



2014 Annual Report



Mission

The Center for Environmental Transformation (CFET) is an environmental retreat center with an urban farm located in Camden, NJ that engages and educates people of all backgrounds to practice a more environmentally responsible way of living on the planet. Founded out of a faith community, rooted in the Roman Catholic tradition of social and environmental justice, CFET works in partnership with the community to advance solutions to environmental challenges and to create a sustainable and healthy source of fresh food.

From the Chair of the Board

I am pleased to present the 2014 Annual Report for the Center for Environmental Transformation. There was much accomplished in this past year and there were several transitions. Several board members stepped down from the board, but several new people have stepped up to serve on the board. We hired our first Executive Director this year, but also said good bye to two staff persons who served CFET well. In the midst of it all we continued to welcome people who spent time with us in Camden, grew over 6,000 seedlings, harvested over 2400 pounds of produce, completed the creation of a hot sauce called "Kapow!", and facilitated a robust youth program for our Eco-Interns. We continue to receive support from regional and national foundations and corporations, as well as the support of individuals.

I want to tell the story of CFET in 2014 in the following pages. I hope the story is as inspiring to you as it has been for me. It is a blessing to be involved in this organization, with the staff who have worked so diligently, and my fellow board members whose commitment to the mission and integrity of CFET is unmatched.

Mark Doorley, Ph.D.
Chair, Board of Trustees

Highlights of the Year

- Hiring of Teresa Niedda, Executive Director
- Launch of a line of products from CFET's South Camden Farms, starting with a hot sauce called "Kapow!"
- Became a site for a FoodCorp volunteer
- 321 people made a retreat at CFET
- 3 Camden youth were hired as Assistant Farmers and 14 were Eco-Interns
- A successful Farmer's Market for the third year in a row



Board Membership

Officers

Mark Doorley, Chair
Rosemary Hally, Vice-President
William Harden, Treasurer*
John Levy, Secretary*

Michael Doyle
Eileen Borland
William Stehl
Felicia Biles
Rasheda Weaver
Jim Hally
Cathy Nevins
Sharine Eliza
Nancy Axelrod (leave of absence)

*As this report went to press, these two board members were elected to these offices.

Staff

Teresa Niedda, Executive Director
Dean Buttacavoli, Urban Farmer/Educator*
Kelly Creighton, Business Manager
Amy Jacobs, FoodCorp Volunteer

*As this report went to press, Dean was hired and begins on February 2, 2015

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Farm/Education Operation

In 2014 we grew over 6,000 seedlings, using them in CFET gardens, selling them to other South Jersey gardeners, or giving them to our Camden neighbors for their own gardens. We produced over 2400 pounds of vegetables and fruit in our one acre of non-contiguous gardens. All produce and fruit is grown with chemical-free methods. Half of this food was sold at our Farmer's Market or was sold to Greensgrow or to the NJ Food Bank. The other half was used in programming at CFET, including the SEEDS program, the Eco-Interns, nutrition classes, frozen for later use or used in the hot sauce production. The following were the vegetables and fruit grown:

anise hyssop	apples	apricots	arugula	asian pears
basil	beets	black beans	broccoli	cabbage
carrots	cauliflower	celery	chinese cabbage	
collards	corn	cucumbers	dill	dill seed
eggplant	fennel	figs	garlic	garlic scapes
genovese basil	grapes	green beans	green onions	ground cherries
hot peppers	husk cherries	hyssop	kale	kohlrabi
lavender	leeks	lettuce	lettuce leaf basil	
luffa	melons	mint	mulberries	mustard greens
okra	onions	oregano	parsley	parsnips
pea shoots	peaches	peas	potatoes	pumpkin
purple basil	purple beans	radishes	rapini	raspberries
red mustard	rutabaga	sage	salad greens	salad mix
shallots	shelling pea	snap pea	spinach	strawberries
sunchoke	sweet potato	swiss chard	tatsoi	thyme
tomatillo	tomatoes	turnips	winter squash	yellow beans
zucchini				

Bees

With support from the New Jersey Office of Faith-Based Initiatives CFET now has two bee hives, with a plan for a third in 2015. With the assistance of a bee keeping consultant, CFET staff and the Eco-Interns learned how to care for the bees. By all measures, the bees demonstrate clear delight in their new location. We hope to harvest the excess honey next year for the production of balms for sale.

Youth Employment

In 2014 a new dimension of youth employment began. Three young people were hired as Assistant Farmers. They had worked as Eco-Interns in 2013 and now would serve as assistants in facilitating the Eco-Intern programming. They began work, part time, in February 2014. They assisted the Urban Farmer/Educator (UFE) in interviewing and selecting the 14 Eco-Interns. In 2014 the three logged 274 hours. They assisted the UFE in supervising the Eco-Interns, in conducting the educational workshops throughout the summer and they participated in the 2014 Rooted In Community conference in Phoenix, AZ. The Assistant Farmers also participated in a presentation in Trenton, NJ for the Office for Faith-Based Initiatives.



Food Systems, Leadership, public speaking, sustainability, Environmental Racism and canning.

As noted, 14 young people were hired for the Eco-Intern program. Throughout 2014 they worked 2482 hours. In addition to working in the gardens and orchards and managing the Farmer's Market, the Eco-Interns participated in workshops facilitated by the NJ Food Bank, the NJ Tree Foundation and the Assistant Farmers. The topics of the workshops included the history of Camden, "Fracking,"

Conclusion

Since CFET was founded in August 2007 we have experienced tremendous growth. In the first few years, that growth was accomplished with volunteers in the main. We hired our first employee in October 2009, to manage the gardens and educate the children. We now find ourselves with an executive director for the first time, an urban farmer/educator, a business manager, a bee consultant, a FoodCorp volunteer and the continued support of our many volunteers. God has been good to CFET, and we anticipate continued blessings as we move forward in pursuing our mission.

All are invited to visit our website, www.cfet.org, to sign up for our monthly e-newsletter on the homepage, to join us on the first Saturdays of the month to get your hands dirty in the soil of Waterfront South on our monthly work day, to support us financially as we do our "bit" here in Camden City. Visit us, bring a group, come back! All are welcome!



Staff Developments

Arguably the most important development of 2014 was the hiring of CFET's first Executive Director. Teresa Niedda comes to CFET with over 20 years of experience in the non-profit world, including 13 years as the executive director of a small non-profit, Farmworker Health & Safety Institute in Glassboro, NJ. A resident of neighboring Collingswood, Teresa is involved in the Collingswood Community Garden, having been on the founding committee and now maintaining a plot. She also was a longtime volunteer at the Philly Chile, Co., an organic farm in Monroeville, NJ. Teresa began on November 17, 2014, spending these last few months familiarizing herself with operations, both financial and programmatic. She will take on all supervisory responsibilities for staff, as well as the bulk of grant writing and community relations. We are so excited to have found Teresa. She will be a blessing to CFET and to all who meet and work with her.

As noted earlier in this report, Michael Zier left CFET in May. Michael had spent 19 months with us at CFET. He is responsible for our much more robust web presence, having shepherded our website through its redesign. He also increased our retreat participants by more than 100% in his time with us. He moved on to pursue a dream to start a neighborhood center grounded in the arts, liberal and otherwise! We wish Michael great success.

At the end of 2014 our Urban Farmer/Educator, Ari Rosenberg, completed her time with CFET. She spent 21 months with us, bringing her sense of organization to bear on the gardens, enlarging our fruit tree orchards, bringing us bees, increasing our grant monies and developing a youth program that was quite successful. We thank her for her work here at CFET and wish her well in her next endeavor.

We are finishing up the hiring process for a new Urban Farmer/Educator. We hope to have the new staff person in place by February 2, 2015.



The most significant accomplishment this year was the planning, production and marketing of a new product made from the peppers grown in CFET gardens. CFET launched the South Camden Farms product line, starting with a hot sauce called "Kapow!" There are two hot sauces: Habanero Carrot and Pepper Blast. The youth produced 176 bottles of hot sauce. We rented the certified kitchen at our neighbor Fellowship House to produce the sauce. We hired a consultant to work with the youth to develop a logo and name approved by the Board. We also hired a Business Manager to work with the youth on developing the hot sauce, the logo, the name and the marketing strategy. All of this was supported by the New Jersey Office of Faith-Based Initiatives grant.

This program provided the youth with an opportunity to work for the minimum wage in the spring, summer and fall. It enabled them to develop a series of skills that will enable them to continue working in farm production facilities, as well as other job placements. However, most importantly, they learned to embrace their role in developing their communities and being agents of change for environmental justice.

Garden SEEDS (Service, Eating, Education, Diversity & Silliness)



In January CFET welcomed Lauren Larov to our team. She was a volunteer with FoodCorp, a segment of the AmeriCorp program. The focus of FoodCorp is to connect students in urban schools with fresh food and nutritional information. Lauren was with CFET until the end of July, and another volunteer joined us in September (Amy Jacobs). Both volunteers were responsible for the Garden SEEDS program. In addition to programming at CFET, they also partnered with, and did programming at, the following schools, all in Camden: Sacred Heart School,

Charles Sumner Elementary School, H.B. Wilson Family School, Harry C. Sharp Elementary School and Urban Promise Freedom Academy. At each school, Lauren and then Amy, have worked to create school gardens, develop nutritional programming in select classrooms and conducting tastings of vegetables grown in CFET gardens. The addition of a FoodCorp volunteer has greatly expanded CFET's capacity to reach children in Camden with the opportunity to grow their own food and to develop their nutritional IQ. There have been more than 610 unique students involved in the Garden SEEDS program.

Retreat Programming

	2011	2012	2013	2014
Retreat Groups	6	13	26	25
Retreat Participants	92	163	462	321

Our director of retreat programming, Michael Zier, left CFET in May 2014. He did tremendous work to develop the retreat programming, as the numbers above show. One of the things he did to increase the numbers between 2012 and 2013 was to create day trips. With his departure, and staff limitations, we were not able to pursue these day trips as vigorously as Michael did, so our numbers dropped a bit.

	2011	2012	2013	2014
Day Trips	0	32	275	112
Overnight	0	28	32	57
Weekend	54	46	98	45
Week Long	38	57	57	107

While the day trips dropped, we had a >100% increase in those who stayed with us for a week. Among those who were new to CFET this year are the following: Le Moyne College, Canisius High School, Widener University, Rider University, George Mason University,

In Kind Donations

The Heart of Camden Housing, Inc.	Sacred Heart Roman Catholic Church
The Roman Catholic Diocese of Camden	The Fellowship House, Camden, NJ
The Neighborhood Center, Camden, NJ	The Romero Center, Camden, NJ
Rutgers University/Camden	The New Jersey Tree Foundation
TD Bank	The La Salle Non Profit Center
Johnny's Selected Seeds	MAFCO, Camden, NJ
Rutgers Cooperative Extension	City of Camden, NJ
Camden County Municipal Utilities Authority (CCMUA)	William Harden
Sustainable Cherry Hill	Rowan Engineers without Borders
Susquehanna Bank	FoodCorps tooldrive
Haines Farm and Garden	Pennsylvania Horticultural Society
Rick Van Vracken & Sheila Kanaley	Peter Trentacoste
FoodBank of South Jersey	
Primex Garden Center	

We are grateful to all those who supported our work in 2014. We hope to continue to be successful at achieving the mission of CFET, and so deserving continued support.

Board Development

The Board of Trustees engaged the Nonprofit Center at La Salle University for assistance in reviewing our mission and vision. We approved a new mission statement which more clearly identifies our institution. We also had some turnover in our board membership. Ted Fox, Susan Cedrone and Cathy Fox stepped down from the board in 2014. Their energy, their wisdom and their commitment to CFET were, and are, a blessing to our work. The board welcomed four new members to the board. Rasheda Weaver, Sharine Eliza, John Levy and William Stehl will bring their insight, energy and passion to our effort. Blessings on them as they begin their work. Finally, Nancy Axelrod has taken a leave of absence from the board for the first six months of 2015.

Our most current IRS 990 form can be found on our website.

Funding Sources

In 2014 we secured grant funding from the following organizations:

Opal Apple	Geraldine R. Dodge Foundation
Citizen's Bank Charitable Foundation	Danellie Foundation
Subaru of America Foundation	Merck Family Fund
Villanova Student Entrepreneurship Award	Campbell's Soup Foundation
New Jersey Office of Faith-Based Initiatives	

In 2014 the following individuals and corporations made contributions to our work:

Ted Fox	Eileen & John Borland	William & Jeanne Harden
Cathy Nevins	Mark Doorley	John Levy
Sharine Eliza	Felicia Biles	William Stehl
Nancy Axelrod	Jim & Rosemary Hally	Michael Doyle
Rasheda Weaver	Carol Fisher	Michael Spitzer
Ann & Mark Baiada	The Scanlan Family	Governor & Mrs. James Florio
Beneficial Bank	Gorman Investments	Josephine & Michael Giacchino
Deb & Alex Durand	Cathy Fox	Jacqui & Marco Agostini
MAFCO-Camden	Whole Foods Markets	Jay Stillman
Network for Good	New Affinity Concepts Corp.	P. Trentacoste
Amanda Chandler	LeMoyné College	Pamela Laurenzi
Gwen Baile	Phyllis Sanders	Anne Remetz
Margaret O'Donnell	Michelle Budd	Teresa Niedda
Judith Sheridan	Marie Cedrone	Anne Marie Dunn
Susan & Rich Dougherty		Kristin Szylyvian/Michael Chiarappa
Adina Abramowitz	Joy Finkel	Charles Newcomb
Celia Chazelle	Alan Kirkby	Caren Kaufman
Jessica Van Liere	Elizabeth Delaney	Joann Held
Barbara & Pete Pizzutillo		

Princeton University and the Philadelphia Higher Education Neighborhood Network (PHENND) Americorp program.

As we move forward into our new year, the Executive Director, Teresa Niedda, will be looking to build on the work that Michael Zier did to nurture relationships with the institutions that have sent groups to CFET. We also hope to develop retreat programming for new groups, such as artists and writers, with a focus on the environment.

Thomas Berry Lecture

This year we welcomed Robert F. Kennedy, Jr. to Camden for our annual fund and friend raiser. Supported by more than a dozen sponsors, Mr. Kennedy addressed a full crowd at Sacred Heart Church on Saturday, October 4, 2014. Chaired by board member Cathy Nevins, *The Philadelphia Inquirer* published an article in the run up to the event, while the *Courier-Post* published an article a few weeks later, focused on the youth. Mr. Kennedy spoke for more than an hour, on the topic of our Environmental Destiny. He spoke plainly about the structural challenges to any movement toward a more responsible approach to the earth and its resources. After the event, the 350+ crowd moved to the Michael J. Doyle Fieldhouse for a reception where Mr. Kennedy signed copies of his books and the film he helped produce on mountain top removal in West Virginia. Among the many highlights of the day was the encounter between Mr. Kennedy and Kiki Davis, a second grader of Sacred Heart School. When she heard who he was, she grabbed his hand, and walked with him to the field house, sitting with him the entire time. The reception was sponsored by the Ravitz Family Shoprites and the Proccaci Brothers of South Philadelphia.



Media/Social Media Highlights

- 557 members of our Facebook group
- 216 people have liked our page
- 71 followers on Twitter
- Following 59 on Twitter
- Articles in the *Philadelphia Inquirer* and the *Courier-Post*
- 1100 people are on our e-newsletter distribution list
- 110 people are on our Farmer's Market distribution list

Finances

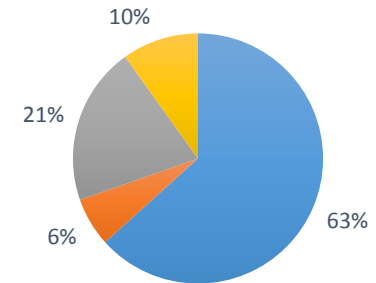
Four sources of funding for CFET

- Grants
- Fee for service
 - Farmer's Market
 - Value Added Products
 - Hot Sauce
 - Rain Barrels
 - Seedlings
 - Native Plants
 - Retreats
 - Ad Hoc Educational Programs
 - Consulting
- Individual/Corporate Contributions
- Fundraising Events

In 2014 we were quite successful in securing grant money from several institutions. We also increased our revenue through fee for service. We continue to look for ways to increase our

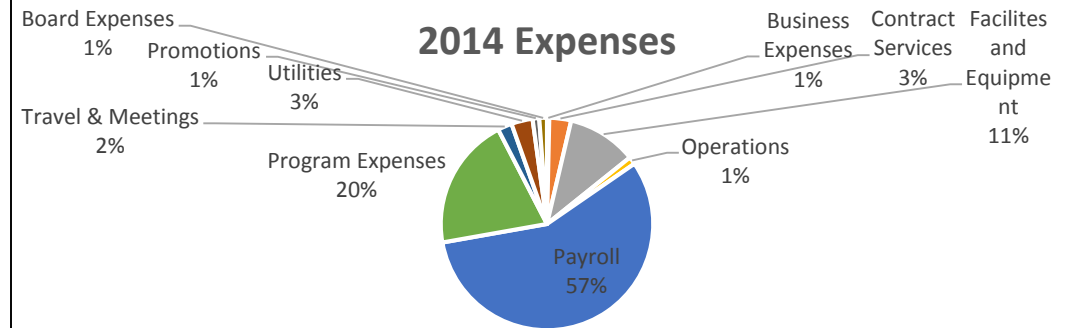
individual and corporate contributions going forward. This is the key to sustainability. To that end, an annual appeal letter was sent to 776 people in December, as well as to the 1100 people on the e-distribution list.

2014 Revenue



■ Grants ■ Individual/Corporate Contributions ■ Fee for Service ■ Fund Raising Events

2014 Expenses



■ Business Expenses ■ Contract Services ■ Facilities and Equipment
 ■ Operations ■ Payroll ■ Program Expenses
 ■ Travel & Meetings ■ Utilities ■ Promotions
 ■ Board Expenses