

CREATIVITY AUSTRALIA

ANNUAL REVIEW



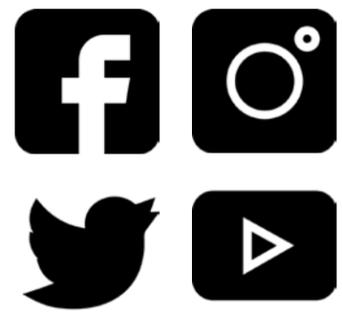
2008-2018: Ten years of changing the world, one voice at a time



2018

FAST FACTS

- Ten years
- 40+ programs
- Thousands of participants
- 100s of volunteers
- 1,000+ inspiring performances
- Thousands of work experience, skills, mentoring & employment opportunities
- Thousands of connections to health and social services
- 3,500+ wishes granted (since 2013)
- National & International interest to commence new programs
- Development of the *With One Voice* Social Franchise model



@CreativityAust

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

OUR PEOPLE
OUR INSPIRATION ▶
OUR FUTURE



A message from the **FOUNDER & CHAIR**

Friends, please join me in celebrating an excellent and inspirational year for Creativity Australia's *With One Voice* program... full of songs and stories of hope, courage, connection, celebration of diversity and community spirit. Our Board and team continue to be moved and inspired by the life-changing transformations, unexpected friendships, granted wishes and generosity we see at weekly choir programs across our network. We had another *With One Voice* wedding this year and assisted many people to find work, develop new skills and form lifelong friendships. I call it the weekly miracle!

At Creativity Australia, we use the neuro-scientific benefits of singing as a tool for social change, wellbeing, diversity and inclusion in an era of disruption, depression, loneliness 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. Our programs build bridges and create a sense of 'WE' rather than 'us versus them', 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. This sense of ONE-ness lies at the heart of our transformational work.

Our aim is to use the simple tool of community singing combined with the sharing of supper and our innovative Wish List program 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 we have continued planning, testing and developing the new Social Franchise model to deliver the *With One Voice* program. We are so proud of commencing a number of additional *With One Voice* programs under this model in 2018. **It's very exciting to see that our strategic target of 40 programs around Australia by the end of 2020 is in reach!**

You can help us get there.

We would like to give special thanks to Peter Hunt, Greg Hutchinson, Andrew Sisson, Marigold Southey and Rosie Lew who have helped us raise the seed grants to support new communities to commence and replicate the *With One Voice* program in their community under the Social Franchise model. We also offer enormous gratitude to the many other visionary philanthropists, trusts and foundations, smaller donors through our Giving Circle, and Governments who are supporting us in this important and profound work. And we acknowledge our inspirational and inclusive team, conductors and volunteers across Australia.

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 and support our important life-changing and life-saving work. Or why not start your own inclusive choir through our Social Franchise model? Our seed funding grant rounds are open to inspiring community groups from around Australia.

Wherever you go and whatever you do, please keep sharing the joy of song because it will change your brain and assist others in need of support. Together, we can change the world... one voice at a time.

TANIA DE JONG AM

www.creativityaustralia.org.au

OUR VISION

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

OUR VISION

Creativity Australia is building a happier, healthier, more inclusive nation through the life-changing *With One Voice* program.

OUR MISSION

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

Loneliness, and the depression which accompanies it, is the global epidemic of our era.

We bridge the gap between people experiencing disadvantage and those more fortunate through the neuroscientific benefits of community singing.

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 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. [View member stories.](#)

The choirs are led by professional conductors and meet weekly, followed by supper. Participation is by tax-deductible donation. Approximately 70% of participants are subsidised.

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.

WISHLIST

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, wellbeing, self-esteem, networks, skills and employment. Over 3,000 wishes have been granted so far! Please be inspired by a [short 3 minute video.](#)

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 in 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 80,000 views to date!



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 the diversity of participants in our choirs. 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 few years Creativity Australia has invested in the tools and systems to 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 up to \$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 *With One Voice* 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 over \$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).

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 accounts.

A key part of the model is the mentoring program which provides communities with the combined experience gathered by Creativity Australia over ten years. It is delivered in such 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.

SOCIAL FRANCHISE MODEL (CONTINUED)

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 reasons will be shared with new and existing programs through mentors and via updates to resources kept on the centralised portal.

Our strategic goal is to have forty programs in all States of Australia by the end of 2020!
You can help us get there.

Building the Ultimate Social Franchise





CHOIR LOCATIONS:

- Altona Meadows (VIC)
- Ashburton (VIC)
- Break O'Day (TAS)
- Brisbane CBD (QLD)
- Ballarat (VIC)
- Central Victoria (VIC)
- Chatswood (NSW)
- Cumberland (NSW)
- Geelong (VIC)
- Ginninderry - Canberra (ACT)
- Greater Dandenong (VIC)
- Illawarra (NSW)
- Kingston Park - Adelaide (SA)
- Melbourne CBD (VIC)
- Mildura (VIC)
- Moreland (VIC)
- Perth CBD (WA)
- Redfern (NSW)
- St Kilda (VIC)
- Sydney CBD (NSW)
- Wantirna (VIC)
- Windale (NSW)

PROGRAM DIRECTOR REPORT



2018 was the year we started to really see the strength and power of the *With One Voice* social franchise in action. We awarded places in our *With One Voice* Start Up Program to nine communities in four states - nearly doubling the number of programs we had – and had our strongest fundraising year to date. This enabled us to add the necessary resources to ensure our growth is sustainable.

2018 Highlights

- Expanded our impact into Tasmania and South Australia for the first time and increased our presence in Victoria, NSW and Queensland
 - Invested in a new e-learning platform and developed our first online training course: an induction program for new conductors
 - 18-month internal evaluation of the social franchise model effectiveness
 - Significant process & system improvement update
- Commenced new partnership with Wise Employment, St Vincent de Paul (Queensland) & Youth, Family & Community Connection (Tasmania) under the Federal Government's 'Try Test and Learn' fund to explore how the *With One Voice* model can formally support the employment sector
 - Developed a Mentor Training Program to train new mentors working remotely in any part of Australia and increase our organisational capacity to service new communities more efficiently and effectively

New e-learning platform

With 22 programs servicing local volunteers in communities all around Australia, training and development has taken on a life of its own. Ensuring that we maintain the standard and quality of our programs is paramount, and as such, we invested in a new e-learning platform with the support of the Ian Potter Foundation. Commencing with conductors, we now have translated our conductor induction program into the e-learning environment and are having some incredible feedback from conductors. In 2019, we are looking to expand this course for conductors and commence creating modules for our volunteers & mentors.

Social Franchise internal evaluation

During the first 18 months of implementing the social franchise model we started 13 programs. That was a big undertaking and we learned a lot during that process. Unfortunately, and painfully, we had to close two programs that weren't able to meet the program's expectations, and experienced delays in starting another three programs. While this wasn't unexpected, we were very keen to learn from the experiences and strengthen the program.

Our internal evaluation identified a number of issues that would make the program better. These ranged from the time we start programs to the minimum requirements communities need to have in place before they are accepted into the Start Up Program. As part of the evaluation, we also updated a number of processes, introduced new automation, and developed additional training to continue to strengthen the program and improve our efficiency. We are excited to start the 2019 programs with these updates in place to make the *With One Voice* experience even more positive for communities all around Australia.

Try, Test & Learn

In partnership with Wise Employment, we successfully applied for funding under the federal government's Try Test & Learn fund to adapt the *With One Voice* model to support the employment sector. Following anecdotal evidence, a review by McKinsey & Co in 2013 and the formal evaluation of the program in 2014 that highlighted how the *With One Voice* program was helping people get jobs, this has been a goal of our organisation for five years. We are very excited to learn how we can formally partner with the employment sector to increase employability, and we look forward to seeing a new model evolve which will hopefully continue to drive our organisation's evolution and growth over the next 3-5 years.

In conclusion, 2018 was a very big year that ensures we will continue to grow, improve sustainability and most importantly change the lives of people experiencing disadvantage in communities all across Australia. This couldn't have been possible without the efforts of our program team, in particular Nathan Lange, and all the volunteers located all over Australia. We thank you for your patience, feedback, commitment and support as we continue to build a happier, healthier and more inclusive nation through the power of song.



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

Research conducted by Swinburne University in collaboration with Beyondblue and the Mitchell Institute for Health and Education Policy.

THE INCREDIBLE NEUROSCIENCE OF SINGING



98%

OF PEOPLE SAID CHOIR IS A GREAT WAY TO DE-STRESS

81%

OF PARTICIPANTS EXPERIENCED IMPROVED WELLBEING

95%

OF PEOPLE REPORTED "ALWAYS FEELING BETTER AFTER CHOIR"

80%

OF PARTICIPANTS FELT REDUCED ANXIETY OR DEPRESSION

Read our full program evaluation from Swinburne University at: www.creativityaustralia.org.au/research/program-evaluation/



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 to 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 group singing for our mental health, wellbeing, creativity and a range of other learning and language skills. Our brain's ability to heal and be neuroplastic shows that anything is possible. I 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, board, 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 corners 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 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 in the Melbourne Awards and by Anthill 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 and support people in need to join the choir and change their lives. You will be uplifted by the fun, energy and diverse voices and stories you encounter.

This program is building important bridges between diverse people and I encourage your ongoing support and participation.



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.



MARIGOLD SOUTHEY AC WITH KYM DILLON & 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 trail-blazing Australian soprano, award-winning social entrepreneur, creative innovation catalyst, spiritual journey woman, storyteller and global speaker. Tania is one of Australia's most successful female entrepreneurs and innovators developing 5 businesses and 3 charities over the past 3 decades.

She founded **Creative Universe, Creativity Australia, Creative Innovation Global, Dimension5, MTA Entertainment & Events, Pot-Pourri, The Song Room & Mind Medicine Australia** and works with diverse communities through Creativity Australia's *With One Voice* choir social inclusion programs. She works across the public, private, creative and community sectors. Tania speaks and sings around the world as a soloist and with her group Pot-Pourri releasing ten albums. She is **Founder and Executive Producer of award-winning future-shaping events series, Creative Innovation Global. Tania's TED Talk How Singing Together Changes The Brain has sparked international interest.**

Tania's mission is to change the world, one voice at a time!



DR 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).

Dr Philip 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.



JO SALISBURY

Jo Salisbury is an experienced organisational leader, focused on creating a strong culture, community and environment built through inclusivity, collaboration and passion.

She enjoys all aspects of public speaking and advocacy, understanding that every conversation is an opportunity to promote the value and passion behind what you do with a view to inspiring others.

A qualified CPA with over 20 years commercial and not for profit experience at executive levels in Finance, IT, Sales and Market Management, she brings a strong commercial and strategic focus in every role undertaken. During her career she has worked for Price Waterhouse, BHP, IBM, Wipro, Symantec and Make-A-Wish Australia.



DAVID MANSFIELD

David Mansfield entered hospitality management three decades ago, and has since been driving change and efficacy through senior management roles across six countries within the Pacific, South East Asia, South Asia and the Middle East. David's strengths lie in asset management, value creation, operational excellence, strategic alignment and positioning, digital, sales and marketing, food and beverage design/ concept development, cultural change and talent development. David has made an art of balancing the demands and strategy of asset owners and brand entities, while consistently delivering on the guest promise in an ever changing landscape.

Calling Australia home, David has identified opportunity to mould a national talent pipeline for the industry, spearheading and facilitating educational and philanthropic partnerships within the region.



RACHEL AUDIGE

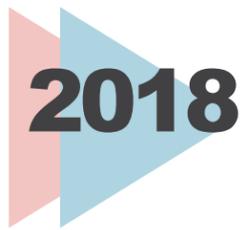
Rachel is a Franco-Australian speaker, facilitator, blogger and innovation architect. She runs Systematic Inventive Thinking- Australia and has a long experience in international marketing. She is the author of 'The Innovation Mix', a diagnostic model for organisational innovation. Her sweet spot is getting smart people in a room and giving them an alternate search engine for their minds to give them more inventive and feasible ideas. She is a Non-Executive Director on the boards of Creativity Australia and the Produce Marketing Association and has a Bachelor of Economics (Sydney Uni), a Maitrise in Political Science (Paris-Sorbonne) and an MBA (Melbourne Business School).



ROSIE LEW

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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.



EVENTS HIGHLIGHTS

10TH ANNIVERSARY CONCERT AT MELBOURNE TOWN HALL

Once again, hundreds of members from our combined Melbourne choirs (and even a few members from our Sydney choirs) joined together to raise the roof of the iconic Melbourne Town Hall to celebrate ten fabulous years of the With One Voice choirs. Three of our talented conductors shared the limelight and a packed Town Hall was warmly welcomed by Lord Mayor Sally Capp. There were guest performances from Tania de Jong AM, Alan Fletcher from Neighbours, Lydia Griffiths (Les Miserables), Chelsea Tjandra and Achai Deng. The concert was a huge success and was covered by SBS World News.



CREATIVITY AUSTRALIA 10TH ANNIVERSARY GALA DINNER

October saw us celebrate the 10th Anniversary of our wonderful charity with a fundraising gala dinner generously hosted by our Patron, Rosie Lew at Whernside. Over 70 guests raised a glass to Creativity Australia and the choirs sang and shared inspirational stories about how the Program has helped them over the years. We received many generous donations from old and new supporters and the evening was topped off with a few songs from Pot-Pourri. We offer our deep gratitude to Rosie Lew, the Hunt Family Foundation and The Paul Ramsay Foundation for their very generous support.

FEW (FINANCIAL EXECUTIVE WOMEN) CONFERENCE

In May 2018, the combined choirs of Melbourne were asked to perform an uplifting flash mob to end one of their conference days. Rebecca Bode of Pot-Pourri took the lead in 'This is Me' from 'The Greatest Showman' and was joined by members of our 4 Melbourne based choirs. The audience stood and sang along and the performance was enjoyed by all who attended. Here's what the organisers had to say after the event:

"The planning of this performance was detailed and professionally run, you could really feel the passion the team have at Creativity Australia. The choir and Rebecca Bode were a show stopper and left our audience feeling inspired to Make a Difference." Financial Executive Women', May 2018



PROGRAM OVERVIEW

CHOIRS MANAGED BY CREATIVITY AUSTRALIA

ALTONA MEADOWS - BENETAS

Conducted by Kym Dillon

WHEN: Wednesdays 2:00pm–3:15pm

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

This choir has developed and matured since its beginning in February 2015. WOV Altona Meadows provides a unique and engaging choral opportunity to residents and their families as well as local community members.

Community members of the choir represented WOV Altona Meadows at our With One BIG Voice concert at the Melbourne Town Hall in December. The choir also made its annual special effort to perform at the Christmas carols concert at Laverton Community Hub.

We thank Benetas and Carol and the staff at St Georges for making the choir so easy to deliver and such fun to be a part of.



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. Beginning with 43 members at the start of 2018 the choir has grown at an astonishing rate to the point where we are now hoping to cross the 100-member mark in early 2019. It is also testament to the hard work of the volunteers and the consummate skill of our Conductor Kym Dillon. Choir Coordinator Philomena says "All the members are realising the great honour it is to have Kym with us as our conductor, due to his vast knowledge of music. In the way he is able to write, perform and teach the technicalities of music. Along with this, Kym has an amazing ability to interact with everyone".

This choir is a regular performer in the community and always have a strong presence at the joint performances with other choirs. We thank OzHarvest for their food donations, the Ashburton Baptist Church for the great venue and volunteers Philomena, Jude and John for arranging things each week

2018 PROGRAM OVERVIEW

(CONTINUED)

BRISBANE

Conducted by Cath Mundy
(with Jay Turner as Accompanist)

WHEN: Wednesdays 5:30pm–6:45pm

WHERE: Brisbane City Hall – Adelaide Street

WOV Brisbane had a fantastic and busy 2018 with many highlights including:

- Featuring in Festival 2018's "Songs From Our Suburbs" choral concert at South Bank, for Brisbane's Commonwealth Games' cultural festival
- Combining with international students for the "Raise Your Voice" choir festival,
- Opening the new ANZAC Gallery at the Queensland Museum
- Performing for the Armistice Centenary Festival at Mango Hill
- Partnering with Micah Projects for their annual "Songs of Justice" concert

We would like to acknowledge our founding supporters The English Family Foundation We also thank the Brisbane City Council and OzHarvest Brisbane for their weekly support and especially Kymberley, Sabine, Beau, Nikki, Geoff and all the volunteer team.

GEELONG

Conducted by Kym Dillon

WHEN: Mondays 5.30pm–6.45pm

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

Our Geelong program continued to grow in 2018 and actually overtook WOVS Sydney as our most popular choir (with a membership of 100+!) which is fantastic. 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 performances at community events.

We thank Barwon Health for much needed financial support, the Wesley Uniting Church for their venue support, Bakers Delight for their supper support, and especially Robyn, Carol and their wonderful volunteer team – many of whom have been involved for up to 10 years now – incredible!

GREATER DANDENONG

Conducted by Nicki Johnson

WHEN: Wednesdays 5.30pm–6.45pm

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

With One Voice Greater Dandenong continued rehearsing in the Paddy O'Donoghue centre in 2018. The close-knit team of volunteers and choristers provides a welcoming atmosphere and an important place for many members to meet new people, socialise and belong.

The choir had many wonderful performances throughout the year, including for the Level Crossing Removal Authority, Harmony Day in Harmony Square and their annual appearance at the Greater Dandenong Council's 'Walk against Family Violence' which many people said was 'an amazing event that gave us the best feeling'.

We thank the GW Griffiths Estate as a financial supporter of this program, and the City of Greater Dandenong for their ongoing in-kind support by providing the venue and especially Sue, Mandy and the volunteer team.

MELBOURNE CBD

Conducted by Kym Dillon

WHEN: Tuesdays 5.30pm–7.00pm

WHERE: The Assembly Hall of the Scots Church 156 Collins Street, Melbourne CBD

2018 had Melbourne's long-serving conductor Kym Dillon step aside and hand the reigns over to Anthony Barnhill who was greeted by a core group of passionate members. One of the highlights through the year was being a part of the Indian Film Festival at Federation Square as they got to sing the national anthem with Premier Daniel Andrews and some got to meet him after.

A diverse repertoire was covered for the wonderfully diverse set of people who came through WOVS Melbourne's doors: a high-flying Physics professor from an American university, a prep teacher, someone from the nearby bank, and of course our beloved member Beth!

Melbourne rehearsal space is generously donated by the Scots Church. We thank OzHarvest, Jonathan and all at the Scots Church, Hwan-Yi, Annabel and their volunteer team for their ongoing support.

ST KILDA

Conducted by Anthony Barnhill

WHEN: Mondays 6.15pm–7.45pm

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

Led by an exceptionally strong, proactive and impressive volunteer team, WOVS St Kilda went from strength to strength throughout the year. Highlights included a performance for the community on Acland Street, forming a solid part of the massed choir at the Indian Film Festival, Creativity Australia's Rosie Lew fundraiser, and the With One BIG Voice concert at the Melbourne Town Hall in December. Repertoire highlights included learning to sing some Spanish with 'Oye' - which the choir would say came close to stealing the show at our end of year concert!

This choir rehearse in a community chapel generously donated by the Salvation Army. We thank OzHarvest, the Salvation Army Chapel Street, Janine, Ros and the volunteer team for their ongoing support.



2018 PROGRAM OVERVIEW

(CONTINUED)

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 remains one of our largest choirs 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.

Major performances in 2018 include: Sydney Choirs in The City, Radio National Live performance, 2018 Christmas Concerts. The choir receives subsidised use of the Pitt Street Uniting Church, with huge support from their staff and management. We thank the Vincent Fairfax Family Foundation, Pitt Street Uniting Church, OzHarvest, City of Sydney, John, Glen and the very large and extremely committed volunteer team and choir members for their ongoing support.

ROYAL FREEMASONS, WANTIRNA

Conducted by Daniel Brinsmead

WHEN: Tuesdays 2.45pm–4.15pm

WHERE: Royal Freemasons, Centennial Lodge, 13
Lewis Road, Wantirna

It's been 3 years since we began our partnership with Royal Freemasons to create our first *With One Voice* choir at Centennial Lodge in Wantirna.

The choir engages residents and their families together with staff for a weekly sing. The choir has become an attraction for prospective residents and the staff continually note that it has brought the whole facility community closer together.

We thank staff and management for their continued support and Wantirna staff member Jackie for her energetic and infectious attitude to our rehearsals

SOCIAL FRANCHISE CHOIRS

These choirs are managed by local community committees and supported and mentored by Creativity Australia through our Social Franchise model

CHATSWOOD - NSW

Conducted by Elizabeth Lecoanet

WHEN: Tuesdays, 5.30pm– 7.00pm

WHERE: The Chatswood Hub, 51 Hercules St,
Chatswood

With One Voice Chatswood began in February 2018, and was officially launched by Willoughby Mayor, Gail Giles-Gidney, in May. What an exciting year it has been!

They feel very fortunate to have secured their conductor, Liz Lecoanet. By the end of 2018, the choir had grown to the point of identifying the need for a larger venue. Their membership consists of people from many different cultural backgrounds, with differing abilities. Their repertoire, apart from English, includes Indigenous, Spanish, Chinese, French, African and more, and conductor, Liz, encourages requests so of course they have a few favourites like Abba, Queen and Beatles, along with songs from musicals, nostalgic and contemporary, and several medleys.

We thank New Horizons, One Door, Action Foundation and Parramatta Mission for their generous financial support and venue free of charge. We further thank Wendy and the team at New Horizons who work so hard to deliver our Chatswood program each week.

CUMBERLAND - NSW

Conducted by Hahano Namoa

WHEN: Wednesdays, 5.30pm– 7.30pm

WHERE: Berala Community Centre, 16 Memorial
Avenue, Merrylands NSW

This choir was awarded their Franchise in October 2018. With most of the preparations in place, a great team and venue, we look forward to developing a strong Inner Western Sydney community program here in 2019. We thank Moana and all the Berala Community Centre staff for all their hard work so far.

GINNINDERRY-CANBERRA ACT

Conducted by Matthew Arnaudon & Amy Stewart

WHEN: Tuesdays 5:30 – 7.00pm

WHERE: The Link, 90 Stockdill Drive, Holt ACT

2018 was a challenging year for With One Voice Ginninderry as their beloved conductor Matthew Arnaudon was diagnosed with brain cancer late in 2017. They were very lucky to have Amy Stewart step in for 6 months to hold the fort while Matthew was having treatment. Amy was a fantastic conductor who taught the choir some wonderful new songs and was exactly the right person they needed at a difficult time.

They had some standout performances in 2018 not least of which was at Ginninderry's Summerfest which was a fundraiser for (their conductor) Matthew and the whole community got behind this. Other performances included a concert for National Families Week, attended by the ACT Arts Minister, Gordon Ramsay, another great performance at Smith's Alternative, the coolest venue in Canberra, Springfest at Ginninderry and the carols concert for the Yass Valley Business Chamber Xmas gathering was a great closer for the year. We thank the Ginninderry Project for their generous support and their staff Susan and Jess for all their hard work so far.



2018 PROGRAM OVERVIEW

(CONTINUED)

ILLAWARRA – PT KEMBLA NSW

Conducted by Janet Andrews

WHEN: Sundays 2:00 pm – 3:30 pm

WHERE: The Servo, Wentworth St, Port Kembla. NSW

WOV Illawarra started in November and has steadily but gently built its program and participation. Rehearsing on a Sunday afternoon, there is solid core with lots of people popping in and out as their weekend commitments allow.

This unique WOV approach has been very successful as many people say it is lovely to have something fun to do of a Sunday afternoon. The volunteer team aim to steadily increase reach and numbers as they develop in 2019. They are also thinking big and hoping to establish and promote group singing through a choir festival in 2019.

KINGSTON PARK SA

Conducted by Heather Frahn and Michelle Byrne

WHEN: Wednesdays 6.00 – 8.00pm

WHERE: Kingston House Cameron Ave, Kingston Park

Establishing *With One Voice's* very first choir in South Australia was an exciting time for all at Creativity Australia. The choir rehearses in an amazing historic building overlooking the ocean which must make rehearsals that little bit extra special. Heather Frahn and Michelle Byrne, Co-Conductors of WOV Choir Kingston Park had this to say about their choir - "It has been wonderful to facilitate the WOV Choir in Kingston Park SA. We enjoy seeing the growing sense of community amongst the choir members, and singing a range of songs with one central theme - 'to sing of things that bring joy, meaning, and hope'."

We thank David, Liz, Christine and the team for all their hard work so far.

MILDURA VIC

Conducted by Catherine Threlfall

WHEN: Fridays 6:00 pm – 7:30 pm

WHERE: Sunraysia Community Health Services Activity Room, 137 Thirteenth Street, Mildura

Creativity Australia established WOV Mildura in July 2018. Moving our model from the urban/ capital cities and towns to a regional area was exciting and new. The team of volunteers (4 of whom were called some variation of Catherine – which could get confusing at times) did an outstanding job at creating a choir that was supported and attended by all in the community – displaying the inclusivity that WOV is known for.

The *With One Voice* Mildura Choir quickly grew to almost 50 members by the end of the year. With 40+ people regularly come together to sing on a Friday night. We celebrated the end of the year with a Christmas function, performing for families and friends.

Their strong and committed volunteer committee keep the choir both ticking along and growing. They look forward to thriving in 2019. We thank Jane and Sunraysia Health for their generous support and Catherine, Catherine, Cathryn, Kate, Gwen, Jacqui, Win, Helen and all the team for all their hard work so far.



MORELAND – COBURG VIC

Conducted by Phoebe Deklerk

WHEN: Tuesdays 5:30 – 7:30pm

WHERE: Coburg Court House, 1A Main St, Coburg

Along with WOV Cumberland, this choir was awarded their Franchise in October 2018. Being located in what some might call Melbourne's music and artistic hub, we are excited by what this choir could become. With most of the preparations in place, a great team and venue, we look forward to developing a strong community program here in 2019. We thank the Newlands and East Coburg Community Centre staff Shilo and Lee for all their hard work so far.

WINDALE – LAKE MACQUARIE NSW

Conducted by Gambirra Illume

WHEN: Thursdays 6.00pm to 7:30pm

WHERE: Windale Drop in Centre, Cnr of Lachlan St and Corona ST, Windale.

In February 2017 we announced Windale as our first recipient of our Seed Funding program as the Windale *With One Voice* Choir led by the Centre For Hope and conductor Gambirra Illume. The choir is a wonderful highlight for all who attend and the music and energy create an environment that is what all With One Voice choirs aim for. Although there were some difficult challenges in 2018 through illness and changes to key personnel, we are looking forward to a brighter and better 2019 for all.

We acknowledge and celebrate the generous assistance (both financially and by staff) provided by the Geraldine and the team at Centre For Hope.

NEW SOCIAL FRANCHISES

These 3 choirs were awarded their Franchise in December 2018. We look forward to developing strong community program here in 2019

BREAK O'DAY – ST MARY'S TASMANIA

Conducted by Terese Tanner

We thank Tanya, the Hub4 Health team and the great volunteer group for all their hard work so far.

CENTRAL VICTORIA – KYNETON VIC

Conducted by Gabriel Macura

We thank Carly, Brad and Sarah from our partners Cobaw Community Health and the energetic volunteer group for all their hard work so far.

REDFERN NSW

Conducted by Mary Kiani

We thank Shane, Robin and Margaret from our partner Redlink for all their hard work so far.

CORPORATE PARTNERSHIP FRANCHISES

This year we have established positive and fruitful relationships with 2 corporate organisations who are supporting the development of a local With One Voice program through financial and resource contributions.

BALLARAT

Conducted by Terese Tanner

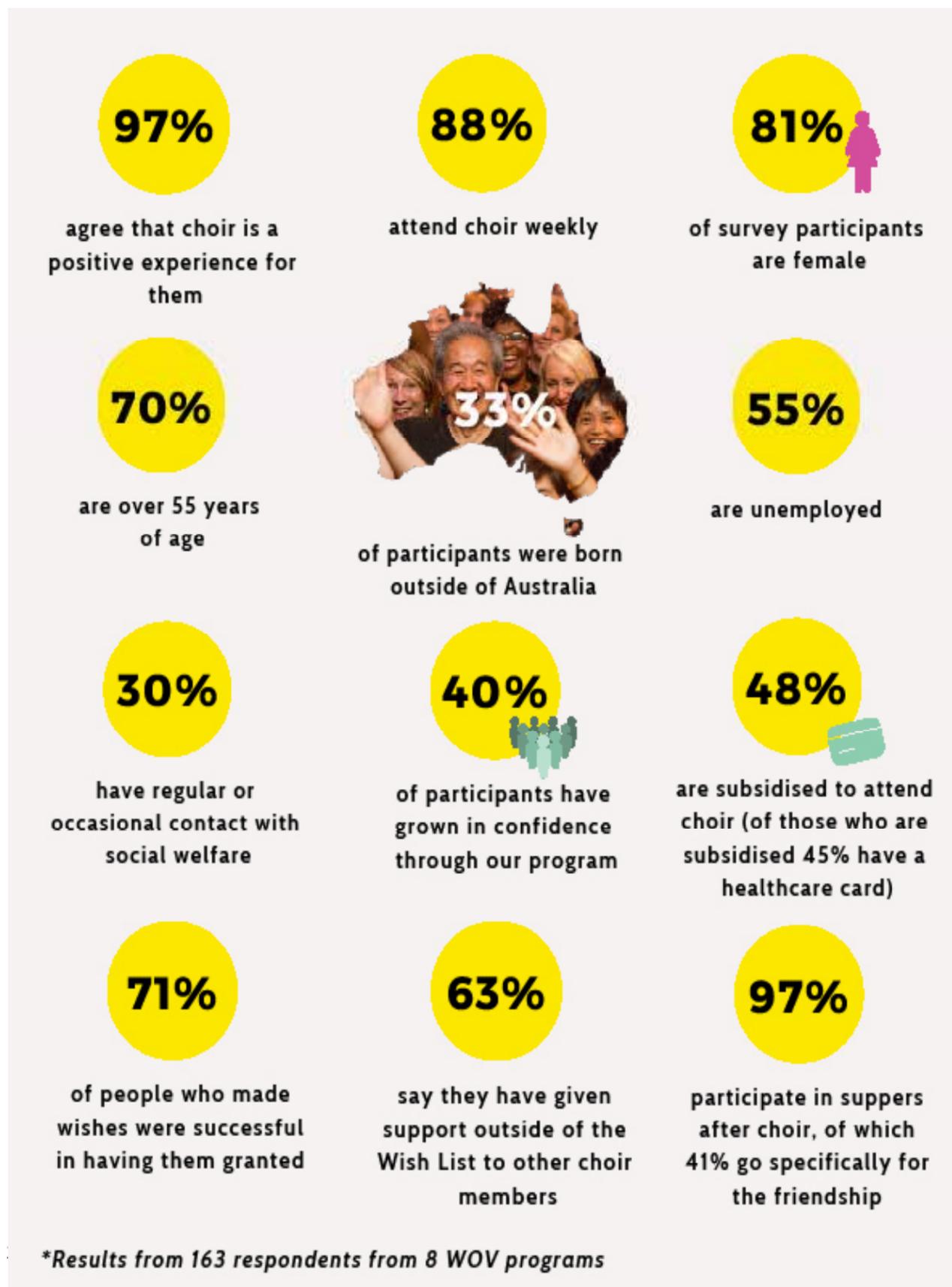
We thank UFS Dispensaries Ballarat and staff for supporting this choir's development so far.

PERTH CBD

Conducted by Athena Litis

We thank Woodside Energy and staff for supporting this choir's development so far.

2018 PARTICIPANT SURVEY



OUR PEOPLE

PATRONS

Marigold Southey AC
 Hugh Morgan AC
 Professor Allan Fels AO
 Rosie Lew

FOUNDING PATRON

The Late Dame Elisabeth Murdoch AC, DBE

BOARD OF DIRECTORS

Tania de Jong AM (Founding Chair)
 Dr Pradeep Philip
 Jo Salisbury
 Rachel Audige
 Rosie Lew
 David Mansfield

CONDUCTORS

Anthony Barnhill (Principal Conductor)
 Kym Dillon (Principal Conductor)

Cath Mundy	Amy Stewart
Robert Teicher	Matthew Arnaudon
Elizabeth Lecoanet	Hahano Namoa
Nicki Johnson	Gambirra Illume
Chris Blain	Phoebe Deklerk
Catherine Threfall	Suzanne Hobson
Heather Frahn	Gabriel Macura
Michelle Byrne	Daniel Brinsmead
Terese Tanner	Janet Andrews
Samantha Truscott	Mary Kiani



STAFF

Programs Manager: Nathan Lange
Marketing and Communications Coordinator: Lydia Griffiths
Programs Consultant: Ross Maher
Program and Administration Officer: Grace McNie
EA to the Chair: Liana Richardson
Account Support: Andrea Guo, Carey Handfield
Auditors: Grant Thornton

WITH THANKS

GOVERNMENT PARTNERS

Brisbane City Council
City of Melbourne
City of Sydney
Department of Social Services

TRUST AND FOUNDATION SUPPORTERS

English Family Foundation
Finkel Foundation
Hansen Little Foundation
Macquarie Group Foundation
MaiTri Foundation
Nordia Foundation
Pierce Armstrong Foundation
Sidney Myer Fund & The Myer Foundation
Sydney Community Foundation
The Anthony Costa Foundation
The Eva and Les Erdi Humanitarian Charitable Foundation
The Paul Ramsay Foundation
The Hunt Family Foundation
Vincent Fairfax Foundation

ORGANISATIONAL AND IN-KIND SUPPORT

AMP Capital Investors
Ashburton Baptist Church
Bank of Melbourne
Barwon Health
Bendigo Bank
Benetas
Beyond Bank Australia

Bohemia Group
Creative Universe
Glenferrie Road Traders Association
Medibank
OzHarvest
Pitt Street Uniting Church
Ritchies Stores
Royal Freemason Ltd
Salvation Army, St Kilda
Scots Church, Melbourne
Sofitel Melbourne On Collins
St Bernard's College
The Brotherhood of St Laurence
St Bernard's College - Frank FitzGerald Auditorium
Goomeri Pumpkin Festival
Australian Social Business Forum
Happiness & Its Causes (Dalai Lama)
Housing Choices Australia
Laverton Community Hub
Brisbane City Council
Carers Week Mental Health Forum
Hope/Bereavement Centre Geelong
Waterfront Growers Market Geelong
Geelong City Council
Bakers Delight Geelong
Bakers Delight St Kilda
State Library of Victoria
Equiem Property Management: 600 Bourke Place
Management: 720 Bourke Street
Wesley Uniting Church
Paddy O'Donoghue Centre Noble Park
City of Greater Dandenong
City of Port Phillip
Hobsons Bay City Council
City of Sydney
City of Melbourne
Radio National
New Horizons Inc Chatswood
Centre for Hope
LHAC Inc.
Indian Film Festival of Melbourne
Tobin Brothers Funerals

INDIVIDUAL SUPPORTERS (DONATIONS RANGING FROM \$500 TO \$100,000)

John & Mary Barlow
Terry Campbell
Jennifer Carr
Michael Dubs
Eva and Les Erdi
Keith Fagg
Julia Farrell
Professor Allan Fels AO
Dr Alan Finkel AO
Sharon Franke
Susan Gin
Cindy Huang
The Hunt Family Foundation
Greg Hutchinson AC
Michael Inman
Darren Johannesen
Campbell Johnston
Robert and Mem Kirby
John Leape
Rosie Lew
Wendy Lewis
Boris and Helen Liberman
Julie Maizey
Peter McMullin
Jayson McNaughton
Hugh Morgan AC
Lesley Morrison
Steve Murray
Baillieu Myer AM
Philip Neri
Justin Presser
Joshua Ross
Liz Sadler
Penelope Seidler AM
Andrew Sisson
Nicholas Smedley
Stocks Wendy
David Valentine
Peter Watson
Sharon Woolf

Jillian and Michael's Romantic With One Voice Story



Singing in choirs has many benefits. For some it can lead to marriage! Jillian and Michael from our With One Voice Sydney choir are getting married in April. Jillian tells the story:

We both started coming to choir separately in the first half of 2015. I just wanted to blend into the background and sing because my work involves being in front of people quite a lot and I saw choir as a circuit breaker. Michael on the other hand was surrounded by colleagues and friends and he is very extroverted so he's happy to shine wherever he is.

We didn't start talking until the night of the Christmas party gig the choir did for a corporate at 207 Kent St in November 2015. We discovered that we both grew up in Newcastle and that I had gone to school with

Michael's younger brother. Upon further research we also found out that our mothers lived one street away from each other, had also gone to boarding school together and had known each other for nearly 70 years. There were more family connections too. It seems the only people who didn't know each other were Michael and I.

We started off slowly by going to see music together and having coffees close to work. Gradually we realised our relationship had morphed into something that was more than friendship. It wasn't until after the European holiday we went on together in 2017 (where the photo was taken) that we decided to move in together. The holiday had been such a success that we thought we would give it a crack. We both sold our houses and moved into a rental while looking for something to buy. We found the ultimate party apartment in Surry Hills that our three grown up children think is fabulous. And we absolutely love living there too, it's also really close to Pitt St Uniting church, where the Sydney choir meets.

For the entire time we have been together I have been telling Michael that we don't need to get married. We had decided that buying a house together was a really big commitment that expressed how much we meant to each other. However, on New Year's Eve, way before any festivities had begun, I proposed to Michael. This took him by complete surprise considering what I had said previously and he was speechless. Anyone who knows Michael has trouble believing that. The proposal was a reflection of my feelings for Michael and thankfully he said yes.

We are getting married at the Toronto Civic Centre wedding chapel in Ontario in the presence of Michael's two sons Matt and Andy and my daughter Tamara. We can choose our own music and we have chosen to play the Ship Song version that our choir participated in with Sing Out Sydney in 2017.

The Sydney choir members and all at Creativity Australia wish Jillian and Michael all the best.

Sent in by Viviane – With One Voice Sydney.



“ 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 2018, and the auditor’s report thereon.

MEETINGS

Four meetings were held in the year to 31 December 2018. 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
Ms Jo Salisbury	4	2
Dr Pradeep Philip	4	2
Mr David Mansfield	1	1
Ms Rachel Audige <i>(Resigned 29 Nov 2018)</i>	3	1
Ms Rosie Lew <i>(Resigned 18 Oct 2018)</i>	3	3

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	\$631,263
Participant contributions	\$98,816
Fundraising events revenue	\$410,534
Other choir services revenue	\$17,449
Interest	\$8,680
TOTAL	\$1,166,741

Less fundraising costs	-\$77,130
Cash available for program delivery and operations	\$1,089,611

PROGRAM DELIVERY

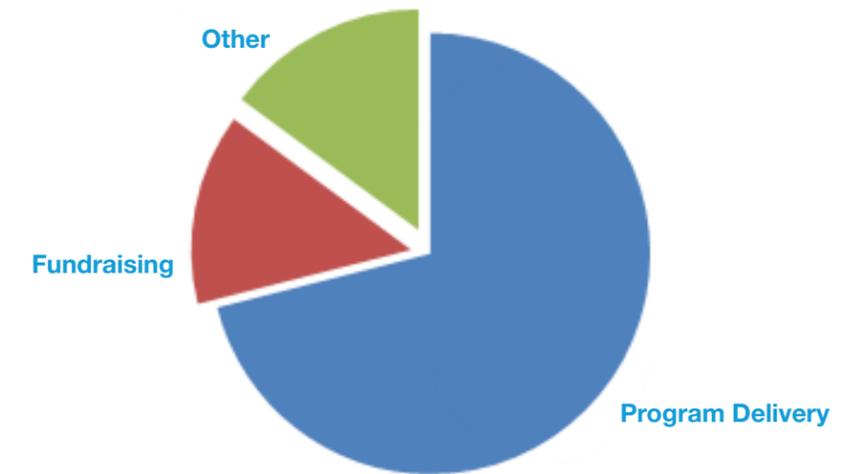
<i>With One Voice</i> program	\$324,192
Salaries, wages and other employee costs	\$127,550
TOTAL	\$451,741



TOTAL COSTS

Program Delivery	\$451,741
Fundraising	\$77,130
Other	\$99,810

TOTAL	\$628,681
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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	\$1,281,182
Receivables	\$26,061
Prepayments	\$3,141
TOTAL	\$1,310,384

NON-CURRENT ASSETS

Property, plant & equipment	\$2,808
TOTAL	\$2,808

TOTAL ASSETS	\$1,313,192
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CURRENT LIABILITIES

Payables	\$20,713
Deferred income	\$143,684
TOTAL	\$164,397

EQUITY

Program funding reserve	\$1,148,795
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CREATIVITY AUSTRALIA **ANNUAL REVIEW**



“The choir makes me feel so good! I am a carer for my two children and their mother, despite the fact I have a rare type of diabetic neuropathy that affects my entire body.

I needed to do something just for myself. I drive for nearly an hour each way to get to choir. Some days I can't make it because of my condition, but it's worth the drive when I do.

I come out of there on such a high and I don't get pain from my neuropathy most nights I sing. Everyone is welcome and although everyone is different we all are treated as equals. I really like that.”

Neil

CREATIVITY AUSTRALIA

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www.creativityaustralia.org.au

