

Communities of  
healing, hope  
and justice.

We believe the  
interconnection of  
spirituality, community  
and service is  
essential to achieving  
our vision.



Engaging  
Faith,  
Community  
& Culture

**Urban**  
Seed

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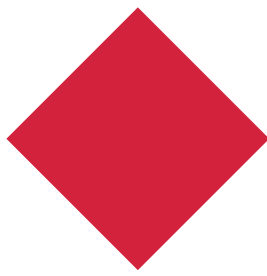
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# Governance

Urban Seed is led by an Executive Team made up of 4 people. The Executive Team is responsible for operational strategies and day to day management.

The Board of Collins Street Baptist Benevolent Society (trading as Urban Seed) has independent, non-executive directors with a broad range of experience in the welfare sector, business, finance and organisational governance. The board is responsible for the overall direction and governance of Urban Seed.

These responsibilities include:

Setting the strategic direction for the organisation, assessing progress towards strategic objectives and approving policies to work towards those objectives.

Appointing and evaluating the performance of the Executive Team and determination of their remuneration and conditions of service.

Approving and monitoring the annual budget.

Considering and approving strategies and policies to ensure appropriate risk management.

Monitoring and receiving advice on areas of operational business opportunities and financial risk.

Ensuring compliance with laws and policies.

Appointing Board Committees to assist in effective governance.

The Executive Team is responsible for operational management, with all powers, discretions and delegations authorised, from time to time, by the Board. The Board is responsible for regularly reviewing and ensuring that all necessary and appropriate delegations are in place to enable the Executive Team of Urban Seed to meet this responsibility.

No fees are paid for serving as a director.

The Board follows good governance practices and has leveraged the Code of Governance for the Australian Community Sector and the Australian Stock Exchange Corporate Governance Council's Corporate Governance Principles and Recommendations.

# Statement from Board Chair

On behalf of the Board, I commend this 2009 Annual Report and the work of the Urban Seed 'mob' to you.

In a period of difficult economic times, Urban Seed continues to fulfill its mission of providing hospitality to marginalised people and developing supportive communities in Melbourne city and throughout Victoria. More than just a meal, Urban Seed's distinctive approach is to live in community and to engage at the point of need – for crisis, transition and ongoing service. The Urban Seed vision is holistic – addressing individuals, families, communities, and society - to build communities of healing, hope and justice.

Over the past year, this holistic vision has encompassed resident communities in the City, Footscray, Norlane (Geelong), and Long Gully (Bendigo) building connections around the core of a shared meal. It has encompassed community programs (including art and writing groups as well as Credo Cricket), advocacy, street education for schools, and leadership development (through our partnership with Praxis). It has also encompassed building a sense of shared community for our supporters (through volunteering, workplace giving and events such as Laneway Cricket).

The Board recognises its responsibility to this extended 'mob' to provide a safe environment for those whom we serve and for those who serve; and to provide professional governance of the not-for-profit organisation. Hence, this report shares some of the activities and financial measures of the organization that is Urban Seed.

However, Urban Seed is as much an organism as it is an organisation, centred around a group of people committed to service and 'loving thy neighbour'. Over the previous year we have farewelled long standing board members, Dave Fuller and Bec Monson, and our Executive Director, Gordon Preece. We have welcomed new board members Di Brown, Dave White and Jame Lewis, and Merridie Costello has joined the new Executive Team of Marcus Curnow, Brent Lyons-Lee and Chris Lacey. This report can, therefore, only hint at the commitment and contribution of its people, especially all the residents. On behalf of the Board, I thank all of the 'mob' and I count it a privilege to be part of the work.

Bruce Everett



## Board of Collins Street Baptist Benevolent Society Inc:

Bruce Everett (Chair), Business Consultant  
Peter Horbury (Secretary), Co-ordinator, Welfare Rights Unit Inc.  
Marcus Curnow, Executive Officer, Urban Seed  
Jame Lewis, Partner, Lewis Holdway Lawyers  
Dianne Brown, Financial Consultant  
Lynne Chapman, Complex Care Co-ordinator, Moonee Valley Council  
David White, Project Worker, Victorian Mental Health Carers Network  
Tom Wild, VFX Producer



# Statement from Executive Team

In a year under the cloud of the global financial crisis Urban Seed realised that we had to remain steadfast with the job of caring for people at the margins. When organisations were contracting and laying off employees we knew that we had to take on the risk of expansion in order to meet the growing need. We have been blessed by this decision.

We had a strategic review over several months last year which resulted in a number of recommendations. The main one was the need for an Executive Team to manage our diverse operations rather than an individual Executive Director. We are thankful for the commitment and work of Gordon Preece in the time he was with us.

The new Executive Team has worked collaboratively with the staff to renew our vision statement this year. We arrived at 'Communities of healing, hope and justice' which we believe captures the growth of the organisation. Other important internal strategies since our leadership transition in December have been developing a fundraising strategy, a salary review and a shift to calendar year reporting after this financial year

While much of our work is still city-based, our new vision statement encompasses the work we are doing partnering with churches in Footscray, Norlane (Geelong) and Long Gully (Bendigo). This work includes the following: community meals, a school-based leadership program for at-risk students, cricket activities as a means to personal and social transformation. Our Laneway Cricket and Harmony Cricket initiatives are further examples of inclusive and counter-cultural activities which serve to challenge negative beliefs.

Further afield, our connection with Praxis, through which we will offer a Diploma in Youth Work in 2010, links us to a network of community work practitioners across New Zealand and the Pacific Islands. Praxis consolidates our longstanding efforts to develop young local leaders, and our Pacific links challenge us further on the vital issues of climate change, and indigenous reconciliation and land justice both here and there. We hope to build these into our core values over the coming year.

Over the last ten years, community enterprise has gained momentum as a strategy to assist in the development of sustainable communities, particularly in disadvantaged neighbourhoods in need of renewal. This has been one of the areas we have explored in 2009 and we are proud to announce the launch of Urban Bean Café in Norlane.

In all we do at Urban Seed we are inspired by the love of Jesus; we seek wholeness and transformation in all creation, with priority for the poor. We are committed to small groups living in local communities (we have staff living in each of our regional locations) and we value people in all their diversity and interdependence. And we always aim to be good stewards of the resources we are given.

Thank you for your ongoing interest and support of our work.  
We continue to value all our partners and supporters.


**Brent Lyons Lee**



**On behalf of the Executive Team**

Brent Lyons Lee  
Chris Lacey

Marcus Curnow  
Merridie Costello



"Executive Team? That sounds interesting... How does that work?"

# Street Work & Hospitality

Urban Seed's street and hospitality work is centred on Credo Cafe where we hold a free, open lunch that has grown out of the life of the residential community. In Credo a diverse group of people come together to share a midday meal, Tuesday-Friday.

Beyond lunches, we seek to build supportive relationships, strengthen community and extend hospitality to the poor. We run recreational and creative activities (e.g. writing group, art group, cricket), initiating activities to support connection to spirituality, encouraging and assisting with connection to support services (e.g. mental health, drug treatment, health and housing services). We also create space for a Homeless Person's Legal Clinic in Credo Cafe, and are involved in local advocacy around issues that affect people who are homeless or marginalised.

At Urban Seed the regular work of volunteering at Credo Café lunches and other Credo activities is done by our Credo community members. Many of our volunteers are people who, as a result of poverty or disadvantage, have faced barriers that have prevented them living the kind of lives they might have otherwise chosen. For many, the Credo community is the closest thing to 'family' they connect with. These people come to know Credo very well and some choose to join the 'Credo Team' which is responsible for the planning and running of the space and associated activities. Credo Team members make plans and decisions about the community and the work of providing lunch, playing cricket, 'Pain in the Arts', weekends in the bush, and so on. For some, a result of this is that they have more confidence to (for example) get a job, join a choir or a cricket club, or find a place to live.

The association between Gembrook Retreat and Urban Seed continues to bear fruit...and chestnuts, and waratahs, and bonfires! The monthly trip to Gembrook has given city adults and kids the experience of working on the land and enjoying time out to relax, eat and work together. Renovations funded by Urban Seed have enabled residency on the property to become more sustainable, and more extensive hosting to be offered to Credo community members and other groups.

"This is my family, this is my family...oh, and the Big Issue, them too. It's a big family!"





"I went to Gembrook for the first time last weekend... Since I came to Australia, I had never felt so much at peace... Perhaps poverty doesn't matter as much in such places of great natural richness and untamed beauty, where avarice and hypocrisy do not exist, and people are non-judgemental. These are places where even the poor can be rich."

Romayne, Credo volunteer

"Thanks for eating with me today. I've been pretty down lately. It's been a while since someone said hi and said my name."



Our Street & Hospitality work has the generous support of The Marian & E.H. Flack Trust; The William Buckland Foundation; The Lord Mayor's Charitable Foundation; Streetsmart Australia; Freehills; The John T Reid Charitable Trust; and The William Angliss (Victoria) Charitable Fund.

# Credo Cricket

## What is Credo Cricket?

- Credo Cricket is a celebration of cricket as a means for personal and social transformation.
- Credo is the Latin word describing “belief in action”.
- Cricket can be a useful way of revealing some of the things we believe most deeply about our lives, our world and our relationships with others.
- Credo Cricket seeks to offer a mix of re-creational opportunities (physical, personal, social) through which we can challenge negative beliefs and foster the good beliefs that lead to positive change.

Credo Cricket has grown in dynamic and exciting ways over the last 12 months. The Credo Cricketers have continued to hone their skills and confidence and have achieved a great deal both on and off the field. This includes winning the Reclink B grade Clem Briggs Jnr trophy and G grade indoor cricket competition in Footscray. We are also very proud that some of our senior players have achieved their Level One Coaching Accreditation through Cricket Victoria.

Credo Cricket is building on a commitment to inclusive cricket initiatives and has engaged in matches in partnership with Cricket Victoria as part of their Community Cricket program. A ‘street cricket’ match was run as part of Harmony Day at Birrarung Marr, where Premier John Brumby played with some of the Credo Cricketers! A Laneway Cricket match was also played with Indian students and Victorian Police in the midst of the much publicized racial violence on Melbourne’s streets – this received both local and international media attention.

Till next year may we score many runs on and off the field and continue to be “cricket you can believe in!”

Credo Cricket is supported by the Clayton Utz Foundation, the Jack Brockhoff Foundation and the City of Melbourne.





Angry mother on mobile phone from Bangalore: "Did you go to Australia to study or to play cricket?"

Elvis: "I can't talk now MUM, I'm batting with John Brumby, the State Premier."

First time Credo Cricketer, exhausted after batting: "I haven't run like that since the smack was cheap in 2000." He scored 4 runs!

# Youth & Schools

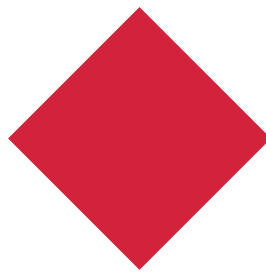
Every year Urban Seed speaks to thousands of school students, leading interactive walks around the city and running creative workshops that address homelessness, addiction and community involvement. Schools can book individual sessions, and we are also able to combine several sessions over one or more days as part of a retreat day or city experience program.

Urban Seed's attraction is its hands on experience with issues of homelessness, marginalisation and street culture that allows us to share anecdotes and stories that bring urban issues alive for students, help breakdown stereotypes and promote consideration of the risks associated with alcohol and drug abuse and wider cultural issues.

"Today has been really life changing. It makes me REALLY appreciate everything and it's given me an understanding as to the real problems and situations going on."  
Student

Thanks to Ansvr Insurance for making this work possible.





# Praxis Training Victoria

Urban Seed has developed a partnership with Praxis, a New Zealand-based network of Christian practitioners offering training for people interested in Youth and Community Work. Praxis has been running in New Zealand for more than 10 years and has an excellent reputation for providing quality, practical training for youth and community workers.

From 2010, Urban Seed and Praxis will be offering a Diploma in Youth Work.

Praxis training covers the following areas:

- \* Youth & Community Work Practice
- \* Mission Theology & Practice
- \* Safety & Self Practice
- \* Practical Skills
- \* Spiritual Formation



Praxis Training has seed funding from the St George Foundation. We are also very grateful for our partnership with Praxis New Zealand.

For further information go to [www.praxis.org.au](http://www.praxis.org.au)

# Urban Seed:Edge

Urban Seed Edge is a three stage development program aimed at connecting with at-risk students in areas of disadvantage. It combines a 10-week support and development program with a 'City Life' week-long education experience and a community development project worked on by the students.

Edge currently runs at Norlane High School, Geelong, and Gilmore Girls' College, Footscray. We also run a variation of the program in Bendigo called 'Outdoor Edge' which incorporates outdoor education experiences with leadership and personal development.

"I learnt that all problems have a way out." Tinu

"I learnt about courage, trust and friendship."

We are very grateful to the IOOF Foundation for their support.





# Public Engagement & Advocacy

Urban Seed has a long history of engagement on issues of public significance. From homelessness and marginalisation to gambling and addiction issues we have made thoughtful and inspiring contributions to public life in written and spoken form. Our aim is to engage the public on the issues that arise from the core work of Urban Seed through articles, speeches, workshops, public demonstrations and more.

Urban Seed runs a number of activities for people wanting to learn about life on the urban margins. These are aimed at members of the public, community and business groups, and are accessible and structured introductions to complex and challenging issues.

Urban Issues Walks are ideal for business and community groups, designed to promote awareness of a range of urban issues, and empower people to respond to the critical moral, social and cultural issues of our time. Bible Walks are aimed at church groups. They relate to faith and spirituality, equipping participants with insights and skills for working with marginalised people in urban settings.

Our goal is to ensure that all our activities are creative, interactive, context based (CBD urban community), flexible, responsive and based on dialogue and mutual learning.

## Beyond the City

For the past few years Urban Seed has been consolidating three new geographical locations to run our community development and education programs. We have specifically chosen lower-socio-economic areas in Victoria, and aim to build capacity in these places. Given the city's limitations as a long term base, many people associated with Urban Seed are choosing to develop sustainable community options in these areas.

The three areas are Footscray (in Melbourne's west), Norlane (in Geelong) and Long Gully (in Bendigo). Projects in regional areas include Urban Seed:Edge; Praxis Training and community meals (based on Credo-style hospitality).

Our work beyond the city is generously supported by the IOOF Foundation; Norlane Baptist Missional Community; United Way Geelong; The Geelong Community Foundation; and Footscray Baptist Church.



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"I really enjoyed walking around Footscray and looking around our community and seeing the things that help out other people."

# Financials

## Urban Seed Balance Sheet as at 30 June 2009

	30-Jun-09	30-Jun-08
	\$	\$
<b>Assets</b>		
<b>Current Assets</b>		
Cash	454,041	133,634
Accounts receivable and sundry debtors	28,310	43,267
Investments	59,264	290,840
Pre-paid rent	40,000	50,000
<b>Total Current Assets</b>	<b>581,615</b>	<b>517,742</b>
<b>Non Current Assets</b>		
Fixed Assets	12,564	16,396
<b>Total Non Current Assets</b>	<b>12,564</b>	<b>16,396</b>
<b>Total Assets</b>	<b>594,179</b>	<b>534,138</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Sundry creditors / Loans	7,540	7,167
Employee entitlements	103,901	40,986
Unearned revenue	75,000	0
<b>Total Current Liabilities</b>	<b>186,441</b>	<b>48,154</b>
<b>Total Liabilities</b>	<b>186,441</b>	<b>48,154</b>
<b>Net Assets</b>	<b>407,738</b>	<b>485,984</b>
<b>Equity</b>		
Retained earnings	407,738	485,984
<b>Total Equity</b>	<b>407,738</b>	<b>485,984</b>
<b>Income Statement</b>		
	30-Jun-09	30-Jun-08
	\$	\$
<b>Revenue from ordinary activities</b>		
Donations and grants	640,668	639,758
Street Ministry	50,182	77,783
Public engagements	151,336	161,726
Interest income	16,259	9,938
<b>Total revenue</b>	<b>858,445</b>	<b>889,206</b>
<b>Expenses from ordinary activities</b>		
Administration and overheads	417,535	273,405
Street Ministry	212,959	216,343
Education Ministry	206,754	259,056
Public engagements	99,443	37,683
<b>Total expenses</b>	<b>936,691</b>	<b>786,487</b>
<b>Net (deficit) / surplus from ordinary activities</b>	<b>(78,246)</b>	<b>102,718</b>



## Note 1. Summary of significant accounting policies

### Basis of preparation of financial report

The Collins Street Baptist Benevolent Society Incorporated trading as "Urban Seed" (the Association) is not a reporting entity because, in the directors' opinion, it is unlikely that users exist who are unable to command the preparation of reports tailored so as to satisfy, specifically, all of their information needs.

This is a special purpose financial report that has been prepared for the sole purpose of fulfilling the directors' responsibilities to prepare and distribute a financial report to members under the Associations Incorporations Act 1981 and must not be used for any other purpose. The directors have agreed that the accounting policies adopted are appropriate to meet the needs of the members.

As the Association is not a reporting entity it is not required to prepare financial reports in accordance with Accounting Standards and Urgent Issues Group Consensus Views. However, the financial report has been prepared in accordance with applicable Accounting Standards with the exception of the following:

AASB 7	- Financial Instruments: Disclosures
AASB 101	- Presentation of Financial Statements
AASB 107	- Cash Flow Statements
AASB 108	- Accounting Policies, Changes in Accounting Estimates and Errors
AASB 114	- Segment Reporting
AASB 117	- Leases
AASB 119	- Employee Benefits
AASB 124	- Related Party Disclosures
AASB 132	- Financial Instruments: Recognition and Measurement

The Association has adopted the accruals basis of accounting. The financial report is prepared in accordance with the historical cost convention, except for the investments which are held at valuation. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year. Comparative information is reclassified where appropriate to enhance comparability. Fair value gains/losses on financial assets are recognised through administration and overheads in the Income Statement.

### Directors Declaration

As stated in Note 1 to the financial statements, the Association is not a reporting entity because, in the directors' opinion, it is unlikely that users exist who are unable to command the preparation of reports tailored so as to satisfy, specifically, all of their information needs. This is a special purpose financial report that has been prepared to meet the directors' financial reporting responsibilities.

The financial statements and notes have been approved and adopted.



Merridie Costello  
Executive Officer



Bruce Everett  
Chairman

Independent auditor's report to the members of Collins Street Baptist Benevolent Society Incorporated trading as "Urban Seed" ("the Association")

#### Report on the financial statements

We have audited the accompanying financial statements, being special purpose financial statements, of Collins Street Baptist Benevolent Society Incorporated trading as "Urban Seed" ("the Association"), which comprises the balance sheet as at 30 June 2009, the income statement for the year then ended, a summary of significant accounting policies and the directors' declaration.

#### The responsibility of the directors of the Association for the financial statements

The directors of the Association are responsible for the preparation and fair presentation of the financial statements and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial statements, are appropriate to meet the requirements of the Associations Incorporations Act 1981 and are appropriate to meet the needs of the members. The responsibility of the directors of the Association also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial statements that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

PricewaterhouseCoopers  
ABN 52 780 433 757

Freshwater Place  
2 Southbank Boulevard  
SOUTHBANK VIC 3006  
GPO Box 1331 L  
MELBOURNE VIC 3001  
DX 77  
Telephone 61 3 8603

## Auditor's responsibility

Our responsibility is to express an opinion on the financial statements based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. An audit also includes evaluating the reasonableness of accounting estimates made by the directors of the Association, as well as evaluating the overall presentation of the financial statements.

The financial statements have been prepared for distribution to members for the purpose of fulfilling the financial reporting obligations of the directors of the Association under the Associations Incorporations Act 1981. We disclaim any assumption of responsibility for any reliance on this audit report or on the financial statements to which it relates to any person other than the members, or for any purpose other than that for which they were prepared.

Our audit did not involve an analysis of the prudence of business decisions made by directors or management.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Auditor's opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Collins Street Baptist Benevolent Society Incorporated trading as "Urban Seed" as of 30 June 2009 and their financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.



PricewaterhouseCoopers



Charles Christie  
Partner

Melbourne  
16 November 2009

# Our Core Volunteers:

- David Boon
- Cindy Ho
- Damien Neave
- Emma Groves
- Ian Charles
- Jason Mullinder
- Koos Koleman
- Laurence Richards
- Mehrin Almassi
- Nathaniel Davies
- Nigel Stearnes
- Paul Woods
- Pamela Moffat
- Raymond Kuffer
- Sarah McAvoy
- Steve Webb
- Steve Tucker

# Our Executive Team:

- Merridie Costello
- Brent Lyons Lee
- Chris Lacey
- Marcus Curnow

# Our Staff:

- Andreana Reale, Resident
- Blythe Toll, Creative Curriculum Co-ordinator
- Christop Booth, Resident & Church Engagement Co-ordinator
- Dave Fagg, Outdoor Edge Co-ordinator (Bendigo) & Praxis Educator
- David Sprigg, Resident
- Finn den Otter, Edge worker (Bendigo)
- Gemma Hayes, Resident
- Gregg Morris, Edge & Praxis Co-ordinator
- Jeff Nelson, Resident
- Jonathan Dredge - Edge worker (Geelong)
- Kate Allen, Communications & Fundraising Co-ordinator
- Luke Wilkinson, Norlane Community Development Co-ordinator
- Mayra Landy-Alliston, Edge worker (Footscray)
- Melinda Goffin, Playgroup Co-ordinator
- Paul Toms, Residential Co-ordinator
- Peter MacDonald, Educator
- Raylene Frantz, Credo Cafe Co-ordinator
- Rohan Goffin, Credo Team Co-ordinator
- Samara Pitt, Schools Co-ordinator
- Sarah Scott-Webb, Educator
- Simon Moyle, Advocacy Co-ordinator
- Taliitha Fraser, Executive Assistant
- Tim Jeffries, Schools Development & IT Co-ordinator
- Tony Venz, Urban Bean Co-ordinator
- Virginia Moebus-Nelson, Resident



# Very special thanks to

Portland House Foundation  
IOOF Foundation  
The Myer Foundation/Sidney Myer Fund  
Collins Street Baptist Church

## Trusts and Foundations

Andyinc  
ANZ Charitable Trusts  
Barrabool Christian Foundation  
Geelong Community Foundation  
Jack Brockhoff Foundation  
Lord Mayor's Charitable Foundation  
Marian & E.H. Flack Trust  
Parncutt Family Foundation  
The R.E. Ross Trust  
Streetsmart Australia  
William Angliss (Victoria) Charitable Fund  
William Buckland Foundation  
United Way Geelong  
United Way Melbourne

## Workplace Giving Partners

Goldman Sachs JBWere  
Mallesons Stephen Jaques  
Middletons  
PricewaterhouseCoopers

## Significant Supporters

Andrew Sypkes  
Anglican Diocese of Bendigo  
Ashton Raggalt McDougall  
Basil Swanton  
Bendigo UnitingCare Outreach  
City of Melbourne  
Clayton Utz Foundation  
Cricket Victoria  
Footscray Baptist Church  
Freehills  
Glyde Metal Industries  
Medibank Private  
Mercer Human Resources Consulting  
Nabhi Merhi  
Nando's Flinders Street  
Norlane Baptist Missional Community  
Paul Steele

We also appreciate our relationship with the following groups and organisations:  
Public Interest Law Clearinghouse (PILCH)  
Green Collect  
Interchurch Gambling Taskforce  
Mintleaf Studio  
Praxis

Urban Seed is the trustee of the premises of 42 Carlisle Street St Kilda, where the First Step Program Ltd provides assistance to people with drug dependence.

Urban Seed aims to be a good neighbour. In our location in the city this happens to be mainly with marginalised groups such as injecting drug users and people who experience homelessness. However, we are also situated on Collins Street, the 'best address in town', where our neighbours are large corporations. We are as committed to building community with the people at our front door as we are with the marginalised people at our back door.

Ongoing financial commitment is vital to an organisation of our size, so we greatly appreciate this support. However there is more than just financial benefit in these partnerships. We are working towards gaining a better understanding of how the private and not-for-profit sectors can work towards building a better community. For example, Mallesons Stephen Jaques provides significant pro bono legal support, and PricewaterhouseCoopers audits Urban Seed's annual accounts and provides pro bono help with tax returns for Credo Café guests.

Workplace Giving programs enable employees to make regular contributions to their preferred charities with no cost to the charities. By establishing a pattern of incremental donations from both employees and employers through their payroll, charities are able to benefit from stable funding that is free of fundraising costs.

