



CREATIVITY AUSTRALIA

ANNUAL REVIEW 2013



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Published by CREATIVITY AUSTRALIA

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MESSAGE FROM THE FOUNDER AND CHAIR



During 2013, the team at Creativity Australia was delighted when the *With One Voice* program was named one of Australia's top social innovations in Anthill's Smart 100 and a Finalist in the Melbourne Awards.

These honours are testament to the hard work of our staff, volunteers, conductors and Board... but the greatest rewards are still felt while singing amongst our wonderful choirs and in the testimonials of participants, some of which are included on the following pages.

That incredible buzz of song is what inspired me as a girl towards my life's journey. Only later would I discover that buzz has its foundation in neuroscience.

Since Christmas 2013, my TEDtalk *How singing together changes the brain* has got people talking around the world about how singing as a group increases neuroplasticity, synchronises our heartbeats and releases endorphins - just a handful of the incredible benefits of group singing. We've even had enquiries from as far afield as Arizona from community leaders wanting to utilise our innovative *With One Voice* social inclusion model.

It's wonderful to see these effects multiplying as the *With One Voice* program grows.

There are hundreds of thousands of worthy charities and agencies around Australia working to support people in need. The *With One Voice* program complements these programs, creating global villages where people can come together and break cycles of isolation and disadvantage.

This is real life; real heart; real community. People come for songs and supper and leave with friends from all walks of life and the chance to connect to opportunities they might otherwise never have dreamed possible via our Wish List program.

Whether you're 9 or 90, a Hindu CEO or an Afghani asylum seeker... everyone is welcome at a *With One Voice* choir. It's a place for friendship, relaxation, mentoring, joy, freedom, inspiration, wellbeing, networks, self-esteem, skills and even employment.

Through the Wish List, participants grant one another wishes big and small. Help with resume-writing, work experience, free music lessons and jobs... new wishes are made and granted every week. We've even had a marriage! Receiving a wish is wonderful, but granting one can be even more powerful.

I don't drink, smoke, party or do drugs. My happiness drug is singing and I love sharing that with other people - just like the amazing team around me.

Every day, the staff at *With One Voice* HQ get together for an office karaoke session to ignite their creativity and start the day with a smile. We encourage you to do the same. It's a great leveller, and just see what it does for your brain power, wellbeing and productivity!

I would like to thank all the donors, partners, volunteers, Board, conductors and staff for their ongoing support and commitment to this important journey. We simply could not do this without you. We look forward to welcoming you to one of our weekly *With One Voice* choir rehearsals, or an uplifting performance, real soon. We literally are changing the world, one voice at a time!

A handwritten signature in black ink that reads "Tania de Jong".

Tania de Jong AM
Founder and Chair



MESSAGES

It is wonderful to see the *With One Voice* choir program continue to grow, welcoming new faces every week. This is testament to the simple joy of singing... and from such a simple act, there come so many rewards. Special note must go to the talented 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.

Sincere thanks must go to the trusts and foundations, corporate and individual supporters, who make it possible for the *With One Voice* program to continue to grow. This critical support allows Tania and the team at Creativity Australia to continue enriching Australian communities through the joy of song. This organisation is truly changing the world one voice at a time!

MARIGOLD SOUTHEY AC

It is wonderful to hear the *With One Voice* choirs singing joyfully at the tops of their lungs in a world where so many voices are silenced.

As we grow up, many of us lose touch with our own unique voice, perhaps due to a sense of pride, shyness, low self-esteem, personal tragedy or, simply, machismo! Choir is a way to reconnect with one's creativity - that carefree, childlike voice, full of possibility, that perhaps was once told "you're not good enough".

Singing together truly does change the brain. Neuroscience continues to prove the benefits for our mental health, wellbeing and a range of other learning and language skills. The social and physiological benefits of group singing can put diverse people in a great headspace to connect to whatever is it they need in life and enable them to achieve their full potential with joy, freedom and inspiration.

Another critical part of the *With One Voice* program is giving back to others. At choir, participants encounter people who they might otherwise never have met. Through the Wish List, people grant one another wishes of all varieties ranging from employment to providing a fridge or English lessons. 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 song. I look forward to sharing many more with all of you.

HUGH MORGAN AC

Creativity is so important in today's world. Tania's a most inspiring person. She is so creative herself that she inspires us to make an effort to be creative; all of us. I encourage you to support these important programs.

THE LATE DAME ELISABETH
MURDOCH AC, DBE
FOUNDING PATRON



FROM OUR PATRONS

The *With One Voice* choir program is at an exciting juncture. No longer a fledgling start-up, the program is now making a real impact on the national stage, and, with support, will continue on this trajectory.

The program's recognition this year as one of Australia's top social innovations was astute. To some outside observers, a choir might seem an uncommon way to change lives. However, as people become increasingly governed and isolated by technology, meaningful human connections are invaluable; and what more pleasant way to reconnect to reality than through song? Neuroscience proves it's good for you!

I encourage you to support the programs, visit your local *With One Voice* choir rehearsal and be moved and uplifted by the fun, energy and diverse stories you encounter.

[PROFESSOR ALLAN FELS AO](#)

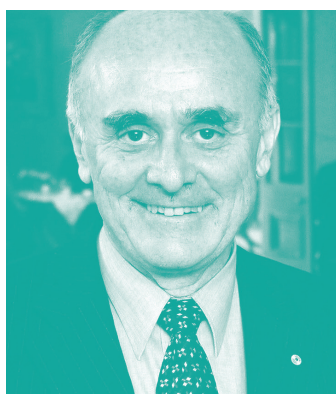
For centuries, singing has played such an important role in human life. It's a medium that crosses cultures and stirs the soul in a way best experienced from amongst a group of people singing their hearts out!

Singing is a great leveller, too. The strength of the *With One Voice* program is in the diversity of its participants. When people from all walks of life, all faiths, cultures and careers sing side-by-side and share stories over supper every week... the unexpected connections and opportunities are boundless.

For some, choir is a chance to de-stress after work. For others, it is a place to make one's first friends in a new country. Others enjoy connecting to opportunities for work experience, skills development and employment. Wherever you are on your life's journey, the *With One Voice* program can help you find your unique voice.

Investment in holistic programs that unite, instead of compartmentalise, our communities is critical to the future of our families and our nation. We thank the generous financial and in-kind supporters who make this important program possible, and encourage you all to give generously to this transformational social innovation program.

[PROFESSOR JOHN HAY AC](#)



OUR VISION

WE INSPIRE PEOPLE TO FIND THEIR VOICE.

OUR MISSION

We deliver creative, inclusive programs that result in positive social and economic outcomes for individuals, organisations and communities.

WHAT DO WE DO?

Creativity Australia's main activity is running the growing network of *With One Voice* social inclusion and community wellbeing programs.

The choirs aim to recognise and celebrate each unique voice and are unique in that they deliberately build social capital. They bring together people of all ages and from all walks of life, cutting across socioeconomic, cultural, religious, generational and linguistic barriers in pursuit of harmony.

TODAY WE...

- Deliver *With One Voice*, a weekly social inclusion choir program, to over 600 participants across 14 locations (2014)
- Welcome people of all ages, backgrounds, faiths and skills to find their unique voice and connect with one another through rehearsals and performances
- Focus our programs in areas with diverse demographics and a need for community strengthening
- Bring inspirational leaders into communities through our passionate and talented conductors, staff, volunteers and interns
- Link individuals to health and wellbeing services and opportunities for skills development, mentoring and employment pathways
- Advocate creativity as a means to improve individual and community wellbeing and effect transformational change

WHAT DO WE STAND FOR?

Creativity Australia believes meaningful community connections are fundamental to a socially cohesive and economically prosperous society.

We believe that when people feel creative, connected, supported and included they can achieve their full potential. When many diverse voices come together as one on a regular basis, the outcomes are transformational!

With growing trends of migration, population growth and isolation, it is more important than ever to build social capital across our diverse communities. The *With One Voice* choirs are holistic, global villages that complement the work of other charities and agencies supporting people in need.

Our team works hard to recognise each unique voice and develop accessible and relevant programs that empower participants to develop their wellbeing, leadership potential, self-esteem, communication, teamwork, creative skills and employability.

Through the neuroscience of singing and the power of networks, we can help diverse people connect to whatever they need in life.

WE VALUE

- Creativity – which delivers inspiration, innovation and leadership; creativity is in everyone
- Community – which develops trust, teamwork and wellbeing
- Diversity – to accept and enjoy all differences
- Inclusion – that builds an environment of acceptance and belonging
- Partnerships – which build strong, collaborative and purposeful relationships
- Knowledge sharing – we are enriched by cultural and social exchange and expert advice
- Integrity – by doing what we say we will do with honesty, ethics and compassion
- Joy – in hope, happiness, contribution and participation



OUR 2011-2014 OBJECTIVES ARE TO

- Inspire people to find their voice to enhance individual self-esteem and wellbeing
- Connect our diverse communities and inspire collective leadership and responsibility
- Foster improved and sustained social inclusion for disadvantaged and at-risk groups in targeted areas
- Improve economic capacity through unlocking of creative potential, innovation capabilities, new skills, mentoring, employment pathways and other social enterprises
- Establish creativity as an effective tool to effect transformational social and economic change and address individual and community health
- Extend the *With One Voice* model in multiple states
- Operate with professional standards of governance, sound processes and management procedures
- Partner with like-minded organisations including businesses, government, community agencies and universities to build a world class, evidence-based operating model

WHO DO WE SUPPORT?

Creativity Australia supports and engages with a broad range of people, organisations and groups including:

- Migrants
- Job seekers
- People with physical or mental disabilities and depression
- Youth
- Older adults
- Those suffering economic or social disadvantage
- Regional and isolated individuals, groups and communities
- Organisations helping individuals in need
- Organisations and individuals wanting to make a difference
- Executives and professionals seeking meaning
- Those wishing to find confidence and their VOICE
- All people seeking joy, hope, harmony, health and happiness

WHERE ARE WE DELIVERING SERVICES (2014)?

Our choirs are located in communities experiencing social and cultural transition and mobility, growth and disadvantage.

ANZ (Melbourne)
 ALTONA MEADOWS
 ASHBURTON
 BRISBANE
 FOOTSCRAY
 FRANKSTON
 GEELONG
 GREATER DANDENONG
 HEIDELBERG
 MELBOURNE
 ORYGEN YOUTH HEALTH
 ROYAL CHILDREN'S HOSPITAL SINGS
 ST KILDA
 SYDNEY



THE BOARD AND CREATIVE TEAM

FOUNDING PATRON

The Late Dame Elisabeth Murdoch AC, DBE

PATRONS

Marigold Southey AC
Professor Allan Fels AO
Hugh Morgan AC
Emeritus Professor John Hay AC

AMBASSADORS

Professor Graham Burrows AO
John Calvert-Jones AM
Terry Campbell AO
Dr Alan Finkel AM
Professor Andrea Hull AO
Sam Lipski AM

BOARD OF DIRECTORS

2013

Tania de Jong AM (Founding Chair)
Peter Kronborg (Deputy Chair)
Dr Jason Talbot (Treasurer)
Ken Weldin (Secretary)
Andrew Miller
Belinda Bardas

THE CREATIVITY AUSTRALIA TEAM

Executive Director: Ross Maher
Program Manager: Kathlin Mayer
Director of Development: Victoria Bonsey
Marketing and Communications Manager:
Suzanne Barton
Administration Officer: Sally Wilson
EA to the Chair: Belinda Robertson
Account Support: Andrea Guo
Conductors: Shaun Islip (Lead Conductor), Kym Dillon,
Bridget Muir, Jolene Moran, Elizabeth Lecoanet, Shannon
Brown, Sophie Thomas and Jenny Taylor.
Auditors: Grant Thornton
Strategic Advice: McKinsey & Company





TANIA DE JONG AM is a leading Australian soprano and social entrepreneur. She founded Creativity Australia and Creative Universe to improve wellbeing, engagement and innovation in organisations and communities. She has a Bachelor of Law (Honours) from the University of Melbourne and is a graduate of Victorian College of the Arts. Her numerous awards include Ernst and Young Australian Social Entrepreneur of the Year as Founder of The Song Room.

She was appointed a Member of the Order of Australia in 2008 and named Brainlink Woman of Achievement in 2009. Tania consults to multinational organizations on creative leadership and innovation, works with a range of migrants and disadvantaged communities to build social capital and performs nationally and internationally with her group Pot-Pourri and event production company Music Theatre Australia. She presents keynote speeches in Australia and internationally for a diverse range of conferences and events. She is Founder and Executive Producer of the Creative Innovation Global Conference.

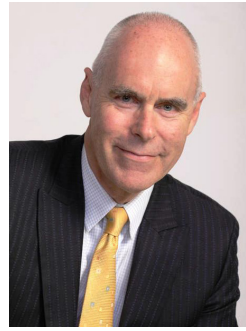


BELINDA BARDAS has 15 years fashion retail experience at Sportsgirl (1982-1997) encompassing design, product development and group management, and later in running her own business. This was followed by a further 11 years in the wellness industry after retraining as a naturopath, coach and wellbeing facilitator. Her background has led her to work in diverse roles across both sectors over the last 25 years. Belinda is currently a Non-Executive Director of the Victor Smorgon Family Group of companies whose focus is on retail, property, equities and philanthropy. She has a leadership role in the group's philanthropic divisions. Belinda brings a wealth of knowledge and practical common sense. Belinda's general interests include holistic health and wellbeing, art and philanthropy.

Belinda identifies in the objectives and philosophy of Creativity Australia and believes she will make a worthwhile contribution at board level for the future. Belinda is passionate about creativity and innovation and starts with the premise "what if".



ANDREW MILLER brings a wealth of diverse business experience to the Creativity Australia Board. Currently, Andrew is a senior client advisor at a global financial services provider, in their wealth management business area. Prior to his current role, he has worked in marketing within the Footwear, Agricultural Chemical and Advertising industries. Andrew's general interests encompass a wide genre of music and philanthropic activities.



PETER KRONBORG has been a successful Director and Strategic Leadership Advisory professional since 1986.

As Chair of Kronborg Leadership Advisors, he mentors individuals and provides consulting advice to companies or boards in the private and public sector, as well as government and NFP organisations. He is valued for his unique, innovative and integrated solutions on strategic, governance or organisation development, as well as on the appointment or leadership development of directors and senior executives.

Previously, Peter was the Founding Executive Chair of Oppeus International in 2002, which became recognised as a nationally successful BRW Fast 100! Company and provided Strategic Leadership Advice in the domains of Talent, Organisation, Governance and Remuneration.

Peter is a highly-respected advisor to boards ranging from Parks Victoria through to BHP Billiton. He is an outstanding mentor to leaders and emerging leaders and loves to help people unlock their full potential in work and life. One of his peak experiences was kayaking in Antarctica.



DR JASON TALBOT has a background in corporate finance and research having held senior positions at a number of global professional services firms and banks in Australia and the UK. He commenced his career at Monash University as a senior researcher in the Faculty of Medicine before undertaking further qualifications in accounting and finance. He then worked in a variety of corporate finance roles covering valuations, mergers and acquisitions and capital advisory with a number of organisations including Pricewaterhouse Coopers and NAB. Most recently he worked in London with Ernst & Young providing capital and finance management advice to clients, whilst managing the service line finance function.

Dr Talbot is a member of the Institute of Chartered Accounts in Australia and the Australian Institute of Company Directors and holds advanced qualifications in science, accounting and finance. His skills and experience encompass a broad range of business and finance functions, including: finance management, accounting, strategy and corporate governance.

In his role as Treasurer at Creativity Australia, Dr Talbot oversees the financial management process, including reporting and budgeting. He also brings his experience and deep insights to maximise the utilisation of scarce financial resources.

PROGRAM DEVELOPMENT

A YEAR OF CONSOLIDATION

In 2013, Creativity Australia, led by the Board and newly-appointed Executive Director, undertook an examination of programs, delivery models and the value that the *With One Voice* program creates for communities and individuals, and the surrounding charitable and community development landscape. This process identified a duplication of community, charity, government and corporate organisations providing wellbeing programs in the area specific to their client group/staff.

This approach enables focused attention and is comfortable for participants because they learn from, and are supported by people just like them. However, *With One Voice* programs are all about using inclusive, wellbeing programs to connect diverse people in the community that otherwise would not meet!

Based on this idea, we have formalised our three-pillar partnership model that had been evolving organically, albeit sporadically, in each program, and finished the year by re-structuring our program management and fundraising roles into Community and Partnership Managers. This change of structure gives us greater ability to reach out and connect the diverse people in our communities, using the power of song as the tool that breaks down barriers between them. It also provides a stronger link between partners and outcomes, opens the door for better volunteer engagement, and, in time, will help reduce the cost of wellbeing programs for our partners and the broader community.

The partnership model positions the *With One Voice* program as a complementary wellbeing program for the entire community and has three levels: Integrated Partner, Business Community Partner and Referral Partner. Integrated Partners are institutions and major organisations such as councils, hospitals or universities that share a common goal to strengthen and build the local community. Business Community Partners understand the importance of a healthy community to the financial success of their business, and Referral Partners are local community groups or welfare agencies that exist in that community to support disadvantaged people.

These partnerships use a shared-value model to improve individual and community health and wellbeing. The Community and Partnerships Managers work with these partners to find disadvantaged participants that would benefit from participation in the program, and reach out to local businesses and networks to ensure the diversity of participants. This diversity is the key to the success of the program, Wish List and transformational outcomes.



AND DIRECTION

GROWTH

During 2013 we saw a 10% net increase in participation and a 16% increase in revenue from participant contributions. This was a great outcome after our significant efforts to communicate with participants about supporting each other and, in particular, those that couldn't afford to contribute.

During the year we created new partnerships to facilitate the establishment of two new programs in 2014: one in Brisbane with the support of the English Family Foundation, and the second in Altona Meadows at the St Georges aged care facility, in partnership with Benetas. Both choirs are significant opportunities for Creativity Australia, enabling us to enter a third state and develop a model that caters specifically for Australia's aging population.

In addition to these new programs, we also commenced strategic partnership discussions with the Job Services Network. Unemployment, especially long-term, multi-generational unemployment, and unemployment of people with mental illness, results in great challenges for our communities. Based on the employability and job outcomes we are seeing through the *With One Voice* program, we believe it can be an integral component of the employment network in Australia.

LOOKING FORWARD

The future for Creativity Australia and its partners is very promising. In 2014 we will focus our attention on building partnerships at the local level, raising awareness of the power of singing to connect diverse people and improve individual and community wellbeing and commencing new programs in areas of targeted need.

In addition, we will commence development of our Strategic Plan for 2015-2017 and would love your support. With increased funds we can include the following initiatives to achieve greater sustainability, increased outcomes and scale our innovative program model to reach more diverse communities around Australia and globally.

EXTERNAL EVALUATION & FURTHER RESEARCH

We have secured funding from beyondblue to undertake, in partnership with Swinburne University, a small evaluation project to understand how and why the *With One Voice* program works. It will be the first step toward a wider independent analysis, the scope of which includes other arts-health programs addressing specific social challenges such as mental health, depression, long-term and multi-generational unemployment.

In addition we are seeking partners for a specific piece of research evaluating the benefits of the *With One Voice* program for job seekers, in particular those within the job services and disability services network. This will be longitudinal research tracking the job-seeking intentions, behaviour and outcomes of a selection of new choir participants across multiple program locations.

"HOW TO" GUIDE

Since our Founder Tania de Jong's TEDxTalk we have received enquiries from community leaders around Australia and from as far away as Phoenix, Arizona to commence *With One Voice* programs.

In 2014, Creativity Australia will commence development of the *With One Voice* "How-To" Guide to expand the number of people we can reach, especially in regional and remote areas. It will be delivered via an online, interactive, hub for community leaders – wherever they are – to independently bring together community partners to build strong, connected, creative communities through song. For an annual licence fee we will provide all the resources, step-by-step guides, videos, templates and advice needed for local programs to be set up according to the *With One Voice* model.

CONDUCTOR DEVELOPMENT PROGRAM

Critical to the future growth of the program are well-trained and inspirational conductors. These wonderful individuals are the backbone, life blood and leaders of our program, without whom, our program could not achieve its outcomes. Our conductors have a rare skill that encompasses professional artist and musician, social worker, community leader and administrator.

They engage extremely diverse communities and unite people who otherwise may never meet. The Conductor Development program will be delivered through the online, interactive "How-To" program hub and tutorials, intensive master classes and an apprentice program.

HOW WE HAVE HELPED OUR MEMBERS

Our *With One Voice* program aims to recognise and celebrate each unique voice. The choirs deliberately bring together people from all walks of life. CEOs, workers, job seekers, asylum seekers, people with disabilities, people experiencing disadvantage, people with depression, migrants, youth, seniors - everyone is welcome.

Our choirs are marketed widely across the business and community sectors as an opportunity for diverse participants to meet on common ground. The *With One Voice* program provides important opportunities to develop networks for friendship, belonging, skills, mentoring and employment. This has led to members gaining employment through improved self-esteem, contacts and skills developed through the programs.

EVALUATION

Every year we undertake an evaluation of our programs through a comprehensive survey of choir participants. Recent results include:



“I had bad anxiety, mainly from not working, which could have become depression if I had not found this choir. Singing has helped as it makes me happy, it’s uplifting, but also talking to people who had similar problems. I always look forward to choir. I think I will be singing there until I can’t anymore. My wife noticed the difference in me. I’m back to me normal self now.” **Julian**



“I have social anxiety, PTSD/bipolar and lupus, and a lot of the time it’s hard for me to commit to anything due to my health/mental health. But this choir is amazing. The energy is amazing, the people are amazing, the singing is amazing! Every time I go to choir I am reminded of what happiness feels like.”

Elizabeth

PROGRAM SNAPSHOT

WITH ONE VOICE ASHBURTON

Conducted by Kym Dillon.

When: Wednesdays 6.15pm - 7.30pm

Where: Ashburton Baptist Church, 8 Y Street, Ashburton.

The choir was launched in March 2011. Catering is supplied by the Corner Deli Gourmet Sandwich Bar in Ashburton and OzHarvest Melbourne, who have included this choir in their food rescue program. The venue is generously donated by the Ashburton Baptist Church.

Key performances have included at the Ashburton Community Fun Day, Ashburton Support Services, the Golden Wattle Day Club and the Carols by Candlelight for the Monash City Council where they performed with an orchestra for the first time.

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

WITH ONE VOICE FOOTSCRAY

Conducted by Bridget Muir.

When: Thursdays 5.30 - 6.45pm

Where: Footscray Community Arts Centre, 45 Moreland Street, Footscray

With One Voice Footscray was launched in May 2010. Supper is supplied by a local Footscray caterer Miranda, from Food by Miranda.

The choir started the year off at the Lutheran Church of Australia, however due to the small space, poor heating and ventilation, an alternative venue was sought. An MOU was put into place with the Footscray Community Arts Centre (FCAC) and the choir moved in to a fabulous room with great acoustics in May.

Key performances were the Lion's Club 60th anniversary celebrations and opening of the City of Maribyrnong's Edible Garden in February, the Newport Folk Festival in July, the the Yarraville Community Day in October, the Maribyrnong Makers Market and the Mayor's turning on of the Christmas Lights at the City of Maribyrnong in November and the Yarraville Carols by Candlelight in December.

We thank the Shine On Foundation for their supper funding, the Lutheran Church of Australia (Footscray), the City of Maribyrnong for their community subsidy of the FCAC venue and our choir members and volunteer team for their ongoing support.

WITH ONE VOICE FRANKSTON

Conducted by Jenny Taylor.

When: Mondays 5:30 - 6:45pm

Where: The Nave, Brotherhood of St Laurence, 24-26 High Street Frankston

With One Voice Frankston was launched in October 2011 by MP Geoff Shaw. The Brotherhood of St Laurence has generously provided the choir's rehearsal venue.

Catering for the choir has been provided by Cafeholics, a local Frankston business.

During the year, *With One Voice* Frankston performed at the Mornington Choral Festival, the Morning Interfaith Festival, the Chicks to Boilers luncheon, the Open Gardens Open Day, the Chicks to Boilers Christmas Carols and at the Bank of Melbourne (Frankston branch).

We thank The Brotherhood of St Laurence for their generous support.

WITH ONE VOICE GEELONG

Conducted by Kym Dillon.

When: Mondays 5.30pm - 6.45pm

Where: Room D2.211, Deakin University Waterfront Campus, 1 Gheringhap St, Geelong.

Geelong Sings is the second oldest *With One Voice* choir. Deakin University generously provides the venue and supper to the choir weekly and sponsors corporate staff as participants.

A growing partnership with Barwon Health has brought corporate staff members and a contribution of sponsorship towards the Disadvantaged Participants program.

Key performances included the Rotary District Conference in February, the Blokes Day Out in May, Mental Health Week at the Geelong Hospital in October, and the Ocean Grove Carols by Candlelight and Geelong Carols by Candlelight in December.

We thank Deakin University (Waterfront Campus, Geelong), Barwon Health and our choir members and volunteer team for their ongoing support.

WITH ONE VOICE GREATER DANDENONG

Conducted by Shaun Islip (Lead Conductor).

When: Wednesdays 5.15 - 6.30pm

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

With One Voice Greater Dandenong was launched in April 2011. The choir is one of our most multicultural groups and has one of the strongest male voice sections of the *With One Voice* program.

The choir rehearsal venue is provided through a Community Grant from the City of Greater Dandenong and supper is supplied by Avocare catering.

Key gigs include performing at the Noble Gardens Aged Care and the Greater Dandenong Carols by Candlelight.

We thank Hilton Manufacturing and the City of Greater Dandenong for their support and look forward to building our partnerships in 2014.

WITH ONE VOICE HEIDELBERG

Conducted by Shaun Islip (Lead Conductor).

When: Thursdays 5.30 - 6.45pm

Where: Multifaith Chapel, 2nd Floor, Austin Hospital, 145 Studley Road, Heidelberg

With One Voice Heidelberg is run in partnership with the Austin Hospital, which kindly donates the venue for weekly rehearsals and promotes the choir through their health networks. Catering is provided on-site by Aust Cafe.

With One Voice Heidelberg has performed at the Wellness Ball for the Olivia Newton John Wellness Centre, the Mornington Peninsula Interfaith festival, the Light in Winter Festival, Women's Health Week, the Manningham Multicultural Festival and at the Bank of Melbourne's Doncaster branch.

We thank Austin Health for the kind donation of the Multifaith Chapel.

WITH ONE VOICE MELBOURNE

Conducted by Shaun Islip (Lead Conductor).

When: Tuesdays 5.30 - 6.45pm

Where: Sofitel Melbourne On Collins, 25 Collins Street, Melbourne

With One Voice Melbourne is Creativity Australia's inaugural and flagship choir.

The Sofitel Melbourne On Collins generously provides the venue and wonderful supper.

Key performances during 2013 included Harmony Day and Christmas Carols at Collins Place Melbourne, the Light in Winter Festival and the Catholic Education Leadership Conference.

We thank Sofitel Melbourne on Collins and the choir members!

WITH ONE VOICE ST KILDA

Conducted by Marianne Black and Jolene Moran.

When: Mondays 6.15 - 7.30pm

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

With One Voice St Kilda was launched on 24 February 2011. Catering is supplied by HEAT Catering which is a social enterprise providing SKYS youth and education programs and reinvests 100% of profits into services for young people who are disadvantaged. OzHarvest Melbourne has also included this choir in its food rescue program. The venue is generously donated by the Salvation Army Chapel Street.

Major performances included the St Kilda StripFest in August, the Art for the Heart Exhibition Opening in Federation Square in November, the St Kilda Esplanade Art Markets and the Christmas Festival at Ripponlea in December.

We thank OzHarvest for their food donations, the Salvation Army Chapel Street, and our choir members and volunteer team for their ongoing support.

“The choir has a great energy. It’s a community where people are caring towards each other and look out for each other. Everyone is welcome, including many disadvantaged and homeless people. It’s a lovely concept, especially in big cities.” **Diana**



WITH ONE VOICE SYDNEY

Conducted by Liz Lecoanet (principal) and Shannon Brown.

When: Tuesdays 5:30 - 6:45pm

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

With One Voice Sydney was launched in May 2012. The choir receives subsidised use of the Pitt Street Uniting Church, with huge support from their staff and management. Supper is donated by OzHarvest.

A partnership has been entered into with Mission Australia where a staff member from the Mission Beat team attends the choir weekly to support participants and refer them onto other services as needed.

With One Voice Sydney participated in the annual With One BIG Voice concert in September 2013 at the Melbourne Town Hall. Disadvantaged participants' travel was partially sponsored by Gilbert + Tobin and through the generosity of choir participants.

Major performances included Newtown Asylum in April, RPA Hospital in September, the Carers Day Out in Martin Place in October, and the Mind & Its Potential International Conference and the National Report Card on Mental Health and Suicide Prevention Launch in November. The choir has also been performing publicly on the church steps at various times throughout the year.

We thank the Vincent Fairfax Family Foundation, OzHarvest, Gilbert + Tobin and our choir members and volunteer team for their ongoing support.

WITH ONE VOICE ANZ (organisational choir)

Conducted by Shaun Islip (Lead Conductor).

ANZ Sings choir is limited to ANZ Staff and celebrates their diverse workforce by inviting colleagues to connect and have fun. We thank ANZ for their ongoing support.

WITH ONE VOICE CANBERRA (organisational choir)

Closed in May

Conducted by Kate Hosking.

When: Mondays 5:30 - 7:00pm

Where: Canberra Hospital Auditorium, Canberra Hospital, Yamba Dr Garran ACT

With One Voice Canberra was launched as an organisational choir in May 2012 for the Canberra Hospital patients, staff and general community. The choir closed in May due to shifting priorities at the Canberra Hospital Foundation. The venue was provided by the Canberra Hospital.

We thank the Canberra Hospital Foundation for their support of the choir.

“It is really good therapy for me to meet so many different and wonderful people - people who are homeless or who have a disability or who are recovering from depression and other illnesses. People who have businesses and big jobs and office workers...” **Leon**

WITH ONE VOICE DEAKIN (organisational choir)

Closed in August

Conducted by Sophie Thomas

When: Mondays 5:00 - 6:30pm

Where: Richard Searby Room HD2.006, Burwood Campus
Deakin University

With One Voice Deakin was launched in August 2012 for the students and staff of Deakin University with the plan to invite the general community. The choir closed in August due to shifting priorities at Deakin University. Deakin University provided the venue and supper for this choir.

We thank Deakin University (Burwood campus) for their support of *With One Voice* Deakin.

WITH ONE VOICE ORYGEN

(organisational choir)

Conducted by Shaun Islip (Lead Conductor).

Mind Over Music - Orygen has been designed as a positive intervention to assist young people with emerging mental health issues. The choir involves patients and staff from Orygen Youth Health.

We thank the ING Foundation, the Shine On Foundation and Orygen Youth Health for their support.

WITH ONE VOICE ROYAL CHILDREN'S HOSPITAL

(organisational choir)

Conducted by Shaun Islip (Lead Conductor).

With One Voice Royal Childrens Hospital is limited to staff and patients of the hospital.

We thank the Royal Children's Hospital and Lady Marigold Southey AC for their support.



OUR PARTNERS

MAJOR GOVERNMENT PARTNERS

City of Greater Dandenong
City of Maribyrnong
City of Sydney
Victorian Department of Planning and Community Development

TRUST AND FOUNDATION SUPPORTERS

Bank of Melbourne
Bardas Foundation
Canberra Hospital Foundation
Cooper Foundation
Creative Partnerships Australia
English Family Foundation
Grosvenor Foundation
ING Foundation
Lazarovits Foundation
Mather Foundation
Miller Foundation
Pierce Armstrong Foundation
Sidney Myer Fund & The Myer Foundation
The Angior Family Foundation
The Curavis Fund
The Hunt Family Foundation
The Shine On Foundation
Vincent Fairfax Family Foundation

ORGANISATIONAL & IN-KIND PARTNERS

ANZ
AMP Capital Investors
Austin Health
Barwon Health
Benetas
Deakin University Burwood
Deakin University Waterfront Campus
Erdi Group
Eventbrite
Footscray Community Arts Centre
Gilbert + Tobin
Hilton Manufacturing
Lutheran Church of Australia (Footscray)
Max Employment
Mission Australia
Noordenne Estates
Orygen Youth Health
OzHarvest
Royal Childrens Hospital
Salvation Army Chapel, St Kilda
Sofitel Melbourne On Collins
The Brotherhood of St Laurence

INDIVIDUAL SUPPORTERS OVER \$1,000

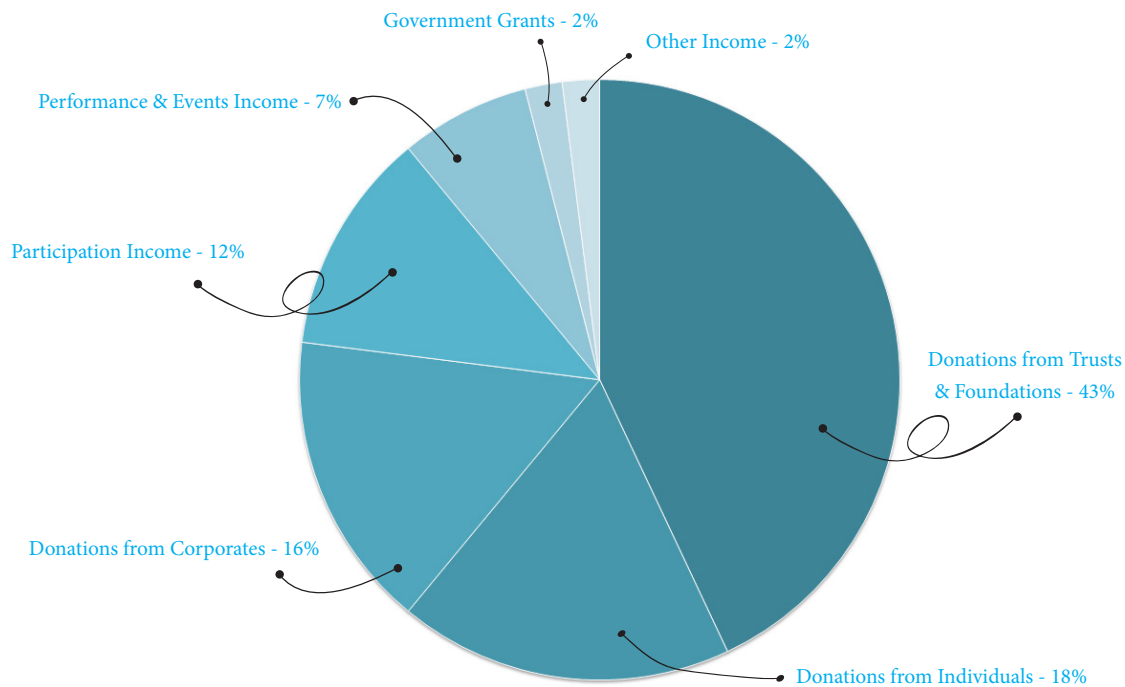
Belinda Bardas
Ben Bardas
Henry G Burger
Delphine Cassidy
Graeme Clark
Julianne Crawley
Mike de Gruyter

Henri de Jong
David De Kretser
Imelda Dodds
Gerald Edmunds
Julia Farrell
Dr Alan Finkel AM & Dr Elizabeth Finkel
Alexandra Gaut
Edwin Gill
John Grennan
Fran Henderson
Jenny Hopmans
Peter Hunt AM
Keith Irvine
Robyn Jack
Dr Alastair Jackson
Leon Kempler OAM
Page Maxson
Janet Michelmores AO
Julie Millard
Nanette Mitchell
Gordon Moffatt AM
Hugh Morgan AC
Baillieu Myer AC
Beth Phelan
Katie Price
Jill Sainsbury
Diana Saunders
Andrew Sisson
Marigold Southey AC
John Stansfield
Michelle Tate-Corey
Leonie Tholen
John Vansetten
Allan Yap
Igor Zambelli

We extend our sincere thanks for the generous support of our partners and supporters, without whom we would be unable to continue to deliver our programs and initiatives.

WHERE OUR FUNDING COMES FROM

We prioritise sustainable multi-year funding through government, community, corporate and philanthropic partnerships for longer-term benefits.



FINANCIAL STATEMENT

CORPORATE GOVERNANCE

The Directors present their report together with the financial report of Creativity Australia Limited ("the Company") for the year ended 31 December 2013, and the auditor's report thereon.

DIRECTORS

The Directors of the Company in the year ended 31 December 2013 including any Directors who were appointed or resigned during this time are:

Ms Tania de Jong AM

LLB (Hons), Grad Dip Opera (VCA), Grad Dip Voice (VCA)
Chair
Appointed 1 September 2008
Founder Creativity Australia, Creative Universe, Creative Innovation Global, The Song Room, Pot-Pourri, Music Theatre Australia

Mr Peter Kronborg

LLB, MBA
Deputy Chair
Appointed 20 April 2009
Director AICD, Former Chair and Director Royal Flying Doctor Service, Director Atheneum Foundation

Mr Andrew Miller

Appointed 11 March 2011
Director UBS Wealth Management
Miller Foundation Trustee

Ms Belinda Bardas

Non-Executive Director Victor Smorgon Family Office
Appointed 21 October 2013

Mr Ken Weldin

Senior Partner, Audit, Ernst & Young
Member ICAA
Appointed 29 April 2013
Resigned 2 October 2013

Dr Jason Talbot

PhD, BSc (Hons), M App. Fin, Grad. Dip. Acc.
Appointed 4 June 2012
Member ICAA
Member AICD

DIRECTORS' MEETINGS

Four meetings were held in the year to 31 December 2013. 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	4	4
Mr. Andrew Miller	4	4
Dr Jason Talbot	4	4
Ms Belinda Bardas	2	2
Mr Ken Weldin	2	2

COMPANY PARTICULARS

The registered office of the Company is:

Creativity Australia Limited
68 Clarke Street
South Melbourne Victoria 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.

FINANCIAL STATEMENT

FUNDRAISING

During the 2013 financial year Creativity Australia undertook a range of fundraising activities aimed at securing financial support for a number of programs. Funds were raised from a variety of sources as shown below.

Fundraising Contributions	A\$
Grants and Donations	589,116
Choir Membership Revenue	85,145
Fundraising Events Revenue	28,045
Choir Performance Revenue	19,636
Total	721, 942
Less cash receivable and release from deferred income account	6,824
Less fundraising costs	70,064
Cash Available for Program Delivery and Operations	645,054

PROGRAM DELIVERY

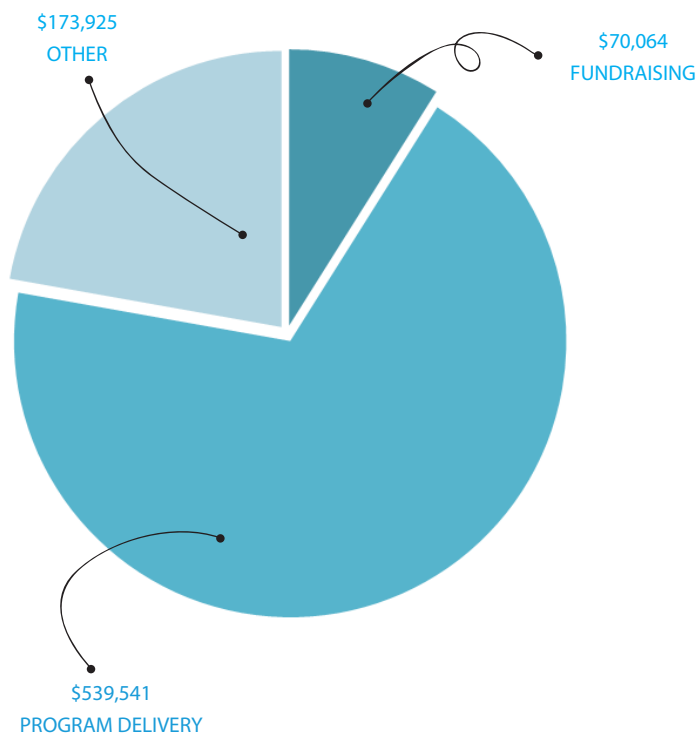
Funds raised were largely used to deliver a range of programs, particularly choirs, during the year or held in reserve to meet future program delivery obligations. The following table shows the breakdown of the program delivery costs and reserve accounts.

Program Delivery Costs	A\$
Choir Program	197,996
Employee Benefits	341,545
Total	539,541

The above costs were incurred in continuing to deliver and grow the core choir programs of Creativity Australia. During 2013 we saw a 10% net increase in participation numbers and a 16% increase in revenue from participation.

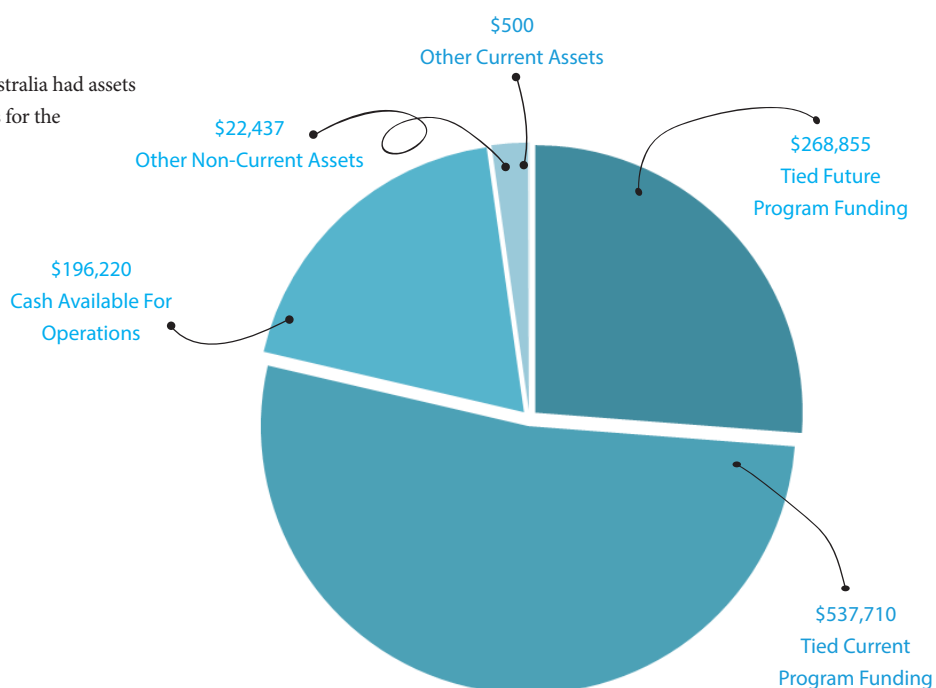
TOTAL COSTS

In addition to the fundraising and program delivery costs outlined above, the organisation incurred a small amount of additional costs related to general administration. The breakdown of all costs are shown in the following chart.



BALANCE SHEET

At the end of the financial year Creativity Australia had assets as outlined in the chart below. Total liabilities for the organisation were \$85,270.



AUDITED FINANCIAL STATEMENTS

Creativity Australia Limited engaged Grant Thornton to conduct an external audit of its accounts. A full copy of the audited financial statements is available on request.



“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. I volunteered as choir member support officer because I wanted to give back to a community that has given me so much.” **Annabel**

