

HUME

CONSERVATORIUM

ANNUAL REPORT

2022



Annual Report

Hume Conservatorium of Music. Ltd.

ABN 53 635 556 875

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www.humecon.nsw.edu.au



Foreword

Any year which includes the unexpected change of CEO is a big year for any organisation, let alone a Not-For-Profit. Jacqui Smith had joined us in late 2021 and had contributed hugely; but sadly, personal reasons forced her and her husband to return to Sydney in May.

We engaged a Canberra search company to source suitable candidates, and after an extensive process and shortlist interviews, an internal candidate, George Brenan was appointed. In the interim, I provided what part time support I could while the day-to-day week-to-week administration was held together by the wonderful senior staff including Giselle Newbury, Peta-Maree Hayward, Andy Picker and Garth Prentice.



But that's the past, and it is with great confidence that we look to the future with George at the helm.

George's strengths include administration and staff resources/development. He has already revitalised and improved many aspects of the way in which we deliver to our numerous and varied customers and has worked closely with all our staff to ensure that their work with us not only provides high quality service but is also personally rewarding.

In early 2022 the Board spent a day with the respected and experienced Management Consultant, Philip Pogson, who pro-bono led the process of developing our 3-year strategic plan. Philip will be with us again in April to assist revise and update. In attendance will not only be the Board, but also key members of the staff.

We face many key issues, and one of the largest is the beautiful building in which we deliver our services. Beautiful, yes. But also old and in need of a huge amount of regular maintenance and long-term renewal to make it functional to its full potential.

Our annual finances do not enable anything more than the most basic maintenance, and that often of an urgent nature...."OMG the roof is leaking again".... Full and effective maintenance and development is beyond us, so we are constantly seeking grants and wooing our local state and federal members.

From a Board membership perspective, there have been changes. George himself stepped down from the Board to take on the CEO role. As 2022 drew to a conclusion the board commenced a recruitment process to revitalise its membership in the lead up to the next AGM in March 2023. Steve Lamond has stepped down after 11 years on the Board (the longest serving member ever?), as has the invaluable Charm Cribb – although she plans to continue to assist with in-school education planning. Thank you both in advance for your contributions.

Hume Con is a vibrant contributor to the artistic and cultural activities in the region. Here's to a great 2023 and beyond!

A handwritten signature in black ink, appearing to read 'Ed Suttle'.

Ed Suttle
Chair, Hume Conservatorium Board of Management

Introduction

I was delighted to be appointed as the Chief Executive of the Conservatorium in September 2022. The Conservatorium is an amazing place, with a rich history and a committed body of students and teachers.



I will let other contributors reflect on the first part of the year, so in my remarks I am concentrating on the period towards the end of the year. It will be no surprise to anyone that the Hume Conservatorium- like it's peers – had been through a tough period leading up to and during 2022. The effects of Covid were still being felt until mid-year, and staff turnover (with a variety of reasons) meant that many staff were fatigued, while doing their best to keep the conservatorium functioning.

My main focus in the last quarter of 2022 was providing a sense of stability and direction for the years ahead, together with starting to improve the business systems relied upon by teaching and administrative staff alike. Improving the quality and consistency of our administration will remain a focus in 2023. Initial administrative changes by the end of 2022 were to improve our accounting system and to prepare for an adjusted approach to the timetable. We will assess the impact of the changes for the 2023 report.

Another significant factor affecting the Conservatorium for some years has been difficulty in attracting teachers. A range of factors will influence recruitment and retention, with the big 3 probably being the suitability/availability of work, culture/environment, and remuneration. While all of these were focus areas, culture and remuneration are most amenable to influence, and will also tend to create demand. Fortunately, my predecessor (Jacqui Smith) and the staff had already done a lot of work on culture and promoting the Conservatorium as a friendly, community-focussed place, and I have been happy to continue and foster the directions she had already set.

Staff remuneration however remained as a difficult problem. In consultation with the Board I have taken the stance that we have to be paying people appropriately and competitively. Being close to relatively wealthy communities in Canberra and the Southern Highlands we need comparable rates of pay where we can. This both a pragmatic and principled position: arts/cultural workers should remunerated consistent with their professional skills, qualifications and industry experience. At the end of 2022 we put in place new pay scales which will halve the gap between our recent pay rates and those available in more major centres.

As we approach 2023 there is a complex year ahead for the Con, with a mixture of familiar and new features:

- A new teaching timetable
- Fee increases to teachers to enhance our ability to attract and retain staff
- Fee increases for parents, removing covid subsidies, accommodating inflation impacts across the board and longer lesson times for many students.
- Increased spending on overdue maintenance
- Pursuing stronger partnerships for the benefit of our students and the community
- Introducing/reintroducing instrument lessons, ensembles, and workshops which are not currently on offer
- Pursuing funding for building renewal and infrastructure updates to current standards such as heating, cooling and accessibility.

Looking to the coming years, Goulburn's growth and increasing prosperity is encouraging for the Conservatorium, but we will remain mindful of the need to provide opportunities for smaller communities who face greater disadvantage in accessing services. We will also maintain a focus on programs for less advantaged communities and people - who deserve the opportunity of a musical education.

Finally, it will always be the quality and enthusiasm of staff which attracts students of whatever age to take up and invest their time or energy in experiencing and learning new skills. In the coming years I aim to broaden and deepen what we offer our communities. Our vision of inspiring, connecting and enriching our communities through music requires it.



George Brenan
Chief Executive



About Hume Conservatorium

Hume Conservatorium (Hume Con) is the centre for music education in the Southern Tablelands and Southern Highlands of NSW. Based in Goulburn. We were founded in 1985 and offer accessible music programs for all ages and abilities, across all genres of music, including individual and group lessons, an early childhood music program, an in-schools music program, and ensembles. We are more than just a music school, we are a regional community of music makers and performers for the Southern Tablelands.

The Conservatorium is a limited liability company governed by a skills based board of Directors and led by a Chief Executive appointed by the Board. It is a member of the NSW Association of Regional Conservatoriums and receives triennial operational funding from the NSW government through the Regional Conservatorium Grants Program administered by the Department of Education. The Conservatorium also accesses other infrastructure or program grants from public and private sources as and when available to assist in sustaining its operations.

We are also grateful for the support of private and community donors for their support of our scholarships and bursaries programs which assist talented and/or needy students to access or deepen their involvement with the Conservatorium.

Our Vision, Purpose, Way and Impact

Vision

To inspire, connect and enrich our diverse community through the power of music and creativity.

Purpose

To be the trusted go-to provider, supporter and enabler of quality music education, performance and creativity for everyone in our region.

Way

By providing the opportunity for people of all ages to learn about music and learn to play a musical instrument through our music school.

By providing a broad-reaching in-schools music program.

By providing opportunities for community engagement through a range of community music programs.

By providing opportunities for the community to hire venues and purchase music and related materials.

Impact

A community that is engaged, connected, educated and entertained through the creation, performance, presentation and learning of music, enriching the cultural and musical life of the region and enhancing the life skills of the region's young people.



Hume Conservatorium Core Values



Operational Environment

The operating context for the conservatorium in 2022 was a challenging one. Much of our work had been curtailed during Covid-19, with the Omicron wave peaking early in 2022. During the first half of the year there was a degree of hesitancy in the community around re-engaging with community-based activities. Overall Hume Con is at least 1/3 smaller than we were before Covid.

The completion of the new creative precinct focussed on the Old Ceramics Hall in 2021 left the Con with ownership of our building, and a mortgage related to the creative precinct project. With ownership of the building comes both maintenance responsibilities and a responsibility for capital renewal which we have not previously needed to tackle. Commencing work on identifying funding sources for refurbishment was a new focus in 2022, but could only receive limited attention due to other pressures. This, and rebuilding cash reserves to the required levels will now be an priority for several years.

In late 2021, Hume Con appointed our new CEO- Jacqui Smith. As it turns out her tenure was brief as she resigned to return to Sydney for family reasons in April 2022. This meant there was a period of leadership instability from the resignation of Paul Scott Williams in late 2020 until the appointment of our current CEO in September 2022. In 2022, staff worked hard to keep the Con operating although by late 2022 the administrative cracks were visible. On a more positive note, CEO Jacqui Smith and Con staff had worked hard to create a welcoming environment in which we were seen to be open to all. This legacy will continue to benefit the Con in coming years, as will strong relationships with community partners across the region.

The environment was also affected by teacher shortages, which affects the Con as it does all teaching institutions. During 2022 several staff moved or took extended leave, exacerbating the effects of earlier departures during 2020. As a result, we ended 2022 with waiting lists for students in our most popular instruments, and unable to advertise for new students due to lack of teaching staff. Recruitment for the new teaching year was initiated in late 2022.

Our Stability was bolstered by the Department of Education decision to maintain all conservatorium program funding to reflect activity levels prior to Covid-19. Our funding was not reduced to reflect the impacts of COVID and staffing challenges on activity levels. We now have two more years to rebuild to previous levels of tuition and community engagement.



Highlights and Challenges

Schools

We are proud of what we have achieved in 2022, navigating an extended period of constant administrative and staffing change. The outstanding work we did in schools in 2022 is expected to pay paying dividends in 2023. We are getting very positive feedback from school leaders, school staff, students and parents about our programs in schools, and are anticipating increased demand for what we offer.

In discussions with school leaders, we are aware of the challenges that schools face trying to fund music education from their already overstretched budgets. We have worked on clear alternate funding models that allow schools to purchase a terms worth of music via weekly \$5 contributions from students. This was well received and has given schools a different way of considering how to approach classroom music for their students. We are confident of increased activity in 2023.

Also in late 2022 we commenced recruitment of additional teachers, including for Early childhood and classroom teaching capability for 2023.

Much of our effort in establishing new opportunities for young learners has the dual focus of encouraging greater engagement from families and schools in music education whilst also building a larger pool of young wind and string players to one day move through to senior ensembles. We currently have a disheartening lack of these instruments, we hope these plans lead to greater numbers in the future.

In some schools the P and C committees are enthusiastically funding or partially funding the music programs we run. I am confident that once we are able to run a program in a school, the feedback and excitement from students will have that community looking for creative ways to fund it, we just have to get through the door.

The table in appendix 4 summarises the in-school activities for 2022.

Post-Covid we have also reopened discussions with secondary schools and explore ways we can support and improve music Education in the secondary school structure. It is important that both Primary school students who are thriving in our current programs have continuity in their learning once they move to high school whilst at the same time secondary schools strongly desire to have access to a pool of incoming students with some musical skills if they are to deliver the best results.

We are confident 2023 will see new initiatives get off the ground in local secondary schools.

Early Childhood Music

In 2022 we ran free Early Childhood music in sessions at the Con, paid for by Schools as Community Centres, who were also successful in obtaining funding for 2023.

In late 2022 we sent out tutors to local early childhood centres and pre-schools to offer a sample class so directors could see what we can offer in 2023. The response was overwhelmingly positive, although like to schools, these centres are underfunded and need to be creative with their budgets. Despite these challenges we expect that this will be a growth area next year.

Andrew Picker
Director, Education and Outreach

The Music School

For the Music School, 2022 was a year of re-opening, re-staffing and re-establishing relationships with students and families. While face-to-face lessons had resumed in 2021, the continuing presence of COVID in the community had some impact on individual tuition, ensembles and in school activities.

Lesson cancellation remained above average as staff and students adapted to COVID 19 becoming a community-wide infection, but fortunately there were- as far as we know- no serious illnesses affecting staff or students.

Teaching and admin staff were delighted to see returning students and the re-establishment of ensembles. To assist in getting groups and ensembles going again, fees were dropped well below cost to levels not seen since 2014. This was supported in part by fee relief funding from the Department of Education. Face to face activities in aged care or child care settings did not resume in 2022.

While the Omicron wave of COVID 19 had an impact in term 1, there was an increase in tuition and ensembles over 2022. Much of the focus of the Music School was to reinvigorate our relationships and work towards a normalised pattern of teaching. Enrolments declined later in the year, largely as a result of staff attrition.

Turnover among teaching staff affected our capacity during the year, with waiting lists developing in the most popular instruments and some limitations on in-school teaching at the beginning of the year. Our recording studio fell in to disuse during the year as a result of staff attrition and a leaky roof. These issues were addressed in late 2022. Notwithstanding these limitations, the Music School performed well overall, as indicated by the following table.

The admin team for the Music School in 2022 was entirely new, resulting in a steep learning curve and some administrative difficulties as staff learned the systems and processes involved in music school administration.

Year	Total enrolments	Tuition Enrolment	Ensemble Enrolment	Active Ensembles	Teaching Staff	Active Students
2021	386	268	118	17	24	326
2022	410	272	138	46	21	319

See Appendix 4 for other summary data relating to the Music School

Our partnership with the University of New England has been successful having 3 students this year undertake a Bachelor of Music, learning through distance and doing their practical activities here at Hume Conservatorium. The ability to develop our advanced students in our community is of great benefit to us and it has been wonderful to see the development of these students over the past 12 months.

Giselle Newbury and Peta-Maree Hayward
Music School Managers



The Rock Con

A huge year for contemporary music in Goulburn and it was no different in the Hume conservatoriums Contemporary Music Faculty. It has been a busy 12 months with many changes and challenges, much nervousness and discussion, new projects and old friends ships. The post COVID Blues has been played and ringing clear in everyone's ears it was clear that the entertainment industry was ready to come back to life. Here we saw the youth take up their positions once again ready to face their fears and take a step back on stage. Parents revved their engines to take them between lessons, performance and back again. And the crowds grew a new appreciation for a world that had disappeared coming back to life.

With a sad heart we said goodbye to our Head of Music Tech, Tim Douglass. Guitar and Piano Tutor and friendly face will be missed at our performance practice concerts and around our schools. Thank you for all that you have done. And a special thankyou to Ambria White for stepping into some big shoes and holding the fort. We welcome our new tutors who have joined us this year, Liam King, Leann Betts, Evan Gorringer and Geoff Bell who have helped restore our drum faculty post the covid destruction and keep guitar music alive and well in the Hume area.

Rock con has benefitted from a huge kit out from a NSW government Creatie Capital grant secured late 2021. Our students are now benefitting from new amplifiers, drumkits and updated rehearsal rooms which were sorely needed with our expanding ensemble program and advancing contemporary music students.

The Hume Conservatorium Rock Band Program has been extremely appreciative of this upgrade to the rehearsal spaces and have been thriving with the new gear. Our two senior rock bands "Some Guys" and "The Slightly Deranged Monkeys" have taken another massive leap this year and have committed to many performances within our community. Performing in 2022 at Vibes fest, Winterfest, Convoy for Kids and The Hume Conservatorium Rock Band Showcase. Both bands entered the Lilac festival band competition and "The Slightly Deranged Monkeys" won the Junior division. Both bands are working hard each week and get better performances at every event. A special thanks to Liam King partnering with me to deliver the tuition for this band program.

A new venture for the Hume Conservatorium this year, "Hume Conservatorium Bluegrass Band" and what a venture it has been. A fine group of young musicians have been led by myself and Leann Betts through the basics of Bluegrass performance. We have found a great group of performers and amassed a considerable repertoire. The opportunities to perform have come and have been seized with the Bluegrass group performing at Goulburn Carols in the Park, Convoy for kids, The Festival of Small Halls and at Hume Conservatorium presentation nights throughout the year. It has been wonderful to see friendships develop and a wonderful form of music being given to a younger generation.

Events were not been scarce as 2022 ramped up and the Contemporary Music Faculty at Hume Conservatorium hosted some incredible performances. In our partnership with the Goulburn Club we host a show on the first Friday of every month. I host "Garth and Friends" as a musical showcase of Goulburn's talent featuring our professional musicians in the town and our up and coming students performers and ex-students. Our local performer showcases held at the Conservatorium have been very fruitful the first having The Mike Baker Organ Trio, The Isy Capo Band and The Rich Pitcher perform to a packed house and the second creating the formation of now local rock stars "Loose Surface" (Winners of the Senior Devision of the Lilac Festival Band Competition) and "The Doozy's" currently export themselves to many a Sydney show.

In the Community we have had some wonderful opportunities to support our local music education scene. Hume Con Tutors were able to support some of our longstanding veteran student performers with their HSC performances and came away with some great results. Congratulations Isy Capo and Malakye Ginn on some outstanding performances. Good luck in your future music endeavours and remember to keep letting you music take you to amazing places.

Hume Con Tutors had the privilege of being a part of G-COPS, The Goulburn Community of Public Schools Concert, again this year. Our Senior Students once again took the stage and performed as the backing band for the combined schools choir. It is so amazing that our students have the opportunity to perform in this high-level ensemble and the smashed it out of the park. The Students involved put together the repertoire over three rehearsals and then perform 3 nights in a row behind the a huge choir and an even bigger audience. Congratulations to anyone who was involved in this performance and thankyou to Charmain Cribb and all of the other organisers for have us as part of this event. Many of our students attended our holidays workshops. Guitar orchestra's, drum ensembles, song writing workshops and glee clubs have been well attended are always a heap of fun.

After a massive year the contemporary music faculty has taken a long train through a tunnel adversity and now we are on the other side. It has been an amazing effort from all involved and a great team has been established to continue to build into the future. We will continue to deliver outstanding music education to our community and continue to lift profile of the Hume Conservatorium in Rural NSW.

*Garth Prentice
Leader, Rock Con*



In the Community

In 2022 Hume Conservatorium opened our doors post covid to community events, touring shows, festivals and more. We supported local events, both at the Conservatorium and in our community.

Conservatorium Events

Hume Conservatorium ran regular performance practices for students as well as regular concerts for ensembles and groups and scholarship students.

WinterFeast

Our annual fundraiser concert the Winterfeast was a bigger performance than ever. A Live 11 piece band full of Hume Con tutors and local professionals put on a power house performance of the “The Commitments” sound track. An evening of food and drink and the best music in town that night was an awesome success and a real eyeopener to the humungous talent we have here in Goulburn and at the Hume Conservatorium. Thankyou to all those involved especially our awesome Admin team that keep it all running! Hume Conservatoriums Annual Winterfeast raised \$3000 towards our scholarship and bursary program.

Opening of the Old Ceramics Hall

The Opening of the Old Ceramics Hall with a community open weekend was the culmination of 3 years of building upgrades to create an acoustically beautiful performance space in the Old Ceramics Hall within our precinct. The Hume Conservatorium held the much-anticipated opening for its Creative Precinct alongside a raft of special guests including NSW Minister for the Arts Ben Franklin MLC. The night also doubled as the official launch of Music in the Regions, a touring event that is taking classical music around regional communities in NSW, with a performance from the Acacia Quartet.

The Event also featured a performance by Junior Scholarship recipient Daniel Zhao, on the new Yamaha CFX concert grand piano – one of the instruments funded through a Creative Capital Grant. The opening of the Old Ceramics hall benefits the community through the availability of a fine 200 seat hall and foyer, with better access for local and regional disability groups (including wheelchair and mobility scooter access) supported by appropriate music programming. Improved access for the older community, retirement villages and aged care organisations is also available.

The venue also provides greater performance opportunities for regional musicians, Hume conservatorium bands and community groups. As a fine acoustic hall, the new hall complements the new Goulburn Performing Arts Centre, and Goulburn’s existing venues such as the Lieder Theatre, the Goulburn Club, churches and cathedral, and community-based club venues.

External Events

Hume Conservatorium provided performance support at Australia Day in Goulburn, Blues festival, Carols in the Park, Convoy for Kids (winner of Goulburn Mulwaree Council Event of the year), Rocky Hill Musical Theatre Company’s AIDA, Frostival, Vibes Fest, Goulburn Club Blues Weekend, Rotary Markets, GPAC Opening, Grandparents High tea, Lieder Theatre and Goulburn Mulwaree Library’s Mighty Playwrights – forming the Mighty Tunsmiths program, Make Music Day in the Mall, and the popular Steampunk Festival.

Hume Conservatorium also created a staff band for the Goulburn Community of Public Schools Concert, and supported the Sydney Sacred Music Festival in partnership with Southern Tablelands Arts. Hume Conservatorium arts supported the development of the Goulburn Arts Leaders (GALS) – a regular meeting of artists, musicians and leaders in the regional arts community.

We joined the Lilac City Festival, hosting the Inaugural Battle of the Bands, with our Senior Rock Band The Slightly Deranged Monkeys taking out first place in the under-18 division. Hume Con also supported the Multicultural Centre End of Year Celebrations. Our Vocalocal choir reformed and hosted the Canberra Community Voices choir for an afternoon of song.

Touring shows

Hume Conservatorium supported regional tours with Eklektika Songs of Peace- a fundraiser for the Ukraine, Festival of Small halls, Luminescence Chamber Singers, World's Collide, Steve Kilbey, TaikOZ for schools, The Australian Brandenburg Orchestra, Sydney Youth Orchestra, Voices of Women and more.

Hume Chamber Music Festival

During September the Inaugural Hume Chamber Music Festival hosted more than 50 performers for more than 200 audience members across the weekend. With an intimate performance with Ensemble Offspring, an afternoon with Simon Tedeschi and George Washingmachine and the Sydney Chamber Choir performing Paul Stanhope's award-winning Requiem. During the festival workshops, we held with The Sydney Chamber Choir and Goulburn Social Dance Group.

Disability Programs

During the year we hosted work experience opportunities for participants from Right to Work. We supported the Parkinson's Rhythm and Song Workshop with Stephen Taberner of the Spooky Men's Choral. Hume Con also hosted the Jigsaw Plan Management forum. We also supported the local all abilities choir Bridge to Sing with their Post Covid Concert.

Community Partnerships

Hume Conservatorium maintained partnerships with many local organisations including the Goulburn Performing Arts Centre, Rocky Hill Musical Theatre Company, Gallery on Track, Lieder Theatre Company, Goulburn Mulwaree Library, Goulburn Mulwaree Council, Southern Tablelands Arts, Music NSW, Australian Blues Music Festival, Right to Work, Goulburn Multicultural Centre, Goulburn Rotary Club, and Lilac City Festival. We are pleased to acknowledge our financial supporters who are listed in section 4, following.

Workshops and Professional Development

Hume Conservatorium hosted workshops with Jane Rutter, Acacia Quartet, the APRA AMCOS Songmakers program, Hoop Dancing for the Steam Punk Festival, Drumming workshops with Worlds Collide, HSC Workshops and information nights, Conducting Workshops, Music NSW professional development sessions, Musical Theatre and Sound Production Workshops, Staff Development Days resumed in 2022, Fire Safety Training, Guitar Orchestras, Drumline, Beginner Strings, Glee Club.

Giselle Newbury
Communications and Outreach



Communications

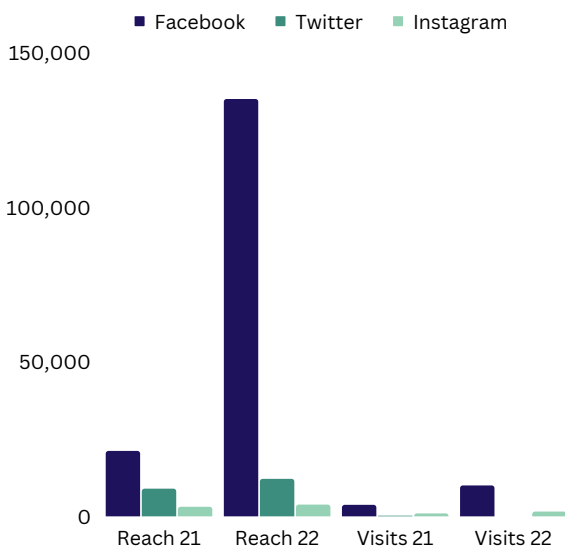
A communications and outreach role was introduced from early 2022, supporting efforts to rebuild and reinvigorate our relationship with the community. An important aspect of the role is also to pursue funding and grant opportunities which will support our programs or infrastructure for the benefit of students.

During 2022 we developed a new website. The website is designed to grow with the conservatorium, with a greater depth of content including calendars, articles, video and more. The website hosts staff bio's, community programs and events that support music in the region. Further improvements are planned in the coming year.

Communications with families was enhanced through direct messaging, SMS broadcast systems and regular newsletters. We developed some social media strategies and enhanced our engagement through strategic paid promotions on social platforms. We also built relationships with local and regional print media with articles appearing in papers and online across the region.

The Hume Chamber Music festival also had a webpage built as part of the Hume Conservatorium webpage. Marketing for the Hume Chamber Music Festival through national organisations such as Classikon, Limelight and radio such as ArtSound FM and ABC666.

Social Media



Audience

Audience at community events	10,071
Online Audience	1,700
School Audience	727
Total Audience	12,498

Student Breakdown



Philanthropy and Support

Hume Conservatorium Board, Executive, Staff and Students are grateful to the local and regional businesses and families who support music education through the provision of donations, bequests and scholarships.

Hume Conservatorium is a registered charity and as such all donations and bequests are tax deductible.

We particularly express our gratitude to the following:

- Cappo's Garage
- Goulburn Mazda
- Goulburn Central Motor Lodge
- The Katz Family Foundation
- The Lee Family Foundation
- The Lions Club of Goulburn City
- Sarah Tahourdin
- Anonymous Benefactors
- Create NSW – Regional Cultural Fund and Creative Capital Fund
- NSW Department of Education through the Regional Conservatoriums Grants Program
- Thyne Reid Foundation
- The Veolia Mulwaree Trust
- BDCU Community Grants Program



Buildings and Facilities

The Conservatorium precinct comprises 5 performance spaces accommodating between 20 and 200 people, 9 large studios, 9 small studios, a recording studio, together with associated offices, store-rooms etc. We have facilities which provide a flexible facility supporting the region's performing arts communities.

Courtesy of generous funding by Create NSW in 2022 we completed work on the Creative Precinct (Old Ceramics Hall, Foyer and backstage areas) and received significant funding to replace a significant proportion of our instruments and equipment. Most visibly we have new pianos throughout our facilities – including a concert grand piano in the Old Ceramics Hall. Less visibly we have a composition suite which has helped us to integrate composition into our musicianship classes, and upgrades to much of the electronic equipment in the Rock Con which had become outdated.

The acoustics of the Old Ceramics Hall are outstanding for acoustic music, and provide the Southern Tablelands communities – as well as our students - with an exciting venue for performances.

Short term maintenance work in 2022 has included roofing stabilisation and repairs, additional safety measures, improved signage, better storage management, and some further office furniture.

The Conservatorium assumed ownership of its infrastructure in 2021. This provides an underlying asset base, but also a long list of work needed to bring the building up to standard. At a basic level much of the building fabric requires maintenance- be it sash windows, carpets or paintwork. The end of life of our slate roof is in sight, and in some areas roof work is becoming critical. At the end of 2022, while roof leaks are controlled the underlying degradation of the Rock Con roof will require further action in the short to medium term.

Beyond this, amenity levels are no longer suitable or compliant with building standards in a number of respects, including accessibility, safety, heating, cooling and lighting. While better addressed as a large project, the funding for such a large project will be extremely difficult to obtain. A step-by-step or even piecemeal approach to addressing these matters is far more likely, and is likely to be a focus for management and the board for some years.

As at the end of 2022, we are establishing a building and heritage working group to assist in the planning and management of the Conservatorium precinct as a whole.

George Brenan
Chief Executive



Appendix 1: Hume Conservatorium Staff

Ambria WHITE
Andrew PICKER
Ben SCOTT
Blake SELMES
Cal MARSHALL
Charlie PETERSON
Debra McCONNELL
Donna SEIPELT
Ethan SLATTERY
Evan GORRINGE
Garth PRENTICE

George BRENNAN
Giselle NEWBURY
Glenn AMER
Ingrid NEUBRANDT
Jacqueline SMITH
James SULLIVAN
Jennifer McCARTHY
Jenny HARGRAVES
Julian PAVIOUR
Laura CAMPBELL
Leann BETTS

Liam KING
Michael BAKER
Nyssa MILLIGAN
Peta-Maree HAYWARD
Richard LANE
Robyn SLATER
Rosemary BLAKE
Timothy DOUGLASS
Tyson REEVES
Wanda KOWER

Moves and changes 2022

Arrivals:

Blake SELMES
George BRENNAN
Giselle NEWBURY
Jenny HARGRAVES
Laura CAMPBELL
Peta-Maree HAYWARD

Departures:

Cal MARSHALL
Glenn AMER
Jacqueline SMITH
James SULLIVAN
Jenny HARGRAVES
Timothy DOUGLASS
Tyson REEVES

Extended Leave:

Donna SEIPELT



Appendix 2: Hume Conservatorium Board of Management

1/1/22 – 31/12/22

Chair: Ed Suttle

Deputy Chair: Caroline Marsh

Secretary: Charmian Cribb

Director: Alex Francois

Director: Steven Lamond

1/1/22 – 26/3/22

Treasurer: Keith Brill

Director: Sara Carter

Director: Heather Caulfield

Director: Ursula Stephens to 3/22)

From 26/3/22

Acting Treasurer:

George Brenan (3/22 – 7/22)



Appendix 3: Community Partners

Goulburn Mulwaree Council
Goulburn Mulwaree library
Goulburn Performing Arts
Centre
Goulburn Multicultural Centre
Goulburn Regional Art Gallery
Lilac City Festival
Goulburn Club

Rocky Hill Musical Theatre Company
Lieder Theatre Company Gallery On Track
Australian Blue Music Festival
Right to Work
Goulburn Rotary Club

Department of Education Arts Unit
Southern Tablelands Arts
Music in the Regions
Music NSW
Sydney Youth Orchestras
Musica Viva Regional Touring
Program



Appendix 4 : Our partners and Schools

In-school classroom music 2022

Bundanoon
Wingello
Gunning
Tirranna
Collector
Laggan
Tambelin
Tallong

In-school Individual Tuition 2022

Goulburn
North
St Josephs
Ss Peter and Pauls
St Marys
Mulwaree High
Trinity
Crookwell High
Tallong
Gunning
Tirrana

Early Childhood Music

Schools as Community Centres



HUME



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Make Music with Us
Find our more
www.humecon.nsw.edu.au

