a decades long close relationship with MCMC, and their support has been instrumental in shaping VINC's development and success.

- In addition to the variety of plants we produce and supply, VINC is well-known for our active engagement with the local community.
 - ✓ Our enterprise is strongly committed to volunteer engagement, consistently encouraging their participation in our nursery. Their contributions not only enhance our plant growing activities, especially for rare or difficult-to-propagate species that are otherwise unprofitable, but also provide valuable environmental sector experience, particularly for students entering the workforce. It's rewarding to see former volunteers return to share their employment successes, attributing their achievements to their time at VINC. Additionally, many volunteers enjoy the social aspect, working alongside others who are passionate about making a positive impact on their community and the environment. Witnessing such dedication and enthusiasm is truly inspiring, and their ongoing efforts drive our organization forward, helping us achieve our goals.
 - ✓ Throughout the year, it is estimated we supplied more than 250,000 plants and 180 species connected to community planting initiatives supporting social and environmental improvements. This comprised almost two thirds of VINC's total annual green-life production. Our plants were distributed to schools, community groups, and other organizations, either directly (often via grants -e.g. Green Links, Junior Landcare, Stationeers Environment Improvement and Stream Frontage Programs) or indirectly via local councils and government agencies. These efforts often coincided with events marking significant environmental, social, and cultural dates such as World Environment Day, Earth Day, National and Schools Tree Days and NAIDOC, and National Reconciliation and Volunteer Weeks.

While the direct revenue VINC earns from public schools and community groups is modest compared to that from councils and environmental contractors, our support for these groups is significantly greater. We recognize the financial strain placed on us without external funding assistance, but we also see the tremendous positive impact on the community and environment. Hundreds of volunteers dedicate their time and effort to these activities, including those assisting our nursery, and VINC is proud to support them. This commitment is at the heart of VINC's mission.

- VINC supplied over 28,000 plants and more than 140 species to 38 community groups, supporting over 60 individual projects! Notable projects included those by the Australian Native Orchid Society (providing pollinating and habitat plants for rare Caladenia Orchids), Collingwood Children's Farm, Kooyongkoot Alliance, Koala Clancy Foundation, Rewilding Stonnington, and Yarra Riverkeepers. Additionally, numerous 'Friends Of' and Stationeers groups, undertaking local plantings throughout our supply catchment, were highly engaged in 2024. FO Edgars Creek, Glenbervie Station, South Surrey Park, Wilsons Reserve, and Yarra Flats were among the most active.

- We maintained our strong relationships with schools and educational institutions, providing nearly 7,000 plants to support their environmental initiatives throughout the year. Our plants were distributed to 20 schools for use in over 30 projects. Despite the ambitious scope of many projects, budgets and resources were often limited due to external funding constraints. Coupled with the often-limited expertise of those requesting stock, these challenges could have hindered success. However, we were pleased to provide additional assistance through the offering of general planting advice, including species selection, to help these projects thrive. Notable projects include those at Aitken College (Golden Sun Moth Habitat), Balwyn East Kindergarten (Junior Landcare), Brunswick Nth/Sth, Coburg West and Merri Primary Schools (Wildlife Habitat Gardens), Bacchus Marsh Grammar (Planet Ark Seedling Banks), and Waratah Special Development School (Landcare Biodiversity).
- VINC played an important role in supporting various community-based programs. We provided essential advice, information, plant selection, and supply to help with the creation and support awareness of wildlife-friendly gardens, biodiversity corridors and urban sustainability. These programs have a strong educational component, often featuring nursery tours and voucher schemes. It was incredibly rewarding to see our efforts raise environmental awareness.

Some of the more prominent initiatives that VINC was involved in included City Boroondara's Backyard Biodiversity program, CERES Schools for Wildlife, Brunswick Communities for Nature (creating communities for local nature and climate resilient ecosystems), Royal Botanic Gardens Melbourne (children's educational/well-being/first nations/nature program), City Darebin Gardens for Wildlife and Banyule CC's 'Buy 1 plant get 1 free' Environment, Stewardship & Sustainability initiative.

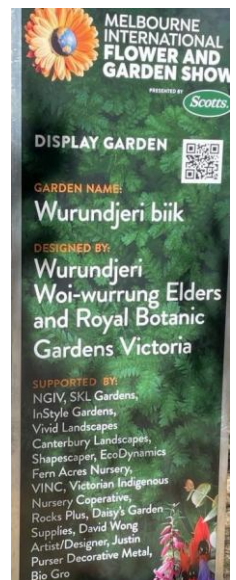
In related activities, VINC provided on loan, 40 boxes of plants to the Royal Botanic



March 2024: VINC plants represented at MIFGS Wurundjeri display garden, with informative signage including supporters

VINC sold nearly 700 plants, helping generate essential funds for community benefit. We did however restrict the program to off-peak sales and

Garden team for use in a Wurundjeri Display Garden at the Melbourne International Flower & Garden Show. The Garden, designed in consultation with Wurundjeri Corporation, was a walk through some of the Indigenous plant communities and landscapes across Wurundjeri country. The collaborative project included VINC (providing plant selection advice), landscapers and designers. Our plants were also represented at the show in a striking award-winning display by one of our trade customers.



- VINC maintained its long-standing plant supply consignment program, aiding school and community group fundraising efforts by offering sale-on-return plants at discounted prices. Throughout the year,

production times, allowing us to focus on core activities when our resources are otherwise thin.

- Considering VINC's modest resources, limited growing space, strong focus on high species diversity and tailoring provenance for each customer at the expense of profit, the fact that we produced and distributed over 400,000 plants, 220 species, and more than 700 items (factoring in provenance) to over 160 trade and hundreds more retail customers is a testament to our dedication as a specialized niche product provider and bespoke producer which few others in the industry achieve, let alone attempt. After almost 40 years, there are still very few growers in the country that do what we do, particularly at the scale relative to our size and we are immensely proud of this achievement.

However, our strength is also our weakness, so it is our responsibility to advocate not only for the environment but for ourselves, because we operate in an economy favouring short-term gains and profits that often overlook non-tangible benefits.

Challenges

- Due to lack of growing space, demand for our plants is putting substantial pressure on VINC's resources and our ability to supply green-life to an ever-growing market. This is not a new problem but year by year, the situation is becoming more acute as demand from our existing and new customer bases steadily increase. Notably during 2024, VINC had to decline plant orders from many local government, trade and community customers and we found it increasingly hard to fully satisfy our established customer base let alone new ones. While this is a positive reflection of VINC's reputation and impact, it also highlights a critical challenge: our nursery's limited size can no longer accommodate much growth.

For at least four years, we've operated at full capacity, with no room to expand. As a result, we've been unable to increase plant production during our peak growing season, simply because there is no additional outdoor space available. And many species cannot be produced at other times of the year. Compounding this, our production, storage, and working areas are equally constrained to support efficient operations—affecting both workflow and output.

- Year by year, increased demand for indigenous plants has placed substantial pressure on VINC's seed bank; a dedicated space housing material of hundreds of locally collected native plant species, many of which are threatened. However, the current infrastructure is severely inadequate for this purpose. It is cluttered, dusty, and prone to overheating during warm weather, particularly in summer, creating an environment that compromises seed viability and increases the risk of pest and fungal damage. Despite its critical role, the environment lacks key elements needed for medium to long-term storage, particularly for sensitive species requiring stable, cool conditions. The absence of proper temperature control, secure storage, and dedicated working areas has led to inefficiencies in seed collection, processing, cataloguing, storage and preservation.

We're confident these challenges can be addressed in a relatively short timeframe with adequate funding. A donation received in June has already helped kickstart a broader fundraising campaign; by year's end, a dedicated fundraising committee was established to support this effort and VINC's long-term environmental ambitions.

- VINC reached the halfway point of its current 10-year lease in April, triggering our ability to start negotiations with our government-appointed landlord to seek a longer lease term incorporating a larger footprint within Yarra Bend Park. We have dedicated significant time and effort over the past 12 months to discussions on this matter with the Victorian Minister for the Environment, local State and Federal elected officials, Parks Victoria, as well as our neighbours Yarra Bend

Golf. While we still have a way to go, we are more hopeful of securing a long-term lease with a larger footprint than we were this time last year. We hope 2025 yields a firm commitment in writing on these matters that will alleviate our future security concerns. Our next challenge then will be fundraising to contribute towards the capital infrastructure required if we secure additional land.

- The area in front of our leased area was formally maintained by VINC (as part of a former lease arrangement) as a model revegetated grassy woodland with ponds supporting a healthy frog population. Unfortunately, this formal arrangement ceased several years ago, and the area has progressively become infested with weeds including more recently several notorious woody weeds such as Privet, Blackberry, Moth Vine and Boston Ivy. This lack of maintenance is an indicator of what is happening in the broader area. This is bad not only for Yarra Bend Park's natural assets and biodiversity in general, but also for our nursery due to weed encroachment in its growing spaces. Some customers have commented on the poor state of this neglected space and despite VINC consistently raising concerns with the land manager, the only work being done is that by VINC workers volunteering their time and resources.

VINC Charity Environment Fund

Having charitable status allows VINC to receive tax-deductible donations and maintain a Fund that supports environmental projects that would otherwise be challenging to finance independently. Whilst these projects have not been used directly for our day-to-day plant production, they do serve a supporting role to achieve that, many activities of which are otherwise unprofitable, yet provide essential environmental and community benefits.

We obtained two donations for the Fund in mid-2024, amounting to \$8,594. A significant contribution of 8K from one generous benefactor was received specifically to improve the seed bank and/or its ancillary functions, which we started investigating late in the year. All donations we receive are given with the clear understanding of funds being allocated for projects relating to the preservation of local indigenous flora in the VINC supply region with focus on rare and/or threatened species.

During the year, the VINC Board approved a request to allocate \$3,400 from our Environment Fund to support a project initiative, primarily aimed at developing future seed orchards of rare and/or threatened indigenous grassland plant species that have been historically challenging to source and collect reliably from.

The funds were intended to cover costs to purchase basic growing equipment and to employ part time, a worker to upgrade existing plantings within the nursery and to create new areas for containerised and in-ground orchards in and around VINC. If funds allowed, the production costs of the plants themselves would be included, which did eventuate. The project started in August and lasted approximately four months. There were four main elements to the project:





- Purchase and installation of a small walk-in greenhouse with supporting irrigation to grow Tender Brake-fern (*Pteris tremula*) from spore, via parent plants, whilst containing material within a humid-environment structure to stop spread to other tube stock throughout the nursery.

August-November 2024:
Before, during and after
works of seed orchard
creation in front of VINC.
The middle picture shows
Craig mulching following

- Maintenance (weeding, mulching) of planter beds within nursery perimeters and infill plantings of 4 species (62 tube stock), populations of which had gradually reduced over time.



- Creation of in-ground seed orchards in front of the nursery, beginning with the removal of weeds, heavily infesting the area. 15 species (total 393 tube stock) were planted and entire area mulched well with follow-up waterings. This would also have side benefits of increasing biodiversity, extending wildlife corridors and creating an aesthetically appealing and educational experience for visitors to VINC.
- Purchase and installation of planter boxes and large tubs for containerized growing of species that require higher care and maintenance, or which grow better in a controlled/modified environment. These would be progressively planted out as plants became available.

Given the quality control and level of manual labour required, a skilled person was employed specifically to carry out much of the in-ground planting and maintenance work. In addition, several volunteers assisted throughout facets of the project with the result being a team effort.

Project Expenditure (as at 31/12/24)

Employee costs	\$ 2,067.09
Purchased Materials	\$ 379.55
Plants (direct grow cost)	\$ 477.36
TOTAL	\$ 2,924.00

By early December, much of the work was achieved, with the fern house, planter beds and in-ground seed orchard components all completed by that time. The purchase of planter boxes did not happen as one of our nursery volunteers put up their hand to build them from recycled materials; by the end of the year, he had constructed 2 boxes with the aim to build 4 more in early 2025. VINC committed to

reimbursing him for any purchased building materials but saved considerably by not having to expend on the containers themselves. This allowed us to attribute the cost of producing plants used for seed orchard plantings in the project allocation:

The project, whilst modest and in its early stages has already proved invaluable in terms of environmental, social and financial benefits. Biodiversity and habitat enhancement, minimising competition of resources from weeds and further their spread, indigenous plant seed collection, employment creation and community participation are just some of the key elements already achieved.

At the end of FYE December 2024, total funds in the VINC Envirofund account were \$18,720.61. Whilst VINC has been operating as a charity for over two years, it is important to emphasize the clear financial delineation between its general operations and Environment Fund activities.

Propagation

Over 2024 we produced our usual 440 thousand plants. This is about the maximum number we can fit in our yard and produce in our propagation space. It takes a co-ordinated effort of many people to produce these plants ready for sale. It starts a year or more earlier when the seed collectors go out into the bush and parks around Melbourne over summer and collect around 400 bags of seed from around 150 species. This role requires expert ID skills and the ability to endure being out in the heat, scrambling over rocks and dead plants and the patience to gather up innumerable little seeds, as well as driving all over Melbourne.



Partial tray of >1,000 Poa labillardieri (Plains Form) seedlings, some of which have already been pricked out

Over winter the propagation team of staff and volunteers process the seed by removing pods and other chaff, fermenting berries to remove the flesh and cataloguing the seed in our seed bank.

When it is time to grow a species, we do any pretreatments (such as pouring boiling water on the seed or soaking in smoke water) then sow them into a seedling tray. We sowed about 1100 trays in 2024. Once the seeds germinate the propagation team take each seedling and carefully place it in a tube filled with potting mix. We do this around 4 to 5 thousand times a day over summer when we do most of our propagating. Once the seedlings have been 'pricked out' they go into the igloos where they stay for around 4 weeks to grow. The yard team take care of them here, ensuring they are watered the correct amount, kept safe from insects and other predators, and decide when they are ready to move out into the yard to keep growing on. Once in the yard they need to be protected from possums and rats, watered, pruned and fertilized and kept alive over the extreme heat of summer, ready to look their best in

Autumn when the orders are picked up.

The summer of 2024 was variable with a cool very wet January followed by a very dry and hotter than normal Feb and March. This slowed production down as the plants weren't growing as quickly as normal, but we were able to complete our Autumn orders, some plants were just ready a little later than we wanted.

Over summer our production really ramps up. To grow all the plants we need to, we have to recruit extra volunteers. This was organised by our volunteer co-ordinator Emma. These volunteers came from a variety of backgrounds, several were students at the local polytechnic others were landscapers and landscape architects looking for practical experience. It was fantastic to have them there helping us get those numbers done. Our regular volunteers also keep coming through summer and their commitment to working so hard over those hot summer days is awesome.



Vegetative cuttings propagation of Correa reflexa

By the end of summer our yard was absolutely packed with plants ready to go out in autumn for planting. More sales queries kept coming in and we produced as many plants as we could, but still we had to turn down many sales as we had no more room to grow them.

Once autumn arrives the pressure is reduced for production, but the yard staff and volunteers go into overdrive putting together and delivering the orders we have been growing throughout the year. The

yard is an amazing sight at this time, filled with flourishing young plants ready to burst out of their pots and take off as soon as they are planted.

Over winter we continued to propagate various species that will successfully grow at that time of year to be ready for spring sales. In June Paddy our production co-ordinator was accepted into the Victorian college of Arts and was no longer able to work full time for VINC anymore. He switched to 1 day a week and in September I (Jo) took on his role as Co-ordinator and he took my role as propagation assistant.

By the time spring arrived we had sold almost all our plants, and the yard was practically empty.

Over early spring we focussed on propagating the slower growing plants for Autumn sales, and some plants to sell through retail over the summer.

In spring we started the slow process of extending and revamping our Seed and cutting production areas. Many plants are becoming harder to find in the wild, so to have a secure supply we need to grow them at VINC and nearby. We have a small area of the nursery dedicated to this, but it is never big enough and many plants find it difficult to survive in small pots. Over several years we have successfully planted out some garden beds at the edges of the nursery, but not all our plants are suitable for that environment (there is a lot of root competition from trees bordering our yard.) We determined that we could squeeze in some planter boxes to grow some mid-size species and one of our brilliant volunteers (Gerry) started making them for us.

Through the help of property managers around Melbourne we sourced some cutting sites of a few rarer species that we struggle to get material from. Particularly *Correa reflexa* and *Coronidium gunnianum*. (In the process we also found some great seed collection sites from areas planted over the last few years with our plants.) We have grown these cutting on, ready to be planted in the planter boxes and out in the wetlands beside VINC.

As summer approached, we ramped up our production numbers and our volunteer co-ordinator Emma arranged for many new volunteers to help. We also increased the number of volunteers working in different areas of the nursery such as helping to recycle our old pots so that they could be used again in propagation.

Seed Collection

Our seed collectors Rani, Thomas and Sarah, collected a huge amount of seed as always, despite the difficult weather. They collected around 400 different seed lots. These seeds were then sorted and cleaned and catalogued over the winter by our sensational volunteers. This ensures we are able to continue to grow the plants we need over the next few years.

Our longtime seed collector Rani was no longer able to collect seed after the summer of 2024 finished, so in spring she helped us to find 2 excellent people to take her place for the summer of 2025, Rani continues to co-ordinate, and Tom continues to do a sterling job collecting seed as he has done for several years now. Paddy was also able to do some seed collecting while he was on holidays from his course. We will start the long process of cleaning and cataloguing this seed as production slows down over winter.

Volunteers

VINC's achievements are partially due to the invaluable hands-on support from our dedicated and passionate volunteers, who consistently lend their assistance each week. The propagation space has long been the mainstay of our nursery volunteer base however we have increasingly introduced volunteers to other working areas, notably the retail space and more recently, growing and container processing areas. Coordinators and workers benefited from the additional support, enabling them to more efficiently fulfill daily work programs which are otherwise complex due to our mission.



Volunteers working in VINC's outdoor growing space, creating new avenues for learning

An initiative introduced a few years ago to add an extra day of propagation volunteering for Melbourne Polytechnic horticulture and conservation

students continues to provide significant benefits for all concerned. This provides students with hands-on experience in propagating indigenous plants, offering a unique glimpse into the often-overlooked aspects of revegetation. The program not only gains students with valuable industry experience but also aids nursery staff with additional support during peak production season. Some students expressed interest in volunteering regularly beyond summer.



Some volunteers like Stanley, have assisted VINC for over a decade!

We want to say a huge thankyou to all our volunteers. They are amazing people who not only produce plants but keep us entertained with their delightful company when here. We love hearing about your lives, and histories and discussing all things from politics, the environment, history current affairs etc. Thank you for your enthusiasm and amazing help! Looking forward to doing it all again and better next year!

Membership

Most people join over the counter and Retail staff do a great job of promoting membership, however there are an increasing number of people who join via our website.

Our personal (household) co-operative members are mostly members of the public, who purchase plants from our retail space. The majority are locally based customers from Clifton Hill, Northcote & Fairfield areas, followed closely by Brunswick & Coburg.

Membership Type	1 YEAR	3 YEARS	5 YEARS	TOTALS
Personal	368	49	19	436
Community	25	5	10	40
Business	20	11	9	40
	413	65	38	516

Like all members, joining our co-operative entitles them to significant discounts on plant purchases. Many also choose to join as a way of supporting our enterprise, particularly the environmental and social impacts we provide to the community.

Personnel

We extend our gratitude to all our workers—both volunteers and paid staff - for the skill, effort and enthusiasm, they brought to VINC over the course of the year. Their commitment has played a key role in our organization’s ongoing success and without them, we would not have reached the level of achievement we enjoy today. Their passion and dedication have been essential in advancing our mission and making a meaningful impact on the environment and our community.

In terms of staff turnover, it was a transformative year. We farewelled several staff members who had been collectively with us for over 35 years, notably two co-ordinators working in leadership roles. We miss them and their legacy will be remembered for a long time to come.

While there are too many nursery volunteers to mention by name, we are deeply thankful to all. Below is a list of VINC’s non-executive / volunteer Directors and staff, who represented our organization in 2024.

Staff:

- **Manager:** Mark Hursch
- **Co-ordinator – Propagation:** Jo Clark (commenced Sept.), Paddy Leahy (finished Aug.)
- **Co-ordinator - Stock & Dispatch:** Jules Malpass (commenced Dec.), Lloyd McRae (finished Dec. as Stock & Sales Coordinator)
- **Co-ordinator - Retail:** Alyse Kent (commenced Sept.), Antoinette Celotti (finished Sept)
- **Office Administration:** Mary Ann Townsend
- **Propagation Assistants:** Emma Hammel, Paddy Leahy (commenced Sept), Jo Clark (finished Sept) ,
- **Nursery (Yard) Assistants:** Jenny Harrington, Fionn Agnew & Alex Nosek (both commenced April), Tim McKay (finished March), Craig Burgess (SPA project Aug-Nov)
- **Retail Assistants:** Marg Allan, Sam Boyd, Jake Duyvestyn (finished Sept), Emma Hammel, River-Chantal Mason (commenced Sept.), Craig Burgess (emergency shifts from May)
- **Seed Collectors:** Rani Sherrif (**Coordinator**), Thomas Dell 'Oro, Jami Butler & Sally Neeser (commenced Nov.)

Directors:

* denotes reappointed at May AGM

- Caroline Sheehan (Chair) *
- Michael Ballock (Secretary) *
- Rhys Dale *
- Seamus Flagg - appointed August
- Natasha Freeman *
- Robert McMillan *
- Lily Sawers - appointed May
- Rowena Scheffer *
- Katie Webber - appointed May

Report Prepared by:

Mark Hursch (VINC Manager)

Contributions:

- Joanna Clark (Propagation, Seed Collecting, Volunteers)
- Caroline Sheehan (editing and Board of Directors accomplishments)
- Mary Ann Townsend (Memberships)



May 2025



International Year
of Cooperatives

Cooperatives Build
a Better World

VINC is located on the lands of the Wurundjeri people, and we acknowledge them as the Traditional Owners of this land. We pay our respect to Elders past, present and future.

