

CREATIVITY AUSTRALIA

ANNUAL REVIEW



2016

FAST FACTS

- eight years
- 30+ programs
- 3,000+ participants
- 100s of volunteers
- 500+ inspiring performances
- 100s of work experience, skills, mentoring & employment opportunities
- 100s of connections to health and social services
- 2500+ wishes granted
- national & international interest to commence new programs



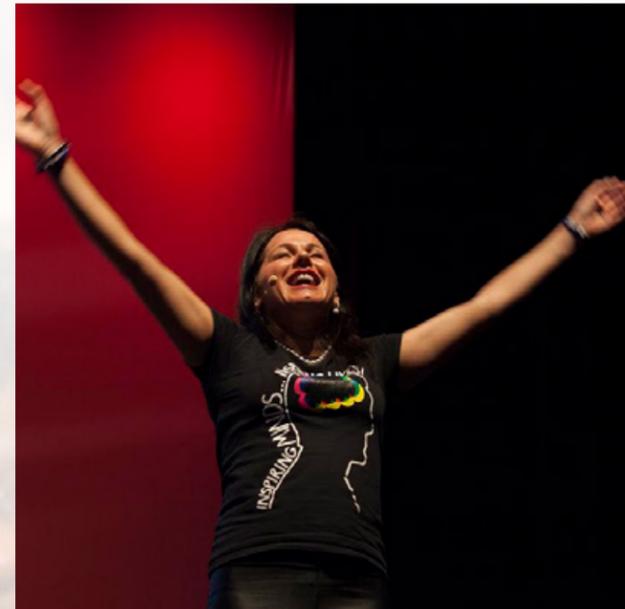
#singforgood
@CreativityAust



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AT CREATIVITY AUSTRALIA, WE USE THE NEURO-SCIENTIFIC BENEFITS OF SINGING AS A TOOL FOR SOCIAL CHANGE IN AN ERA OF DISRUPTION AND ISOLATION.

OUR PEOPLE
OUR INSPIRATION ▶
OUR FUTURE



A message from the **FOUNDER & CHAIR**

Ladies and gentlemen, please join me in celebrating another wonderful year for Creativity Australia's *With One Voice* program... full of songs and stories of hope, courage and inspiration and community spirit. Our Board and team continue to be moved and inspired by the transformations, unexpected friendships, granted wishes and generosity we see at weekly choir programs across our network. I call it the weekly miracle!

At Creativity Australia, we use the neuro-scientific benefits of singing as a tool for social change in an era of disruption and isolation. Our innovative model is ground-breaking in the social innovation/welfare space, as it brings the fortunate and the marginalised together as ONE community to reduce inequality and create a sense of 'WE' rather than the current 'us and them' environment and gives many people a voice and sense of belonging. Whether our voices are silenced by cultural differences, age, disability, disadvantage, or just a stressful job... we all need an outlet to connect to ourselves and each other. Our aim is to use the simple tool of community

singing to help people find their unique, creative voice and build connected, supportive communities that help solve entrenched social problems through caring for one another, rather than relying on top-down, siloed social welfare.

This year marked a turning point for the organisation and the culmination of many years of planning, testing and developing the new model to deliver the *With One Voice* program. Starting in 2015 with the support of the Vincent Fairfax Family Foundation, The Myer Foundation and the Victor Smorgon Charitable Trust, we developed a unique social franchise model to invest in local communities. This is genuinely a game-changer for our organisation and we would also like to give special thanks to Peter Hunt, Rosie Lew and Marigold Southey who helped us raise the seed grants to support new communities to start the *With One Voice* program in their community under the social franchise model.

In 2016, we were also very proud to win the Melbourne Award for contribution to community by a community organisation. After being a finalist for three consecutive years (no small feat in itself), we were honoured to be recognised for the contribution the *With One Voice* program makes to the City of Melbourne (and across the country).

In the following pages, you can share in a little of the latest *With One Voice* news. Better still, we invite you to sing with us weekly at your local *With One Voice* choir, share the joy of song across Australia and the world through Sing for Good, or start your own inclusive choir through our social franchise model.

Wherever you go and whatever you do, please keep sharing the joy of song because, *together, we can change the world... one voice at a time.*

TANIA DE JONG AM

www.creativityaustralia.org.au
www.singforgood.org.au

OUR VISION

TOGETHER, WE CAN CHANGE THE WORLD... ONE VOICE AT A TIME.

Loneliness, and the depression which accompanies it, is the global epidemic of our era. Creativity Australia is building a happier, healthier, more inclusive nation.

We bridge the gap between people experiencing disadvantage and those more fortunate through the neuroscientific benefits of community singing. We build supportive networks that help people connect to brighter futures.

Creativity Australia is a registered charity founded in 2008 by award-winning social entrepreneur and soprano Tania de Jong AM.

OUR SOCIAL IMPACT GOAL

Creativity Australia's social impact goal is to help break down the traditional silos of the social welfare sector, building cohesive communities that include and support one another, rather than relying on 'top-down' services. Thus, we mobilise and multiply community change-makers far beyond the capacity of our organisation: diverse people who will pay it forward and help address the deep issues that impact our society.

WHAT WE DO

- We offer weekly community choirs and singing projects that bring singing back into everyday life.
- We welcome all people, regardless of age, race, religion, disability or disadvantage.

- We research and celebrate how the neuroscience of singing makes us happier, healthier, smarter and more creative.
- We help people connect to joy, wellbeing, friends, mentors, skills, networks and employment.
- We empower people to find their unique voice and give back to others through the Wish List.
- We invite like-minded groups to join us in making the world a better place.

ABOUT THE CHOIRS

Creativity Australia's *With One Voice* choirs welcome people from all faiths, cultures and backgrounds, aged 9 to 90. Age, race, language, religion, disability and disadvantage fade away as people come together to sing with the choir.

The choirs are led by professional conductors and meet weekly, followed by supper.

Through the Wish List, participants grant one another wishes big and small, such as free music lessons, language tuition, resume assistance and jobs. Participation is by tax-deductible donation.

Approximately 70% of participants are subsidised.

[View member stories.](#)

WHY SING

The neuroscience of singing is proven to make people happier, healthier, smarter and more creative. When diverse people sing together on a regular basis, we create supportive communities better placed to solve some of society's biggest challenges. Through uniting more and more communities in song, Creativity Australia aims to create positive outcomes for people experiencing mental illness, disability, disadvantage, racial isolation, unemployment and homelessness.

With One Voice choirs are led by professional conductors and meet weekly, followed by supper. [View choir locations.](#) Through the Wish List, participants grant one another wishes big and small: such as free music lessons, language and computer tuition, assistance with resumes, mentors and jobs. The choirs help people connect to whatever they need in life: friends, mentors, wellbeing, self-esteem, networks, skills and employment. Over 2500 wishes have been granted so far! Please be inspired by a [short 3 minute video.](#)

OUR RESULTS

The external evaluation of the *With One Voice* program by Swinburne University in partnership with beyondblue and the Mitchell Centre for Health and Education Policy confirmed that participation contributes to enhanced wellbeing and reduced stress, depression and anxiety with 81% of people experiencing improved wellbeing, 95% of people "always feeling better after choir" and 98% of people saying it is a great way to de-stress.

Furthermore:

- 84% say they have made new friends/relationships
- 79% have learned new things
- 71% have improved community involvement
- 66% feel less depressed (30% neither agreed nor disagreed because not everyone who comes to the program is depressed)
- 60% have gained improved understanding of other cultures and people
- 52% say granting wishes and helping other people has enriched their life.

For more information on the Program Evaluation, read the [Research Summary](#)

The program has also been recognised in many other ways, including winning the 2016 Melbourne Award for *Contribution to Community by a Community Organisation* and being named in Anthill's SMART 100 social innovations for five years in a row: 2017, 2016 2015, 2014 and 2013.

Please be inspired by [Creativity Australia's Founder Tania de Jong's TEDTalk](#) on 'how singing together changes the brain' which has **over 50,000 views to date!**

SING FOR GOOD

Our global community singing project Sing for Good (www.singforgood.org) helps us raise funds to change the tune for people in need through the *With One Voice* program and for other charities. This joyful project has so far inspired more than 170 video entries from around the globe, generating around \$100,000 in donations. [View gallery](#) and [highlights video here](#).

DONATIONS AND PARTNERSHIPS

It costs just \$10 a week, or \$500 a year, to support a person in need to attend a *With One Voice* choir. We would love to partner with you to increase diverse participation in this transformational work. Our work is all about community wellbeing, alleviating disadvantage and inclusiveness. With enough support we can continue to create transformational outcomes for disadvantaged participants and develop our strategy to reach more people and communities in need throughout Australia.

SOCIAL FRANCHISE MODEL

Over the past three years Creativity Australia has invested in the tools and systems to up-scale the *With One Voice* program in local communities across Australia using a social franchise model. Through the *With One Voice* Start Up project we provide \$10,000 seed funding grants, dedicated mentor phone support, templates, video tutorials and the *With One Voice* Member Management App to successfully launch, establish and create local ownership of the program.

Based on the successful outcomes of our many programs over many years using a traditional charity model, the social franchise model was devised because we identified long-term risks with centralised fundraising and program delivery. More importantly, we identified the many benefits of empowering local communities to 'own' their own programs from the beginning, including building capacity for local fundraising.

It costs \$25,000 to establish each new *With One Voice* program through the social franchise: \$10,000 seed funding + \$10,000 for the mentoring program (resources + mentor) + \$5,000 (infrastructure and governance). This is a reduction of more than 50% per program and in 2017/18 we will double the number of programs without increasing our staffing base.

Each new program is set up as an unincorporated association under licence from Creativity Australia and has a set of governing rules stipulating how the program operates. It also outlines requirements such as how money can be spent and maintaining a minimum cash balance of at least 3 months' worth of expenses. We maintain accountability and transparency of program quality through the Member Management App and monthly reconciliations of their independent bank.

CHOIR LOCATIONS:

- Altona Meadows (VIC)
- Ashburton (VIC)
- Brisbane (QLD)
- Chatswood (NSW)
- Geelong (VIC)
- Ginninderry (ACT)
- Greater Dandenong (VIC)
- Melbourne (VIC)
- St Kilda (VIC)
- Sydney (NSW)
- Wantirna (VIC)
- Windale (NSW)



SOCIAL FRANCHISE MODEL (CONTINUED)

A key part of the model is the mentoring program which provides communities with the combined experience gathered by Creativity Australia over nine years, yet is delivered in a way that the local organising committee takes immediate ownership and learns from our collective experience.

The mentoring program commences with an intensive 4-month process to establish the local partnership model and to launch the program, and then an ongoing, monthly mentoring session where program metrics are reviewed and support is provided to target key areas of weakness. Following the initial 12-month mentoring program, the local communities continue to have access to Creativity Australia mentors on an as-needs basis.

Using primary metrics generated weekly through the Member Management App, Program Mentors use variations to identify strengths and weaknesses and track and record reasons for these variations. These

MY CHOIR

Social Franchise model



EXECUTIVE DIRECTOR REPORT



Social isolation and its impact are becoming more apparent every day. Finding solutions to isolation is critical to the long-term health, wellbeing and prosperity of our communities – this is obvious – but the solutions must unite the entire community equally, not just people in their individual silos.

Seeing diverse people connect and develop friendships through the *With One Voice* program is extremely special. It happens because we unite people through their common love of singing, rather than their common disadvantage. It is through shared interests that friendships form in the wider community and this must be how we develop social inclusion programs too. In a *With One Voice* program there is no hierarchy and no 'volunteers' coming to help someone less fortunate than themselves. Everyone comes together through their love of singing, and through that joint experience, they learn from and support each other. It really is quite simple and very special.

Personally, 2016/17 marks a very special moment for me. When I started with Creativity Australia as the Executive Director the challenge was to develop a model to scale the program. It hasn't always been easy and there have been many iterations along the way, but we have now done what we set out to achieve. It's for this reason that I have been able to step away from the Executive Director role and now just focus on continuing to improve the model.

I would like to thank the many people who have contributed to developing the social franchise model. Special mention needs to go to two people. First, David Hardy of the Vincent Fairfax Family Foundation who stayed true to the vision, even when things weren't quite going as planned at the end of the first year, and secondly, Peter Hunt who was always willing to take a call and brainstorm the implementation challenges we were having.

Our focus now is to continually improve the model, get many new communities using it, and likewise, empower our existing programs to operate under this model too.

ROSS MAHER

OUR IMPACT

EVALUATION OVERVIEW

In partnership with Swinburne University of Technology's Centre for Social Impact, with funding support by beyondblue and the Mitchell Institute for Health and Education Policy, Creativity Australia has undertaken an external evaluation of the *With One Voice* program.

This study forms the baseline for a more in-depth independent analysis to evaluate longitudinal program impact.

The results show the *With One Voice* choirs provide valuable networks for diverse people, especially in times of need.

Key evaluation results are displayed on the following page.

Further findings include:

- 79% learned new things
- 60% improved their understanding of other cultures and people
- 52% say granting wishes and helping others has enriched their life

THE CHOIR IS AN ESCAPE FOR ME. TO OPEN MY HEART, TO BE RELAXED, HAPPY AND FORGET ABOUT ALL PROBLEMS. I WAS LOOKING FOR PEACE ELSEWHERE, I COULDN'T FIND IT. AFTER I JOINED THE CHOIR I GAINED PIECE OF MIND

SAROJINI

THE POWER OF GIVING

Many participants reported giving to others, both through the Wish List and informally, but preferred to be seen as the "giver" rather than the "recipient" of help.

When people are empowered to ask for what they need in life and give back to others, a great sense of joy and equality is achieved.

As one participant remarked:

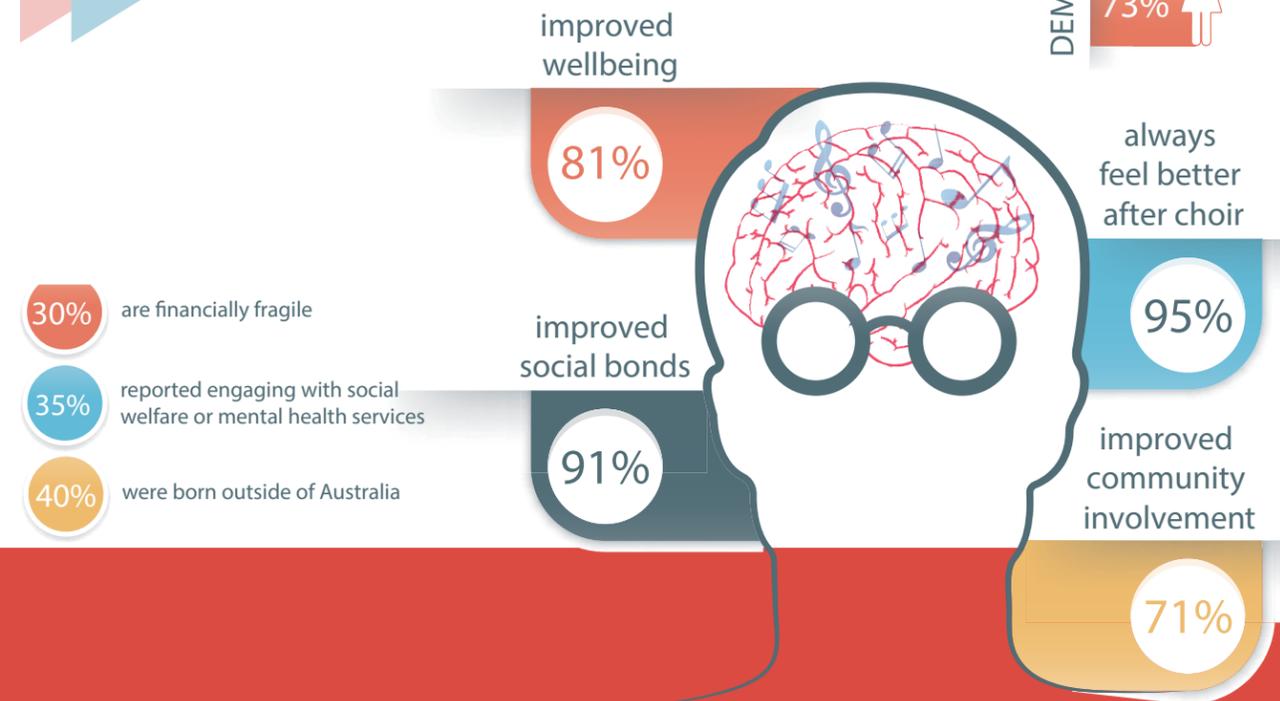
"The With One Voice choir reminds me that my life isn't about the stress and pressures of high profile corporate events and activities.

It is more than that. It is the relationships formed, the simple acts of kindness, the emotions and feelings of everyday people in the simple gesture of coming together in song.

It has given me a much needed perspective that I had lost over the years."

The full report is available under **Research** on our website: www.creativityaustralia.org.au

OUR RESEARCH



PROGRAM EVALUATION

98%
EXPERIENCE
LESS STRESS

84%
HAVE MADE
NEW FRIENDS

66%
FEEL LESS
DEPRESSED*

SWINBURNE UNIVERSITY
supported by beyondblue + The Mitchell Institute for Health and Education Policy

OUR PATRONS



MARIGOLD SOUTHEY AC

The *With One Voice* choir program continues to blossom, welcoming unique and diverse voices every week and developing wonderful friendships and opportunities. Through the simple joy of singing with others there are so many rewards. Combine the magic of singing with the inspired Creativity Australia formula of diverse participation, supper and wish list and miracles can and do regularly occur. Special acknowledgement must go to the inspirational conductors who so ably guide participants – most of whom arrive on night one swearing they can't sing a note – towards a great sense of joy and achievement.

I offer my sincere thanks to the trusts and foundations, corporate and individual supporters, who make it possible for the *With One Voice* program to continue to grow and reach people in need. This critical support allows Tania and the team at Creativity Australia to continue enriching Australian communities through the joy of song.

This charity is truly changing lives every week! I am delighted and proud to support this important work and feel very inspired by the opportunity for communities from around the nation to now replicate this very important and inclusive program. I encourage you to continue and expand your support of this truly innovative social inclusion program.



HUGH MORGAN AC

We are seeing more and more research about the incredible neuro-scientific benefits of music and singing with others for our mental health, wellbeing, creativity and a range of other learning and language skills. Our brains ability to heal and be neuro-plastic shows that anything is possible. I was am particularly excited by the potential of the new social franchise model in empowering the wellbeing and inclusiveness of communities around Australia.

I am always moved by the life-changing outcomes I hear about from participants at Creativity Australia events.

It is wonderful to feel the joy, hope and freedom and hear the stories of achievement from so

many of the *With One Voice* participants at concerts and other special events. The program is clearly enabling everyone to connect to whatever it is they need in life and helping those most in need to find their voice. It is a blessing to receive, but perhaps an even greater blessing to make a difference in someone else's life, no matter how insignificant it might seem.

Congratulations to everyone involved on another wonderful year of harmony and song. Enormous gratitude to all our donors, participants, conductors, volunteers, team members and supporters. Together we are changing many lives and communities. With enough ongoing support I believe we will be able reach out to the furthest reaches of our great nation and create healthier, happier and more supportive communities.



PROFESSOR ALLAN FELS AO

The *With One Voice* program is continuing to make a real impact on the national stage. With ongoing support it will continue this trajectory. The research by Swinburne University was significant. This evaluation proves and proved that bringing together diverse people on a regular basis using the neuroscience of singing and the innovative and inclusive Wish List program achieved outstanding outcomes, especially for marginalised members of our communities.

The program's recognition by the Melbourne Awards and as one of Australia's top social innovations was astute. To some, a choir might

seem an uncommon way to change lives. But this groundbreaking program truly makes a difference. As people become increasingly disrupted, displaced and isolated by technology, meaningful human connections are invaluable; and what more pleasant way to reconnect to your community than through song?

Neuroscience proves it's good for you! I encourage you to support *With One Voice* – visit your local rehearsal, put in entries and donate to Sing for Good. You will be uplifted by the fun, energy and diverse voices and stories you encounter.



VALE PROFESSOR JOHN HAY AC

We acknowledge John for his support of Creativity Australia.



MARIGOLD SOUTHEY AC WITH TANIA DE JONG AM

“ This charity is truly changing lives every week! I am delighted and proud to support this important work and feel very inspired by the opportunity for communities from around the nation to now replicate this very important and inclusive program! ”

MARIGOLD SOUTHEY AC

BOARD OF DIRECTORS



TANIA DE JONG AM
FOUNDER & CHAIR

Tania is a leading Australian soprano, social entrepreneur, spiritual journeywoman, global speaker and creative innovation catalyst. Tania presents keynote speeches and innovation leadership programs with corporations and performs internationally. She is Founder of Creative Universe, Pot-Pourri singing group, Dimension5 co-working space, MTA Entertainment & Events and Founder and Executive Producer of Creative Innovation Global, presenting the Ci2010-Ci2017 conferences. Ci2013 and Ci2015 were named Corporate Event of the Year in the Global Eventex Awards and Ci2015 was named Australian Corporate Event of the Year.

Tania has a Bachelor of Law with Honours from the University of Melbourne and is a graduate of Victorian College of the Arts. She was appointed a Member of the Order of Australia for service to the arts as a performer and entrepreneur. She was named Ernst and Young Australian Social Entrepreneur of the Year as Founder of The Song Room.

Tania's TEDx talk 'How singing together changes the brain' has received over 50,000 views so far. She recently released her second solo CD, *Flying Free*. Tania is passionate about changing the world, one voice at a time.



PETER KRONBORG
DEPUTY CHAIR – Retired March 2016

After six years of tireless and dedicated service on the Board, five as the Deputy Chair, Peter retired in 2016 to focus on other pursuits. Peter has supported the Founder and Chair and the organisation through significant growth and change over the years, for which we are eternally grateful. We wish Peter all the best for the future.



ROSIE LEW

Rosie is a well-known philanthropist supporting many fields of interest, including education, medical research and the Arts. She has been involved with the Peter MacCallum Cancer Institute since 1991 and was instrumental in the formation of the Peter Mac Foundation, becoming the inaugural Appeal Chairman, raising millions of dollars for cancer research, education and care.

She is a Patron and benefactor of the Arts in Australia and is a Member of Solomon R. Guggenheim Museum's International Director's Council Acquisitions Committee in New York.



JIM GRANT – Retired October 2016

Following three years on the Board Jim resigned to focus on continuing to grow his successful people consulting business Dattner Grant. As a board member, Jim supported the development of key staff and the development of the new strategy to implement the social franchise model. We thank Jim for his professionalism and commitment to the organisation (not to mention his incredible Sing for Good entries!), and wish him all the best for the future.



PRADEEP PHILIP

Dr Pradeep Philip is a partner at Deloitte's Access Economics and was the founding CEO of LuanchVic. Prior to LaunchVic, Pradeep held three of the Victorian Government's most senior public servant positions. Most recently, he served as the Secretary of the Department of Health and Human Services with an annual budget of \$20 billion and 13,000 staff (2015), Secretary Department of Health (2012) and Deputy Secretary Policy and Cabinet for the Department of Premier and Cabinet (2010).

Pradeep has also worked with Commonwealth Treasury and as Director of Policy – Office of the Prime Minister, and also lectured and tutored at the University of Queensland, Griffith University and the Australian National University.



ANDREW MILLER – Resigned June 2016

Throughout his time on the Board, Andrew was both a major financial and strategic contributor. He was also known to regularly 'pop' downstairs to join the Melbourne *With One Voice* choir for their regular Tuesday rehearsal. We thank Andrew for his commitment to the organisation and wish him all the best in the future.



DANIEL MURRAY

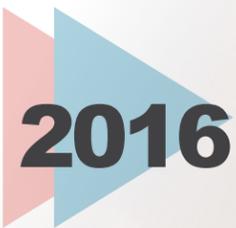
Daniel Murray is a leader focused on making powerful change where it is most needed. As the Head of the IAG Foundation, Daniel is responsible for leading a corporate foundation to engage IAG's 10,000+ employees in community activity, volunteering and support charitable causes aligned to IAG's Purpose. Daniel's previous experience includes leading major strategic initiatives for the largest Financial Services firms in Australia and New Zealand. Daniel has a BSc and a MBA from the Australian Graduate School of Management.



RON GAUCI

Over the past few decades, Ron has developed a reputation as a dynamic and inspirational businessman successfully taking on some of the most difficult commercial, governance and brand reputational challenges. During a diverse executive career, he has helped organisations adapt to change and disruptive competition across multiple industries and sectors.

These organisations include the iconic Federation Square, the financially troubled Melbourne Polytechnic (formerly NMIT), the Melbourne Storm Rugby League Club post the now infamous salary cap rorting scandal and the Aust/NZ operations of the US based global technology company Verizon Business. In his role as CEO of each of these organisations, he developed and executed a significant transformation and change program.



PROGRAM OVERVIEW

ASHBURTON

Conducted by Kym Dillon

WHEN: Wednesdays 6.15pm–7.30pm

WHERE: Ashburton Baptist Church, 8 Y Street, Ashburton

This talented choir continues to contribute to the local community with strong links to local organisations and the community. Key highlights for Ashburton this year included performing at TEDx Melbourne, Creative Innovation 2016 and the Australia Day Parade. This choir is a regular performer in the community and a group of the singers always joins in the joint performances with other choirs. Ashburton is well known for writing their own songs, and even have their very own music video!

We thank OzHarvest for their food donations, the Ashburton Baptist Church, our volunteer team and choir members for their ongoing support.

ALTONA MEADOWS

Conducted by Kym Dillon

WHEN: Wednesdays 2:00pm–3:15pm

WHERE: Benetas St Georges, 19 Howards Street, Altona Meadows

This choir has grown exponentially since its beginning in February 2015. Altona Meadows attracts residents and their families as well as local community members. This choir submitted a stand-out entry to Sing for Good which combined dramatic scenes from silent film with a medley of Dean Martin songs. Also memorable was their performance at *With One BIG Voice* where some participants sang live to video of other residents singing the same song who were unable to attend in person due to ill health.

We thank Benetas, Noordenne Estate and the Grosvenor Foundation for their support in seed funding this choir.

BRISBANE

Conducted by Cath Mundy (with Jay Turner as Accompanist)

WHEN: Wednesdays 5:30pm–6:45pm

WHERE: Basement, Brisbane City Hall

With One Voice Brisbane has become a vibrant and diverse community since its inception in February 2014. Under the inspirational guidance of husband and wife team Cath and Jay this choir continues to excel. They regularly perform in big concerts (most recently with John Farnham himself!), and have a united community spirit that is infectious!

We thank the English Family Foundation, Page and Maria Maxson, The Curavis Fund, the Mather Foundation and Mike de Gruyter for their seed funding, as well as the Brisbane City Council and OzHarvest Brisbane for their weekly support.

FOOTSCRAY

Conducted by Jane York

WHEN: Thursdays 5.30pm–6.45pm

WHERE: African Australian Community Centre Red Brick Hall, 30a Pickett Street Footscray VIC 3011

This choir was closed in mid-2016 due to a lack of community support for the program. Fortunately, some of the most disadvantaged participants were able to join other programs and continue to be supported.

We thank Jane York for her dedication to this community and the African Australian Community Centre for their provision of the venue.

GEELONG

Conducted by Kym Dillon

WHEN: Mondays 5.30pm–6.45pm

WHERE: The Wesley Uniting Church, 100 Yarra Street, Geelong

A continuing partnership with Barwon Health has enabled staff participation and sponsorship towards the Disadvantaged Participants program. Many of the Barwon staff are active choir volunteers. The choir is well known in the local community and regularly in demand for events including: Run Geelong, Barwon Health AGM, Geelong after Dark, International Day of People with Disability.

We thank Barwon Health, The Wesley Uniting Church for their venue support, Geelong Cats, Bendigo Bank, Geelong Connected Communities, Munch N Crunch and Second Bite for their supper support.

GREATER DANDENONG

Conducted by Nicki Johnson

WHEN: Wednesdays 5.15pm–6.30pm

WHERE: Paddy O'Donoghue Centre, 18-34 Buckley Street, Noble Park

With One Voice Greater Dandenong is our most diverse and multicultural group and has one of the strongest male voice sections. The rehearsal venue is provided by the City of Greater Dandenong. Taken over at the end of 2015 by classically trained Nicki Johnson, the choir has been enjoying a broad range of repertoire including gospel. Some key performances for Greater Dandenong this year included TEDx Melbourne, Creative Innovation 2016 and the Australia Day Parade.

We thank The Jack Brockhoff Foundation, Gandel Philanthropy and The Marian and E.H Flack Trust as financial supporters of this program, and the City of Greater Dandenong for their ongoing in-kind support by providing the venue.

MELBOURNE

Conducted by Kym Dillon

WHEN: Tuesdays 5.30pm–6.45pm

WHERE: Sofitel Melbourne On Collins & Scots Church 25 Collins Street, Melbourne 156 Collins St, Melbourne VIC 3000

2016 PROGRAM OVERVIEW

(CONTINUED)

This is the original *With One Voice* choir and is a very diverse group. After a massive eight years of incredible support from the Sofitel Melbourne on Collins, the program moved down the road to its new home at the Scots Church, with supper being provided by OzHarvest.

Key performances for the choir included the Collins Place Harmony Day and Christmas events, TedX Melbourne, Creative Innovation 2016, Bourke Place Christmas Carols, the Australia Day Parade and the State Library.

We thank Sofitel Melbourne On Collins, Scots Church, Bank of Melbourne, OzHarvest Collins Place, City of Melbourne, the volunteer team and choir members for their ongoing support.

ROYAL FREEMASONS, WANTIRNA

Conducted by Michelle Morgan

WHEN: Tuesdays 3.00pm–4.25pm

WHERE: 13 Lewis Rd, Wantirna South VIC 3152

In May 2015 we partnered with Royal Freemasons to create our first *With One Voice* choir at Royal Freemasons aged care facility. The choir now attracts residents and their families together with staff for a weekly sing. The choir has become an attraction for prospective residents and the staff note that it has brought the community closer together.

Key performances were participation in the *With One BIG Voice* concert at the Melbourne Town Hall with students from a neighbouring school, Wantirna Christmas Carols and Royal Freemasons Open Day at the Coppin Centre St Kilda.

We thank Royal Freemasons staff and choir members for their ongoing support.

ST KILDA

Conducted by Anthony Barnhill

WHEN: Mondays 6.15pm–7.30pm

WHERE: The Salvation Army Chapel, 12B Chapel Street, St Kilda

With One Voice St Kilda is a vibrant group of dedicated singers with accomplished harmonies, singing acapella and with accompaniment. Some key performances for St Kilda this year included TedX Melbourne, Creative Innovation 2016, the National Gallery of Victoria and the Australia Day Parade. This choir rehearse in a community chapel generously donated by the Salvation Army.

Catering is supplied by OzHarvest food rescue and is further supported by local business donations of food.

We thank OzHarvest, the Salvation Army Chapel Street, the St Kilda Gatehouse for their referral partnership, our volunteer team and choir members for their ongoing support.

SYDNEY

Conducted by Robert Teicher

WHEN: Tuesdays 5:30pm–6:45pm

WHERE: Pitt Street Uniting Church, 264 Pitt Street, Sydney

Picture a grand piano and a large group of diverse singers surrounding it with a dynamic conductor leading them on a musical journey. Sydney is our largest choir with numbers topping 100 on big nights. *With One Voice* Sydney shares song, food and a great sense of community each week in central Sydney.

The choir receives subsidised use of the Pitt Street Uniting Church, with huge support from their staff and management. Supper is donated by OzHarvest and is the largest supper provided at any choir with regular donations of grocery items which choir members can take home or distribute after every rehearsal.

We thank the Vincent Fairfax Family Foundation, Pitt Street Uniting Church, OzHarvest, City of Sydney, our volunteer team and choir members for their ongoing support.

OUR PEOPLE

PATRONS

Marigold Southey AC
Hugh Morgan AC
Professor Allan Fels AO

FOUNDING PATRON

The Late Dame Elisabeth Murdoch AC, DBE

BOARD OF DIRECTORS

Tania de Jong AM (Founding Chair)
Peter Kronborg (Deputy Chair)
Jim Grant
Rosie Lew
Andrew Miller
Dr Pradeep Philip
Ron Gauci
Daniel Murray

CONDUCTORS

Kym Dillon (Lead Conductor)
Anthony Barnhill
Daniel Brinsmead
Nikki Johnson
Michelle Morgan
Cathy Mundy
Jay Turner
Robert Teicher
Jane York

STAFF

Executive Director/Program Director: Ross Maher
Program Manager: Sasha Earle
Marketing and Communications Coordinator: Juanita Alvarez
Administration Officer: Kim Reynolds
Strategic support: Alrick Pagnon
EA to the Chair: Elle Groch
Account Support: Andrea Guo, Carey Handfield
Auditors: Grant Thornton



WITH THANKS

GOVERNMENT PARTNERS

City of Boroondara
City of Greater Dandenong
City of Melbourne
City of Port Phillip
City of Sydney

TRUST AND FOUNDATION SUPPORTERS

A&M Costa Foundation
Australian 888 Club
Beecher Family Trust
Bendigo Bank Sunshine
Beyond Blue
Committee for Geelong
Cooper Foundation
The Curavis Fund
English Family Foundation
Equity Trustees
Erdi Foundation
Geelong Connected Communities
The Hunt Family Foundation
The Ian Watson Foundation
Indian Blue Chorus
Foundation
Jacaranda Foundation
Jack Brockhoff Foundation Marian & EH Flack Trust
Naphtali Family Foundation
The R E Ross Trust
Sidney Myer Fund &
The Myer Foundation
Victor Smorgon Charitable Trust
Vincent Fairfax Family Foundation

ORGANISATIONAL AND IN-KIND SUPPORT

African Australian Community Centre
AMP Capital Investors
Argo on the Parade
Ashburton Baptist Church
Auburn Uniting Church
Austin Health
Barwon Health
Bank of Melbourne
Bendigo Bank Sunshine
Benetas
Beyond Bank Australia
The Brotherhood of St Laurence
Coca Cola Amatil
Creative Universe
Dattner Grant
The Divorce Productions
e-Centric Innovations
Geelong Football Club
KPMG
Medibank
Munch n Crunch
OzHarvest
Pitt Street Uniting Church
Ritchies Stores
Royal Freemasons
Second Bite
Spotlight Foundation
Salvation Army, St Kilda
Sofitel Melbourne on Collins
Scots Church, Melbourne
Tobin Brothers Funerals

INDIVIDUAL SUPPORTERS OVER \$500

Kathrin Allen
Angela Andreadis
Marino Angelini
Belinda Bardas
David Bardas
Ross Barker
John Barlow
Terry Barnes
Bill Bartlett
Bruce Billson
Carolyn Blundell
Chris Blyth
Philip Brass
Wendy Brooks
Suzie Brown
Jenny Brukner
Peter Campbell
Terry Campbell
Sally Capp
Annabel Carr
Jennifer Carr
Bridie Cavanagh
Paul Cave
Carmel Collier
Peter Cooper
Julie Craig
Rod Cunico
Michael De Gruyt
Henri de Jong
Ann Diggins
Imelda Dodds
Julia Farrell
Professor Allan Fels AO
Dr Alan Finkel AO &
Dr Elizabeth Finkel AM
Alan Fletcher
John & Jillian Fraser

Vivienne Fried
Stephen Gambling
Lee Gilmour
Rachel Goldberg
Graham Goldsmith
Dr Mukesh Haikerwal AO
Jane Hansen
Peter and Sarah Hay
Jacqueline Hoang
Peter Hunt AM
Greg Hutchinson AM
Philip Johnson
Julian Knights
Marcel Kreis
John Leaper
Rosie Lew
Lee Liberman and Dr Leslie
Claude Lombard
Charles Macek

Ian Martin AM
Page Maxson
Anne McAllister
Daniel Milky
Andrew Miller
Peter Miller
Glen and Joan Morley
Elizabeth Morgan
Hugh Morgan AC
Allan Myers AC & Maria Myers AC
Baillieu Myer AC
Philip Neri
Bruce Parncutt AM
Greg Plant
Karen Platt
Dr Pradeep Philip
Greg Ridder
Ken Roche AO
Xiao Rong Nheu (Susan Nheu)

Claire Saunders
Penelope Seidler AM
Lindy Shelmerdine
Andrew & Tracey Sisson
Dick Smith AC
Ian Smith
Lady Southey AC
Gregory Sutherland
Charles Teo
David Valentine
Steve Vamos
Errol Woodbury
Sharon Woolf and
Ron Lazarovits
Srinivasa Yerra
Phillip Zajac
Igor Zambelli

Annabel

– *With One Voice Melbourne*



“I have cerebral palsy and walk with elbow crutches. I also use a mobility scooter to get to where I need to go.

The *With One Voice* choirs enable members to meet other people who they wouldn't normally meet. Singing also a lot of positive benefits, including improving self-esteem and encouraging people to do things that they may have been told they can't do.

When I joined the choir I had been looking for a job for 6 years. When I heard about the *Wish List* program I thought, 'Perfect! I will be able to get some help to find a job'. At my second rehearsal I asked for help to improve my resume and for employment. A fellow choir member came up to me straight away and volunteered his time to help me improve my resume, and the choir gave me the confidence to persevere in searching for work. Six months later I had found a job in a call centre.

Unfortunately, the job came to an end eight weeks later. I came to choir the following Tuesday at the Sofitel and announced I had lost my job. I could not stop crying. I was introduced to a lady who had come to choir to see what it was all about. She said she might be able to help me with some voluntary work. When I did call her in early 2015, she said “Sure, I can help you. And by the way, it isn't going to be voluntary work; I'm going to pay you.”

This is the longest I've ever been in a job for. It's been more than 2 years *and I'm loving it!*”



“ This choir gives me freedom, independence and a sense of belonging. Because I feel like I don’t belong anywhere else. I do belong here. At choir no one sees my wheelchair. They see me, as a person. ”

Beth
– *With One Voice Melbourne*

CORPORATE GOVERNANCE

The Directors present their report together with the financial report of Creativity Australia Limited (“the Company”) for the year ended 31 December 2016, and the auditor’s report thereon.

MEETINGS

Four meetings were held in the year to 31 December 2016. The following Directors were in office during the period and attended the following number of meetings:

Name of Director	Meetings eligible to attend	Total attended
Ms Tania de Jong AM	4	4
Mr Peter Kronborg (Retired)	1	1
Mr Andrew Miller (Resigned)	2	2
Mr Jim Grant (Resigned)	2	2
Ms Rosie Lew	2	2
Mr Ron Gauci	1	1
Mr Daniel Murray	1	1
Dr Pradeep Philip	-	-

COMPANY PARTICULARS

Creativity Australia Limited
 ABN: 94 133 015 040
 Level 1, 10 Dorcas Street
 South Melbourne VIC 3205

Creativity Australia Limited is a company limited by guarantee, incorporated in Australia and having its principal place of business at the address listed above. The charity has deductible gift recipient (DGR) status; all donations are tax-deductible.

FINANCIAL REPORT

INCOME

Grants and contributions	\$609,433
Participant contributions	\$64,911
Fundraising events revenue	\$54,836
Other choir services revenue	\$8,555
Interest	\$10,591
TOTAL	\$748,326

Less fundraising costs	\$100,384
Cash available for program delivery and operations	\$647,942

PROGRAM DELIVERY

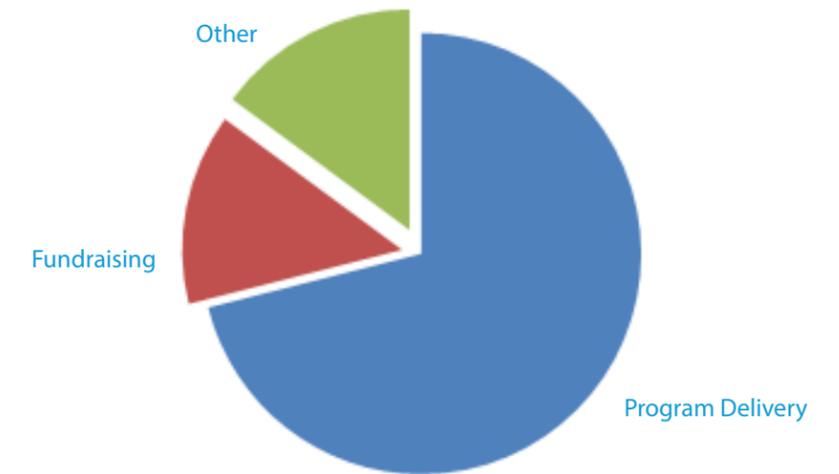
<i>With One Voice</i> program	\$293,291
Salaries, wages and other employee costs	\$215,636
TOTAL	\$508,927



TOTAL COSTS

Program Delivery	\$508,927
Fundraising	\$100,384
Other	\$106,774

TOTAL	\$716,085
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BALANCE SHEET

Creativity Australia has some reserve funds allocated to cover future operations and aligned to specific programs.

CURRENT ASSETS

Cash and cash equivalents	\$706,747
Receivables	\$27,215
Prepayments	\$1,939
TOTAL	\$735,901

NON-CURRENT ASSETS

Property, plant & equipment	\$9,229
TOTAL	\$9,229

TOTAL ASSETS	\$745,130
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CURRENT LIABILITIES

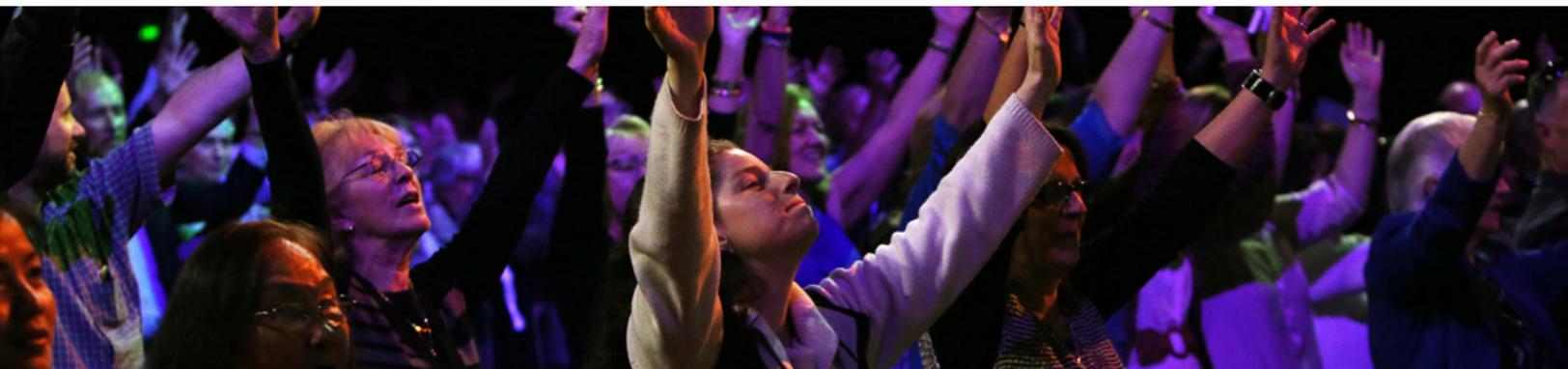
Payables	\$24,985
Deferred income	\$121,029

TOTAL NET ASSETS	\$146,014
NET ASSETS	\$599,116

EQUITY

Program funding reserve	\$599,116
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CREATIVITY AUSTRALIA **ANNUAL REVIEW**



“The choir benefits me because it reminds me of my life’s purpose... to be happy, to sing, and to feel inclusion and community instead of isolation and alienation.

Suddenly backgrounds, occupation, race, religion and disability disappears and instead there are only voices, song, smiles and happiness.

We laugh and cry and lean on each other. This is what life is about... this is what happiness is about... this is true equality.”

Elizabeth – *With One Voice* Brisbane



CREATIVITY AUSTRALIA

Level 1, 10 Dorcas Street
South Melbourne VIC 3205
(03) 8679 6088

withonevoice@creativityaustralia.org.au

www.creativityaustralia.org.au

