

BLUEBIRD FOUNDATION

2021 Annual Report



Bluebird Foundation is a community arts organisation creating and delivering quality arts programs that make a real difference in people's lives. Bluebird was founded in 2009 by a small group of passionate volunteers with a dream to change the lives of marginalised people in our community. The organisation's committee of dedicated volunteers has worked tirelessly to build partnerships with the philanthropic community, government bodies, local council, schools, social welfare agencies, health organisations, other arts organisations, members of the community and importantly, professional artists who share the vision that the arts have the power to create meaningful social change. Common to all projects is the use of the arts as a tool. However, project outcomes are far-reaching and encompass social, emotional and health benefits for participants.

Through this work Bluebird has positioned itself as one of the leading organisations in this field in the Barwon region.

Imagination Taking Flight

WE VALUE:



JOY

Discovering fulfilment through positive, meaningful experiences.



INCLUSION

Creating community by supporting collaboration and celebrating difference.



INTEGRITY

Achieving tangible outcomes with professionalism, authenticity and transparency.



Imagination Taking Flight

I am honoured to be able to present the 2021 Bluebird Foundation Annual Report and once again celebrate the amazing efforts of the Foundation to continue operating through the challenges of extended lockdowns, increased restrictions and ever-changing legislation. Along with the rest of the world, Bluebird continued to adapt and change delivery modes of programs and once again cease our wonderful public facing workshops at Bluebird House for extended periods whilst trying to ensure that we supported the talented local artists, many of whom faced a second year of hardship.

As we commenced 2021 and launched into year 4 of our 5-year strategic plan (2018 – 2022), it became apparent that the positive sentiment that we had carried out of 2020 of the prospect of a new year was quickly overshadowed by a snap lockdown in February and subsequently the introduction of mandatory vaccinations, workplace obligations, impacted school programs and so much more.

However, 2021 proved to be a year of significant advancements in the governance and structure of the Foundation, working towards ensuring that Bluebird can continue to serve our community for many years to come. Bluebird was able to employ a Venue Coordinator to ensure that our pay-as-you-go workshops and venue hire could be enhanced, delivering outstanding art-based workshops to our communities and securing an income that could directly contribute to the community-based programs and deliverables of Bluebird. Beck Douglas has been a wonderful asset to Bluebird and is already exploring options of school holiday programs and so much more so watch this space in 2022 and beyond.

In addition, a formal employment arrangement was established for program management, allowing our wonderful founder and inspiration, Bron Lawson to be able to dedicate some time each week to collaborating, creating and leading the amazing team of facilitators, artists and volunteers at Bluebird. I encourage you to read more about the fantastic outcomes and activities that were undertaken in 2021 in the Program Manager's report that follows.

We were very excited to welcome Jane McIntosh and Jess Sullivan to the Committee of Management in 2021. Both bring a wealth of knowledge and experience and are already proving to be outstanding additions to the team. I am very grateful that they decided to join the Bluebird family and contribute to our vision. I would like to extend my thanks to all the members of the Committee of Management that volunteer their time and expertise for the betterment of our organisation, and I am proud to be surrounded by such gracious individuals.

I would like to thank all of our supporters, funding bodies and donors, without the financial support from each of you we would not be able to deliver any of the important and life changing programs to those most in need in the wider Geelong region. Once again, I thank you for believing in our vision, for trusting us to deliver what we promise and for continuing your support.

We certainly couldn't deliver the standard of programs with the outcomes that we do without the commitment, dedication and talent of our facilitators and artists. Thank you so much for continuing to contribute to the success of the programs and projects that have such impact on so many lives in our community.

Finally, to our amazing founder and Program Manager, Bron Lawson, I know that it has been yet another challenging year but one that you have continued to role model our values of integrity, inclusion and joy at every turn. I thank you once again on behalf of everyone that is touched by Bluebird, you truly make the difference.

Marion Bayley
President
Bluebird Foundation Inc



Bluebird Foundation creates and delivers quality arts programs through two program areas:

Community Programs – funded programs delivered at no cost to participants that effect cultural change within our community through the power of the arts, resulting in improved social, emotional and health outcomes.

Workshops at Bluebird House – a social enterprise providing user-pays arts workshops to the community. All revenue generated is used to support our Community Programs.

COMMUNITY PROGRAMS REPORT



By Bron Lawson

As a community arts organisation we embrace the notion that our projects are collaborative and needs-based, and we ensure that they are supported by exceptional professional artists who guide, teach and inspire.

We take pride in our hands-on approach and create unique arts projects that are tailored to the needs of participants.

Our projects include ongoing weekly programs, short-term projects that range in length from 3 months to 2 years as well as occasional one-off performances and opportunities. Most Community Programs are delivered at no cost to participants.





3-UP

When Baraka the Kid (AKA Fiston Baraka) visited a NORTH Children's Choir rehearsal and asked the choristers for ideas about how to stay COVIDSafe at birthday parties, the answer was a sweet one... lose the big birthday cake with candles and give everyone their very own cupcake.

That was all the inspiration Fiston needed to write and record a music video with backing vocals by the choir. Part of a campaign by the Victorian Multicultural Commission to deliver COVIDSafe messages created by young people from culturally and linguistically diverse backgrounds, the video is one of three. Members of the North Youth Theatre Ensemble worked behind the scenes and in front of the camera to create a series of three music videos that were viewed online more than 50,000 times.

Proudly supported by the Victorian Government through a CALD Youth Content Campaign grant

ATHENA'S GUILD

Athena's Guild is a mentoring collective that matches experienced professional artists with community artists who have a disability or barrier to accessing quality arts programs. In 2021 a team of professional artists were matched in mentoring pairs with young carers; young people caring for a family member or loved-one with a disability or chronic illness. These pairs worked together over a series of one-on-one sessions and group workshops, developing skills in a range of artistic pursuits including fashion design, acting, guitar, furniture making and cake decorating.

A collaboration with Barwon Health.

CHILDREN'S WEEK – HOW CAN I KEEP FROM SINGING?

Children's week celebrates the right of children to enjoy childhood. It is also a time for children to demonstrate their talents, skills and abilities. During Children's Week 2021, the NORTH Children's Choir presented a live-streamed concert for children and families around the globe. 'How Can I Keep From Singing?' combined virtual choir performances created from individually filmed recordings with drawings and interviews of the choristers.

Proudly supported by the Department of Education and Training and the City of Greater Geelong



LITTLE BLUEBIRDS

little bluebirds is an online collection of creative ideas for parents to share with their 0-5 year olds at home. Each week a new post is added by one of the Bluebird early childhood educators and includes ideas and resources to support parents to bring music, art, nature and healthy food into their homes. During COVID-19 restrictions, parents turned to little bluebirds for creative ideas to keep their pre-schoolers happily learning at home. During 2021 more than 30,000 visitors visited the little bluebirds website with numbers peaking in August.

MUSIC SPACE

MusicSpace is an on-going weekly program for people to get involved in music. Anyone can join in at MusicSpace and in particular, it is a welcoming community for people who experience disability or disadvantage in any form. Experienced musicians and Registered Music Therapists support members to follow their interests, whether it is to learn an instrument, sing, write songs, play in a band, perform, record or just hang out with fellow music lovers. Members have the opportunity to develop their creative potential and to make friends along the way. MusicSpace responds to a critical gap in the local music scene.

During 2021 MusicSpace was impacted by the ever-changing COVID-19 restrictions. Lockdowns meant that MusicSpace went virtual, with facilitators and participants connecting via live video-conference once a week. There are significant challenges with making music over the internet but the joy on faces as people saw their friends and fellow-musicians on screen was palpable. At other times groups were restricted in size but never, ever in enthusiasm, something captured in a short film project designed to share the MusicSpace philosophy and welcome new group members.

"MusicSpace is important because it is a place to connect with other people through our love of music." Participant

Proudly supported by the Raymond Charities and WDEA Works





NORTH CHILDREN'S CHOIR

NORTH Children's Choir provides opportunities for talented young singers aged 6-12 years living in the northern suburbs of Geelong to embark on a high-level choral pathway. The choir grew out of the classroom singing programs Bluebird Foundation undertakes in partnership with schools in the 3214 postcode. Through a curriculum of music theory, vocal and performance skills, these young musicians work with local choral educators to navigate a pathway to musical excellence which is not available through school and is financially out of reach of most families. The young choristers and their families represent a wide range of cultural backgrounds, including Liberian, Karenni, Sudanese, Māori, Indian and Australian. Children connect with other singers across the Northern suburbs while building friendships among the diverse cultures. Families embrace the opportunity to see their children blossom in a musical environment that is nurturing yet challenging.

Another challenging year of COVID-19 restrictions did not stop this group of children from singing and learning together. A flexible approach saw Zoom rehearsals, home-learning through Google Classroom, small group rehearsals and whole-choir outdoor rehearsals continue the learning throughout the year. They presented a virtual concert to celebrate Children's Week and were delighted to give a real-life outdoor performance to their families at the end of the year.

"I like choir because it's the favourite thing I like to do in my life." Chorister

Proudly supported by Geelong Community Foundation, Sidney Myer Fund and the City of Greater Geelong

NORTH YOUTH THEATRE

North Youth Theatre launched into 2021 with optimism. As an ensemble of young, culturally diverse artists, North Youth Theatre recognises the impact of theatre to challenge minds, inspire the uninspired, and encourage conversation on current topics and issues that impact young people and the wider society.

The ensemble, under the guidance of Artistic Director Dave Kelman, was excited about bringing their new theatre work, 'Maps of the Heart' to audiences in 2021. Written during lockdown in 2020, the show weaves together stories from their own families with the actors' reflections on who they are, where they have come from and how it feels to be living in a society that struggles to embrace difference. Twice the show was scheduled, rehearsed and poised to come to fruition and twice COVID-19 restrictions resulted in heartbreaking cancellations. Determined to keep the dream alive, the ensemble explored ways to bring their stories to life through film but kept their sights firmly fixed on a public performance of 'Maps of the Heart' in 2022.

A collaboration with Platform Arts and proudly supported by the Raymond Charities, the Foundation for Young Australians, VicHealth, Viva and City of Greater Geelong.



PLAYLINKS

PlayLinks is a weekly, facilitated art and music group session for parents/carers and their 0-5 year olds. Based at St Thomas Aquinas, the program provides a learning environment for parent and child that supports child development, family relationships and links play experiences to the school environment. The program is open to families living in the 3214 postcode.

During 2021 it was not always possible to meet in person due to COVID-19 restrictions. However, each week, art activities as well as songs, rhymes and dances were shared through Flipgrid, a video-sharing app and regular deliveries to doorsteps became a much-anticipated highlight for children and parents alike. A private Facebook group became an important channel for staying connected socially and there was much joy when families were finally able to gather again in a green space to sing, create and play.

A collaboration with St Thomas Aquinas and proudly supported by Give Where You Live

PROPELLER

Propeller provides support pathways for disadvantaged young people to access creative arts workshops that align with their personal artistic interests and passions. The program provides access to a quality art program within a community setting, a model that embraces true social inclusion.

In 2021, the year began with 11 young people attending in-person Workshops at Bluebird House. When COVID-19 restrictions returned, the team responded quickly, understanding that strong ties with friends and the community provide young people with happiness, security, support and a sense of purpose, building resilience. Many workshops moved online to maintain critical connections and to support young people through a difficult year.

By the time 2021 drew to a close, 67 young artists had been part of Propeller. A robust network of partnerships among social welfare agencies, schools and other community organisations ensured appropriate identification, recruitment and support of the participants.

When philanthropic funding was no longer available, an urgent public fundraising appeal demonstrated the generosity of our local community and ensured the program could continue to support young artists during difficult times.

“These kids have multiple complex needs so there is a great deal of complexity in getting them to engage with services. The Propeller Program gives them a space within the community where they are accepted, welcomed and supported. It provides them with their own community. It is a special place where they meet with people who are happy to see them.” Referring Clinician

Proudly supported by Give Where You Live, the Australian Communities Foundation and the Rotary Club of East Geelong



TBA@NBC

TBA@NBC is a wholistic early childhood program based at Northern Bay College in the Northern Suburbs of Geelong. The program is based on the successful TBA model that employs strategic, innovative arts interventions in an effort to redress poor educational outcomes. The program strives for effective, sustainable results for families, taking a two-generational approach and utilising an immersive mentoring model that targets teachers, caregivers and children simultaneously.

TBA@NBC

FIRST STEPS IN MUSIC 3214

First Steps in Music is a weekly music education program for parents/carers and their 0-5 year olds. Based at Tallis and Peacock campuses, the program provides a learning environment for parent and child that supports child development, family relationships and links musical experiences to the school environment. The program is open to families living in the 3214 postcode.

When face-to-face groups were not possible due to COVID-19 restrictions, songs, rhymes and dances were shared through Flipgrid, a video-sharing app and a private Facebook group became an important means of staying connected socially. Live video-conference music sessions were held each week so that children and parents could still connect through the joy of singing and dancing together.

TBA@NBC

SINGING LINKS

A comprehensive program of daily singing in the Prep-2 classrooms designed to support students to become tuneful, beatful and artful whilst promoting literacy, numeracy and social outcomes, and enhancing the capabilities of classroom teachers to use music as a tool for learning.

In addition to weekly classroom visits by a Bluebird facilitator, a password-protected website delivers the program through videos designed to engage students and families whether they are learning in the classroom with their teacher or at home with their family. The website resource has now become an integral part of the program providing teachers with daily support and the ability for the program to pivot to remote learning at a moment's notice.

"The greatest impact on me as a teacher has been the sense of sharing something creative and expressive with my students, as we learn the songs together and have that wonderful sense of community through shared singing." Class teacher



TBA@NBC MUSICLINKS

An extended transition-to-school program for parents/carers and their pre-prep children prior to school entry. Weekly music education parent-child sessions provide a gentle and positive introduction to the school environment, build relationships between parents and school staff and establish a culture of mutual respect and parent engagement. Delivered through the school's Seesaw app, the program gave children and parents a special opportunity to be welcomed into the school community when school visits were very limited.

A collaboration with Northern Bay College. Proudly supported by the Anthony Costa Foundation and Give Where You Live.

TBA@NEWCOMB PARK

TBA is a holistic program that aims to develop strong and creative family connections at primary school, while simultaneously supporting mental and physical health and wellbeing among children, families and the wider community. It uses a multi-pronged approach, firmly grounded in a background of multi-disciplinary research, and links health to the arts in unique ways. The program was launched at Newcomb Park Primary School in 2019 and was delivered flexibly in 2021 to respond to the changing COVID-19 restrictions.

TBA@NEWCOMB PARK MUSICLINKS

Supported play environments where 0-5 year olds and their parents/carers learn together and develop important skills through creative activities. First Steps in Music is an early childhood music education program based on the research and work of Dr John Feierabend. First Steps in Nature encourages child-led nature play that embraces the enormous world to be discovered within the school grounds. When face-to-face groups were not possible due to COVID-19 restrictions, songs, rhymes and dances were shared through Flipgrid, a video-sharing app and a private Facebook group became an important means of staying connected socially. Nature play activity packs were delivered to door-steps and live video-conference music sessions were held each week so that children and parents could connect through the joy of singing and dancing 'together'.

"Both facilitators have done brilliantly keeping us connected including zoom music lessons and nature drop offs. They have enabled nature to continue when other activities have had to stop by being flexible and responsive to updated regulations." Parent



TBA@NEWCOMB PARK **FIRST STEPS (EXTENDED TRANSITION)**

An extended transition-to-school program for parents/carers and their pre-prep children prior to school entry. Weekly music and nature parent-child sessions provide a gentle and positive introduction to the school environment, build relationships between parents and school staff and establish a culture of mutual respect and parent engagement. Delivered through the school's ClassDojo app, the program gave children and parents a special opportunity to be welcomed into the school community when school visits were very limited.

TBA@NEWCOMB PARK **SINGINGLINKS**

A comprehensive program of daily singing in the Prep-3 classrooms designed to support students to become tuneful, beatful and artful whilst promoting literacy, numeracy and social outcomes, and enhancing the capabilities of classroom teachers to use music as a tool for learning.

In addition to weekly classroom visits by a Bluebird facilitator, a password-protected website delivers the program through videos designed to engage students and families whether they are learning in the classroom with their teacher or at home with their family. The website resource has now become an integral part of the program providing teachers with daily support and the ability for the program to pivot to remote learning at a moment's notice.

"I have learned to use music as a tool for learning and improving student outcomes. I just love it. It makes me feel so happy." Class teacher

TBA@NEWCOMB PARK **NATURELINKS**

Outdoor learning builds student resilience, while at the same time promoting improved literacy, numeracy and social outcomes. Weekly facilitated nature sessions accompanied by resources and encouragement support teachers to engage their students in outdoor activities each day at school.

A collaboration with Newcomb Park Primary School and proudly supported by the Raymond Charities



WHAT IS MENTAL HEALTH?

A group of young people from culturally diverse backgrounds came together to tackle a challenging issue - what is mental health and how can we promote the availability of mental health services and supports to the diverse cultural groups in our region?

Under the guidance of artist Laura Alice they created a short animated film featuring their artworks, words and voices. Translated into Arabic, Dari, Karen, Swahili and Tamil, the film received an Honourable Mention in the One-Reeler Short Film competition and has become a valuable resource for our region.

"I feel that with art you can communicate your message even if the person is unwilling to hear what you have to say about mental health. And the fact that it is translated into different languages is even better because if it's in English it may not hit them as hard but if it's their mother tongue then I believe it will hit them more (message get across more and stay with them in their heart)."

Participating Artist

A collaboration between Bluebird Foundation, Wellways, Western Victoria PHN, Diversitat and City of Greater Geelong



WORKSHOPS AT BLUEBIRD HOUSE



By Beck Douglas

2021 was a rollercoaster year for workshops at Bluebird House. After a year of social isolation, workshops offered participants a chance to reconnect with their community and their art. Despite five different lockdowns, we were able to offer numerous one-off workshops over the year and continue with our longer and term-long workshops. We continued to implement our COVIDSafe Plan, adapting as new Government Restrictions were introduced.

The impact of COVID on our workshops was huge but we still managed to pay our artists and refund or credit participants, as requested, when workshops had to be cancelled. The number of participants willing to donate their fees to support our artists was heartening and it became very clear how valued our workshops are in the community. Once we recognised we were on a lockdown rollercoaster for the foreseeable future, our brilliant artists were able to adapt to Zoom workshops where possible or change dates and times to suit the changing COVID landscape.

Over the year, we managed to run over 46 workshops:

ONE-OFF WORKSHOPS

- Mosaic Bird Baths
- Bush Animals
- Autumn Fairy Magic
- Winter Fairy Magic
- Spring fairy Magic
- Lomandra
- Wrapped and Coiled Baskets
- Twined Baskets
- Beginners Crochet
- Random Weave Baskets
- Garlic Baskets
- Mosaic Garden Pavers
- Woven Coil Jewellery
- Coiled Baskets

LONGER WORKSHOPS

- Let's Paint People
- Art Journalling
- Watercolour Basics

TERM-LONG WORKSHOPS

- Songwriting Masterclass
- Girls Street Art Collective
- Junior Girls Street Art
- Stencil Street Art

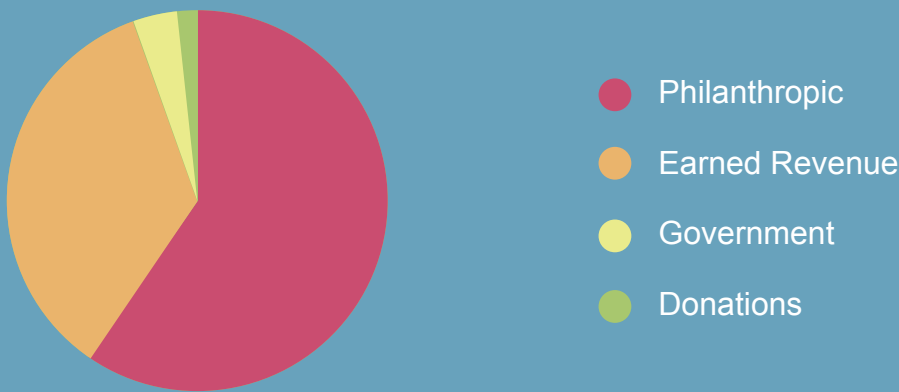
HOLIDAY WORKSHOPS

- Learn to Draw with Pencils



- Fourteen (14) projects delivered
- 72 arts practitioner contracts
- Over 1,000 participants engaged in projects
- More than 80,000 virtual audience members

Sources of funding



Expenditure



SUPPORTERS



- Anthony Costa Foundation
- Australian Communities Foundation
- Barwon Child, Youth & Family
- Barwon Health
- Bethany
- Carer Gateway
- City of Greater Geelong
- Deakin University
- Department of Education & Training
- Department of Families, Fairness & Housing
- Department of Premier & Cabinet
- Diversitat
- Foundation for Young Australians
- Glen Gardiner
- Geelong Community Foundation
- Give Where You Live
- HeadSpace
- Leopold Primary School
- My Dad the Fix-it Man
- Newcomb Park Primary School
- Norlane Community Centre
- Northern Bay College
- Peggy Charitable Foundation
- Pivot City Plumbing
- Platform Arts
- Raymond Charities
- Rotary Club of Geelong East
- Sidney Myer Fund
- St Francis Xavier Primary School
- St Thomas Aquinas Primary School
- Tate Street Primary School
- The Tribe
- VicHealth
- Vines Road Community Centre
- Viva Energy
- WDEA Works
- Wellways
- Western Victoria PHN
- Logo image courtesy of Cavallini Papers & Co

THANK-YOU



Thank you to the talented artists who have given their heart and soul to Bluebird Foundation projects in 2021.

- | | | | |
|--------------------|--------------------|--------------------|--------------------|
| • Laura Alice | • Lachie Chomley | • Lucy Jones | • Liz McGrath |
| • Levi Anderson | • Isobel Clark | • Dave Kelman | • Alphonse Mulashe |
| • Alain Bakulikira | • Sarah Clarkson | • Meg Kingsley | • Melissa Murphy |
| • Irene Bakulikira | • Bridie Conway | • Bron Lawson | • Cam Plapp |
| • Fiston Baraka | • Beck Douglas | • Kate Lee | • Mutheinchri Ra |
| • Benj Binks | • Bach Duong | • Michael Lindner | • Bronte Stead |
| • Jasmine Bizhani | • Luke Elliot | • Ines Machado | • Greg Stebbing |
| • Nilu Bizhani | • Caroline Hawkins | • Georgie MacLucas | • Khin Khin Sumon |
| • Rach Brennan | • Abraham Herasan | • Eto Masoka | • Sila Toprak |
| • Amelia Carroll | • Ali Hussein | • Joshua Maxwell | • Nina Untivero |
| • Viktor Cebergs | • Keak Joak | • de Hoog | • Callum Watson |

And special thanks to our flock of volunteers who have helped in many ways – big and small.



Bluebird Foundation Inc. is a not-for-profit incorporated association governed by a volunteer committee of management.

Marion Bayley (President)

BA(Hons) Performing Arts (Music & Dance)

Born in the UK, Marion studied Musical Theatre at the Arts Educational School before graduating from Middlesex University, UK in Performing Arts. Marion emigrated to Australia in 2002 and has held various senior management positions in hospitality including Director of Sales & Marketing for Novotel Wollongong. Marion relocated to Geelong in 2014 to commence her current role at Deakin University as General Manager, Geelong & Head of Operations for Deakin Residential Services looking after 1500 student residents at both Waterfront and Waurn Ponds campuses. Marion is President of the Asia Pacific Student Accommodation Association and a Graduate of the Australian Institute of Directors. Reigniting her passion for the arts and the difference that it can make, Marion is delighted to lead the wonderful team at Bluebird Foundation.

Di Moore (Treasurer)

Di was born in Launceston, Tasmania. Her father was a Dutch organist and mother, a jazz pianist and singer. Music played a vital role in her upbringing and continues to be her passion. The family moved to Melbourne when Di was about to start primary school, growing up in Gladstone Park and after many moves along the way, she has resided in the Geelong area for the past 7 years. Di is kept busy working as a Bookkeeper/Administrator for the National Foundation for Medical Research and Innovation and also runs her part-time music business, School of Uke. When she can find some additional time, she volunteers with Barwon Health in the Children's Ward at University Hospital sharing her love of music and the ukulele. Di runs ukulele workshops from Bluebird House and is honoured to be a part of the Bluebird committee of management.

Angelica Klein-Boonschate (Secretary)

BHlthSc & IntDev

Angelica(Gel) is Bendigo born and bred but made the sea change to Geelong in early 2017. Graduating University with a double degree in Biomedical Science and International Development, she is a lover of travel, an avid explorer, lover of sport and family. Currently employed at Deakin University overseeing the welfare and wellbeing of over 800 residents living on Campus, Gel's love for people and all things Geelong culminates in her involvement with Bluebird Foundation. Passionate about music, singing and the next generation, seeing children and adolescents explore the power of the arts is one of Gel's greatest joys. Proudly partnering with the BCYF Out of Home Care Program, Gel and her husband Brendan have been fostering vulnerable children in Geelong for five years and are proud to belong to the Geelong Community.

Beck Douglas (until 24.05.21)

BA, BEd (Primary)

Beck has lived in Geelong for as long as she can remember, except for sojourns to Melbourne for University and a five year stint in the UK, mostly in Edinburgh. She is a lifelong learner with a passion for reading, singing and craft which she fits in around a life of parenting two daughters and working at four interesting and fulfilling jobs. Years ago she attended a Bluebird pre-school program with her youngest daughter and never dared dream that she would join Bluebird as an artist. Beck thinks her greatest professional skill is making meaningful connections and believes these connections help deepen learning and enable fun. Beck co-facilitates a pre-school music and art program and is a proud member of the Bluebird committee of management.



Rosan Chakir (from 24.05.21)

BA, DipEd

Rosan arrived in Australia with her parents and two brothers the same day that decimal currency was introduced. After living in various parts of Australia she undertook her secondary schooling at Newcomb Secondary School before spending a year at the University of Western Australia. Returning to Geelong she completed her B.A. at Deakin University with a major in Theatre Studies. Rosan was a founding member of Geelong's Theatre in Education Company – The Woolly Jumpers. Moving to Warrnambool she was a founding member of Backpack Community Theatre a professional Theatre Company creating theatre for the South West of Victoria.

Rosan has a strong belief in encouraging the telling of local community stories and has been involved with many groups and projects that have done just that. Rosan has also been a dedicated teacher working with both adults and young people. Rosan has recently retired from many delightful years teaching at The Gordon TAFE.

Debbie Elea

GradDip (Management)

Debbie worked in the Family Services Department at the City of Greater Geelong for 30 years, 'semi-retiring' in 2011, and has been a volunteer with the Bluebird Foundation since its early days. Singing is a great passion. Deb sang with Geelong Harmony for 15 years and was on the Committee of Management for most of those years, and Assistant Director for five years. She sang with Something Else! a cappella quartet for seven years and now sings with 3 Docs & a Diva a cappella quartet.

Jane Prouten (from 24.05.21)

MBA, BDes (IntArch)(Hons), DipBus(Gov)

Jane grew up between various Australian cities and Suva, Fiji. This early exposure to the inequalities between communities sparked Jane's desire to improve living conditions for people in need. Initially studying Interior Architecture at RMIT to focus on built environment solutions, Jane moved to the Kimberley and then the Northern Territory and worked with remote Aboriginal communities building much-needed community infrastructure. Jane then moved into various State Government departments supporting children and families in the Child Protection system and working on community development initiatives to improve social outcomes for people experiencing hardship.

Jane went on to complete her Master of Business Administration (International and Community Development) and a Diploma in Business Governance whilst working for Architects Without Frontiers on local, remote and international development projects. She currently works for the City of Greater Geelong developing social policies for the City and advocating for communities who are facing barriers to participation. Passionate about equality, children's rights and a sustainable future; Jane is honoured to be a part of the exceptional team at Bluebird.

Jess Sullivan (from 24.05.21)

BBus, MBus, MEmergencyMgmt, GradCert Disability & Inclusion

A former Royal Australian Navy Officer and Emergency Management practitioner, Jess moved to Geelong in 2019 to finally put down roots. She is fortunate to have spent a significant portion of her career working with Culturally and Linguistically Diverse groups, including a stint as an English teacher in rural Chile. Now working in the Disability sector, Jess has a strong passion for inclusivity and a desire to ensure the arts are accessible to anyone wanting to participate. She is thrilled to bring this enthusiasm to Bluebird as a part of the committee of management.



Imagination Taking Flight

I am pleased to present Bluebird Foundation's 2021 financial statements which show the position of the Foundation and the amazing result achieved after yet another uncertain year with COVID-19 restrictions. The Foundation has now been on the accounting platform Xero for two years and after refining and streamlining processes even further during 2021, we are now able to track each of our Programs and Workshops independently, making reporting very meaningful and accurate.

Workshop Fees and Venue Hire revenue increased from 2020 but was still affected by shutdowns due to the pandemic. Philanthropic Grants increased once again and particular acknowledgment and gratitude goes to our Programs Manager, Bron Lawson who continues to create and nurture strong partnerships with organisations.

As a result of this work, we have a Net Profit in 2021 of \$2,653 and Net Assets of \$77,744. Artists Fees paid out by Bluebird increased by \$116,857 from \$206,991 in 2020 to \$323,848 in 2021. What an incredible achievement. 2021 also saw the creation of two part-time employed roles for our Programs Manager and a Venue Co-ordinator, recognising the important and ongoing work that is required to run the Foundation.

Bluebird Foundation remains in a good financial position to continue to deliver on its charter. Thank you to the volunteer Committee of Management for their ongoing support and to Glen Gardiner for auditing our 2021 finances pro bono.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Diane Moore', written over a white background.

Diane Moore
Treasurer
Bluebird Foundation Inc.





Bluebird Foundation Inc
Balance Sheet
As at 31 December 2021

	2021	2020
Assets		
Accounts receivable	9,828	32,415
Debit Card	3,346	5,049
Cash at Bank		
Operating Account	113,425	30,317
Public Fund	64,001	57,171
Paypal	6,015	0
Term Deposit Operating	100,731	100,606
Total Cash at Bank	284,172	188,094
Total Assets	297,346	225,558
Liabilities		
Gift Vouchers	0	60
Employee payables	5,072	0
Income rec'd in Advance	214,530	150,407
	219,602	150,467
Total Liabilities	219,602	150,467
Net Assets	77,744	75,091
Funds		
Net Income	2,653	(2,290)
Retained Equity	75,091	77,381
Total Members Funds	77,744	75,091

Audit Report

I have completed my examination of the Bluebird Foundation Inc. for the year ended 31 December 2021 and find the enclosed Statement of Income and Expenditure along with the Balance Sheet to be true and correct.

Geelong
1st April 2022



Bluebird Foundation Inc
Statement of Income and Expenditure
for the period 1 January to 31 December 2021

	2021	2020
Revenue		
Donations	7,390	10,705
Entry fees	31,392	40,367
Fundraising	1,471	633
Government funding	16,133	6,249
Interest Income	126	1,479
Philanthropic Grants	261,735	174,533
Sales	34	1,407
Service fees	84,060	18,075
Venue hire	13,476	8,574
Workshop fees	23,691	10,691
Total Revenue	439,508	272,713
Expenses		
Administration	11,809	10,589
Artists Fees	323,848	206,991
Bank Fees	826	646
Employment	38,892	0
Equipment	1,098	3,470
Fundraising	2,814	3,114
Insurance	2,173	1,500
Marketing/advertising	7,154	2,692
Materials	9,369	5,564
Production Costs	30,394	33,088
Project Management	6,500	2,300
Subscriptions & Professional Development	1,978	3,144
Travel	0	1,905
Total Expenditure	436,855	275,003
Net Result	2,653	(2,290)



BLUEBIRD
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