



2023 ANNUAL IMPACT REPORT

Image: SOLACE
Photo by ©Robert Catto

In all that we do, we acknowledge that the foundations of Milk Crate Theatre are on Gadigal land of the Eora Nation and that wherever we create, we walk in the footsteps of the ancestors that were here before us.

We pay homage to the tradition of storytelling practiced by the earth's longest living culture and embrace those stories of the past and continue to share stories of the now.

We pay respect to Elders past, present and to walk side by side, hand in hand for a healing future.

Sovereignty was never ceded, and we acknowledge those who have nurtured and respected the land for generations before us.

Our Acknowledgment of Country was co-written with Peta-Joy Williams, a Wiradjuri woman and artist, and Jessica Pantano



Image: SOLACE Photoshoot
Photo by ©Robert Catto

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Image: SOLACE cast photoshoot
Photo by @Robert Catto

2023 Snapshot

Our Works

In 2023 we delivered a total of **232** performances, workshops and events:

- **181** Workshops
- **8** Exhibitions
- **5** Regional Workshops
- **5** Community Days/Events
- **3** Public Q&A Sessions
- **11** Performances
- **20** Artist Development Sessions

Team

- **20** Artists and Arts Makers.
- **7** Core Team
- **4** Collaborative Artists

Community

- We engaged **198** Collaborative Artists
- We had **159** new Collaborative Artists
- We partnered with **14** community and arts organisations
- We provided **3681** hours of service.

Publications

- *The Arts & Job Readiness* Report

Audience

- **1,500+** in-person audience to our works/presentations/exhibitions
- **6,900** followers across our social media (Facebook, Instagram, LinkedIn, Youtube)
- **5444** visitors to our website
- Reach of **90,000+** across our digital channels
- **10,000+** views of MCT video content across all digital channels.

Awards & Recognition

NSW Business Awards:

- Regional Winner for Outstanding Community Organisation - Sydney Metro
- Regional Winner for Outstanding Community Leader – Jodie Wainwright - Sydney Metro
- NSW State Winner for Outstanding Community Organisation

PAC Australia:

- National Winner for the Impact Award

Social Impact Measurement Network Australia:

- Runner Up for Excellence in Social Impact

The Social Impact Hub:

- Social Impact Fellowship



Image: MANIFESTOt
Photo by Colm Dowling

Welcome from the Chair & CEO

We are delighted to welcome you to our 2023 Annual Impact Report, highlighting both the creative and social impacts of our work throughout the year. 2023 has been another remarkable year, with a range of new works being developed and presented, the relaunch of our Developing Artist Program, and the release of a new strategic plan that sets the path for Milk Crate Theatre's future.

Artistic Impact

The creativity from our Collaborative Artists shone this year with a diverse array of presentations, crossing various art forms, designed to support them in sharing their stories in meaningful ways. We began the year with our EMERGENCE exhibition at 107 Redfern, showcasing imagery, film, and memorabilia from across our history. MANIFESTO, also at 107 Redfern, was an incredible installation created by the Waterloo community, exploring their unique revelations as they discovered their artistry. We concluded the year with the presentation of SOLACE, a new work developed and presented in partnership with Box of Birds at ARA Darling Quarter Theatre, providing our Collaborative Artists with the opportunity to engage and perform with large-scale projections. In addition to these live performances, we produced several short films, including 'A MAN CALLED LUCKY' from our Woolloomooloo workshops and a youth film, 'LET HIM OUT,' which was a finalist in the SF3 Kids Film Festival and won Best Actor.

Our Developing Artist Program was relaunched, supporting twelve individuals with six of these moving through to create and showcase their own works, highlighting their growth from conception to presentation.

The work created by our community was incredibly inspiring and demonstrated the true strength of all those who participated in our programs. Our works reached audiences of 11,500 this year, both live and through digital mediums, offering a new perspective on people from diverse backgrounds and complex lived experiences, challenging and expanding viewpoints to build empathy and inspire positive change in the world.

Transformative Creative Practice

Our 2023 program was designed to provide people with diverse and complex lived experiences equal access to the transformational power of the arts.

Working at the intersection of arts and impact, with a team of professional artists and social workers collaborating with Collaborative Artists to create new work, we engaged 198 Collaborative Artists, resulting in over 3681 hours of service. Our custom-designed Impact Measurement Framework has been embedded across the program, and we are delighted to share the results in this report.

Staff & Board

We would like to recognise the core team of Milk Crate Theatre, who have once again demonstrated their incredible passion and commitment to our mission to ensure that all people, regardless of their background or lived experiences, have access to the transformative power of the arts, can shape their own narratives, and contribute to the Australian cultural landscape.

We would also like to thank the board for their ongoing support and courageous leadership. Our board is strong and brings a broad range of expertise in creativity, impact, finance, management, legal, and governance to the organisation. We welcomed Katherine Sivieng to the board in 2023, enhancing our financial and governance acumen.

Financials

2023 was a challenging year, with the external operating environment impacting income, particularly our philanthropic income, leading to a loss. We took a prudent approach to managing finances throughout the year, reducing expenditure in response to income reductions, and making strategic investments in new revenue-building activities to ensure future sustainability. Our strong reserves have enabled us to manage this deficit, and we forecast a strong return in 2024 as we start to realise income from our new activities.

Thank You

We could not do the work we do without the support of numerous funders and supporters. We would like to thank Creative Australia, Create NSW, City of Sydney, Department of Social Services, NSW Government through the NSW Reconstruction Authority and Community Development Fund, Randwick Council, Matana Foundation for Young People, Robertson Foundation, James N. Kirby Foundation, St. George Foundation, Edward C Dunn, Coca-Cola Amatil Foundation, the Mary MacKillop Today Foundation, and our many other donors. The support of these organisations over the past year has enabled all the impact detailed in this report, and we are profoundly grateful.

Finally, a big thank you to each and every Collaborative Artist, Facilitating Artist, Tech, Producer, and Community Partner who collectively contribute to the unique place that Milk Crate Theatre holds in Australia's cultural and social impact landscape. We are excited about the future and look forward to continuing to innovate and evolve as a company. We hope you enjoy this report sharing our successes in 2023 and look forward to sharing more in 2024 as we celebrate our 25th Anniversary.



SUSAN BANNIGAN
CHAIR



JODIE WAINWRIGHT
CEO

About Milk Crate Theatre

**We believe every
person has the
right to be heard
and seen.**

Our Purpose

Milk Crate Theatre effects social change through the power of performance.

Our Vision

People with diverse lived experiences have equal access to the transformational power of the arts, are genuine producers of their own narratives and actively take part in shaping Australian culture.

Our Mission

Milk Crate Theatre provides a vibrant and inclusive space where artists of all backgrounds can come together to create provocative and transformational performance works.

Through deep and meaningful creative engagement, individuals build confidence, skills and connections; facilitating increases in self-reliance, empowering aspirations and providing a gateway for future social and economic engagement.

Our work offers audiences a new lens through which to view some of society's most pressing issues, both challenging and expanding perspectives to inspire positive change in the world.

Image: Matthias - MANIFESTO
Photo by Bethany Simons





Image: Wayne - MANIFESTO
Photo by Colm Dowling

Our Values

BELONGING

We put Artists at the heart of everything we do, providing a safe and accessible environment for the community to connect and personally develop through creative practice.

ARTISTRY

We use a range of creative practices to develop skills, foster confidence, and provide platforms for expression. Our public outcomes offer space and open discourse for social justice and change.

RESPECT

We create an environment where the experiences, feelings and rights of everyone are respected and valued.

COLLABORATION

We work collaboratively within our creative processes, and in partnership with arts, social purpose, government, corporate and funding partners to further our reach and impact.

CHALLENGE

We challenge our Collaborative Artists and audiences; pushing the boundaries of what art can be and disrupting conventional viewership paradigms.

“I unleash the tether to the mortal coil as I laugh my way into heaven which could have been hell before I met Milk Crate.”

Wayne, Collaborative Artist

Strategic Goals

Goal #1 Provocative New Works

Foster the development of original high-quality performance works, created by, with and for people with diverse backgrounds and complex lived experiences.

Goal #2 Transformational Creative Practice

Grow opportunities for people with diverse backgrounds and complex lived experiences to engage in creative practice; expanding our reach across a broad variety of artforms, as well as offering greater depth of engagement and increased skills development.

Goal #3 Inspired and Connected Audiences

Present works through a variety of mediums to bring a broad cross-section of audiences together to connect and inspire positive change in the world.

Goal #4 Diversity and Equity

Position our community at the centre of all we do; by committing to greater diversity and equity across all levels of the organisation.

Goal #5 Resilient and Sustainable Company

Build and diversify income to ensure our structure, culture and operations support our artistic and impact goals, whilst maintaining the agility to respond to community needs and future challenges.



Image: Collaborative Artist Photoshoot
Photo by Liam O'Keefe

Milk Crate Theatre Theory of Change

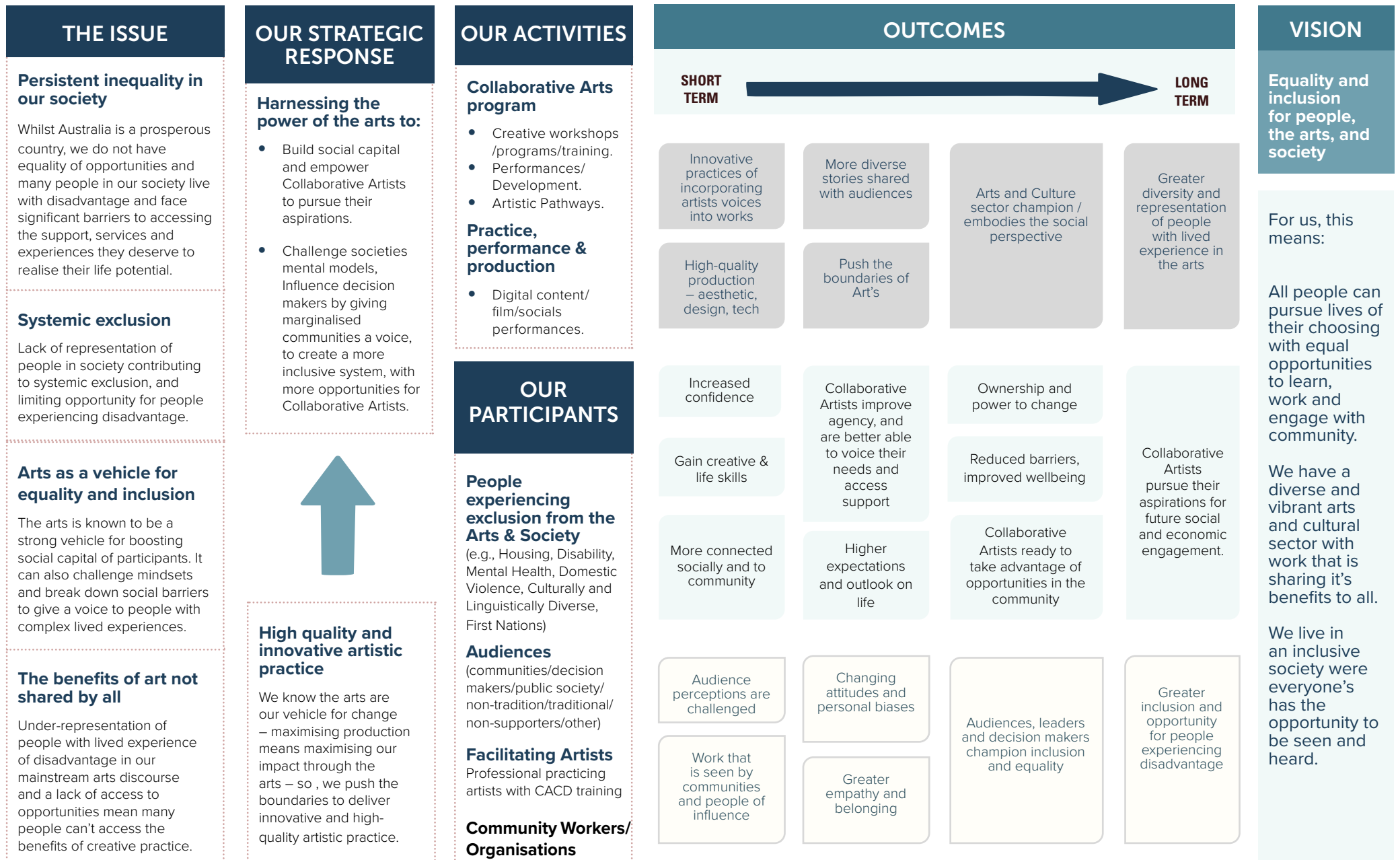




Image: Phong - MANIFESTO
Photo by Bethany Simons

Our Community

Our community of Collaborative Artists are generally living with, have experienced or are at risk of homelessness and/or housing instability; living with mental health or disability support needs; have experienced domestic violence, or come from First Nations and/or Culturally and Linguistically Diverse Communities.

We use the term 'Collaborative Artist' in place of 'participant' to recognise the vital creative energy and experience individuals in our community bring to workshops, developments, productions and performances.

Lived Experience & Diversity

(respondent could choose one or more of these factors)



27% have lived experience of homelessness or are survivors of trauma.



29% are recovering from, have lived experience of mental ill health or addiction to alcohol or other drugs.



37% are living with physical or neurological and/or learning disability.



31% identified Centrelink as being their main source of income.



13% identify as Culturally and Linguistically Diverse (CaLD).



12% identify as Aboriginal or Torres Strait Islander

Artistic Director Report

Another stunning year for Milk Crate Theatre has been completed! So many projects and so many people accessing the vitality that only artistic practice can manifest. Through every single workshop, project, and show, people with lived experiences of homelessness, mental health conditions and disability are accessing powerful moments. Moments of joy, of connection, and of realisation – that we matter, that our ideas are important, that our inherent artistry deserves to be shared, expressed, and seen.

It has been a tough year culturally and socio-politically, in Australia and beyond. Collectively and individually, we are still feeling our way through waves of hope, despair, horror and outrage. Underneath it all, many of us have also felt a sense of powerlessness, or that our small actions cannot possibly affect the big change we want for the world. In these times, it can be hard to justify the importance of theatre. It may seem separate, maybe even trite, alongside the massiveness of everything else. But it is important to remember that since inception, theatre and the arts have been core facilities through which to protest, to grieve, to heal, and to connect.

When we feel powerless, the arts offer us an immediate space in which to take small, first actions – right where we are. I personally believe that in these times, it is one of the most powerful things we can do. Connecting where we can. Expressing where we can. Being present with the people in our immediate proximity, and offering respect, kindness and support right here – in honour of the people around the world who do not have that, who cannot reach that, for reasons beyond their control.

At Milk Crate, we take this approach in all of our work. For these two-to-three hours of a workshop or creative development, we gather together in artistic collaboration – to dream, to release, to investigate, and to share. It is only in spaces like these where we find time to ground ourselves and get to the heart of all matters, to find meaning, and open up to possibilities and solutions. We face ourselves, in an environment of shared respect, and we realise in real time just how strong we are. We realise that we are capable of growth, and we are worthy of that growth.

We stay close to each other as we open our hearts to audiences, and collaborate with them, in a shared experience of pure presence – the presence that is born in us, that is true to us, and wants to share in that truth. It is not an exchange – it is a shared experience of expansion.

To everyone of our Collaborative Artists, who have dared to open yourself to this terrifyingly awesome experience - thank you. To our audiences and peers who see and value our truth, and are so willing to share in it with us – thank you. To the staff and artists and everyone who is part of this work in one way or another – thank you. Because it is in these shared experiences that we can see possibility, believe that there is more that we can feel, do, express and affect - and moment by moment, take a slow, small, collaborative journey towards peace.



MARGOT POLITIS
ARTISTIC DIRECTOR

Image: Margot Opening Night SOLACE
Photo by Clare Hawley



Image: Felix at EMERGENCE
Photo by Lucy Watson

EMERGENCE

Coming together to reclaim narrative

The EMERGENCE Exhibition - a curated retrospective of photographs and video works from the company's 22-year history - was first presented in December 2021 at Vandal Gallery, Redfern. Sadly, due to COVID lockdown, we could not allow community to access the exhibition at that time. In March 2023 we were finally able to remount the exhibition at 107 Projects Redfern and invited the whole Milk Crate Theatre community to celebrate our history together. Added into the 2021 exhibition were photographs of our 2022 major work DUST (directed by Margot Politis), and WATERLOO, a suite of six short films by our Waterloo Creative Ensemble (directed by James Dalton and Bethany Simons), and now celebrating the company's 24 years.

We held three events within the exhibition to facilitate community engagement and connections - Opening Night, an Open Mic Night and an Artist Q&A. Opening Night had a great turnout, with many familiar faces from our past and present works, as well as supporters from the Community Arts and Cultural Development (CACD) community. With a Welcome to Country by Michael West, and speeches by our Artistic Director Margot Politis, past Associate Director Sarah Emery, and Collaborative Artist Flor Garcia, there was a strong theme on the night of gratitude for our constantly evolving community, and how we have come together to showcase the creative strength inside all of us.

Creative Team

Curator: Margot Politis

107 Exhibition & Event Producer: Lucy Watson

Vandal Exhibition Producer: Sacha Walters

Opening Night Musical Performance: Darlene Proberts & Mary

Opening Night Speeches: Margot Politis, Sarah Emery, Flor Garcia

Production Management: Paperjam Partners

Open Night MC: Lucy Watson

Q&A Host: Jessica Saras

Q&A Panel: Matthias Nudl, Darlene Proberts, Kamini Singh, Lucy Watson

Contributions to the exhibition: Milk Crate Theatre Collaborative Artists, Photographers and Filmmakers from across our history from 1999 through to 2022.

Proudly Supported by:



MANIFESTO

Revelations of an Artist

The Waterloo Creative Ensemble was established in 2021 during Sydney's lockdown period where our creative sessions were moved online. They continued to work together in person in 2022 and created six short films in 2022 (WATERLOO) ahead of their new and exciting interactive installation work MANIFESTO in 2023.

Over 16 weeks in the workshop space, the Ensemble gathered to play and collaborate, devising in response to such provocations as: What does creativity look like? What art do we love? Where do our ideas come from? What happens when we close our eyes at night? What do I want to say as an artist?

Encompassing live performance, interactive works, written, visual, audio, digital and sculptural installations, MANIFESTO: Revelations of an Artist invited audiences to reframe the every day, awaken one's creativity and even have them write their own manifesto!

MANIFESTO: Revelations of an Artist was presented at 107 Projects Redfern.

Creative Team

Lead Artist: Bethany Simons

Support Artist: Nick Vagne

Program Manager & Producer: Jessica Saras

Production Management: The Paperjam Partners

Cast and Co-creators: Michael Godlee, Phong Luu, Tejas Nazarenko, Matthias Nudl, Garry Richards, Wayne Schmidt

Proudly Supported by:



Image: MANIFESTO
Photo by Jessica Saras

“confidently poetic, and unapologetic with it’s rendering of a theatrical language that is consistently esoteric in quality, unafraid of obscure expressions, with a view to providing an experience that sings truthfully.”

Suzy GoesSee



Image: Alana SOLACE
Photo by ©Robert Catto

SOLACE

What do you turn to for comfort?

SOLACE was a new immersive performance work developed and presented in partnership between Milk Crate Theatre and Box of Birds (previously Stalker) that sought to physicalise the thoughts, physiological impulses and sensations that drive the pursuit of comfort. Artistic Directors Margot Politis and David Clarkson co-directed the work, devised with and by the Milk Crate Theatre Collaborative Artists, that comprised movement, text, and interactive digital projection.

The creative development took place over 3 months, and throughout this time, the Collaborative Artists continued their expansion in selfhood, and artistry. As with all artists in all creative situations, the process saw an unfolding, then facing, and then moving through a range of fears, worries, and uncertainties. Everybody showed up every single day for this and every person came out on stage with an undeniably radiant presence – a vitality and performance quality won through concerted passion, commitment and drive.

This is the undeniable impact of Milk Crate Theatre – witnessing a person move from a sense of disbelief, and into their own sense of grounding and power. The presentation of these major works is a vital opportunity for the company to share its practice and message, and to highlight the expressions, raising the visibility of our community, in artistic contexts and platforms they deserve to share.

Creative Team

Directors: Margot Politis & David Clarkson

Assistant Director & Cast Producer: Alex Travers

Key Support Artist: Lucy Watson

Social Worker: Laura Hurstfield

Devisors/Cast: Kerry Bashford, Lana Filies, Matthias Nudl, Alana Pienkosz, Darlene Proberts, Nick Vagne

Producer: Jessica Saras

Production Manager: Rick Everett

Digital Artist: Matt Hughes

LX Design & Production Consultant: Mike Smith

Sound Designer: Prema Yin

Photographer: Robert Catto

Proudly Supported by:



“audiences are guided through movement, sound and projections to stunning effect”

Justin Clarke, Theatre Thoughts



Image: SOLACE
Photo by ©Robert Catto

MCT ON TOUR

Regional Creative Workshops

Across May and June 2023, Artistic Director, Margot Politis, facilitated Milk Crate Theatre workshops for artists, communities and organisations across four regions in NSW. Graciously supported by Create NSW, we were so excited to share our practice outside of Sydney by offering collaborative sessions exploring PROCESS (inclusive and collaborative material making) and PRACTICE (embodiment and collaborative play). As we are not a company that currently tours our creative works, this was an opportunity for us to start conversations about how we can offer greater access to our work in the wider community of NSW.

ITINERARY:

- **Newcastle:** A day-long workshop, hosted by Tantrum Youth Arts and supported by MCT Associate Artist, Alex Travers. We also took to the opportunity to catch-up with MC legends Beck Ronkson and Maurie Barlin.
- **Wagga Wagga:** A half-day of workshops, hosted by Eastern Riverina Arts at their beautiful new venue, The Station Creative Space.
- **Bathurst:** A day of connecting with local artists doing brilliant work in the community
- **Parkes:** A workshop with Currajong Disability Services, hosted by Parkes Shire Council at Parkes Council Library.
- **Lismore:** Two workshops as part of NORPA's HUGE Makers Hub program at the Lismore Showgrounds - an incredible creative offering to artists in the midst of flood recovery.

“Milk Crate oozes integrity in the way they work. I am so glad I got to learn about and experience this embodied, empowering way of telling stories.”

Tour Participant

IMPACT:

- 87% learned new skills they can apply in their own practice and communities.
- 94% learnt new strategies for working collaboratively in creative spaces.

Proudly Supported by Create NSW Regional Touring Fund

A big thank you to Tantrum Youth Arts - Nel, Tamara and Dave; Tim Kurylowicz and the staff at Eastern Riverina Arts; Kylie Shead of Arts out West, Kerryn and Roxanne (ex) of Parkes Shire Council, and Doug at Currajong Disability Services; Julian Louis, Sasha Bradbury and Frauke Huhn of NORPA.



Image: Regional Tour Tantrum
Photo by Alex Travers



Image: Headway Group Shoot
Photo by Margot Politis

DEVELOPING ARTIST PROGRAM

Our Developing Artist Program (DAP) is an incredibly unique and bespoke opportunity, offering people with lived experience of homelessness, mental ill health and disability rightful access to skills development as makers. The DAP offers access to Collaborative Artists who wish to delve deeper into their artistry and develop their own projects. After successful pilot programs over many years at the company. The DAP will be reshaped in 2024 to deliver an annual program of year-long engagement. In 2023 we delivered the first two parts of our new program – HEADWAY and GENERATE.

HEADWAY

HEADWAY offered Milk Crate Theatre Collaborative Artists next-level skills development in self-producing performance work, and the empowerment to self-identify as artists. Led by Artistic Director, Margot Politis and supported by Associate Artist, Alex Travers, this 10-week program focused on devised theatre and performance making, within a Community Arts and Cultural Development framework, as a pre-cursor to entering the process of material making.

Together the program explored what it means to create new work from various angles, including:

- considering yourself as an artist
- planning and budgeting
- engaging people to work with you
- critical reflection
- evaluation

Another key aspect of this program was learning about how to receive feedback and from whom, the maintenance of self-care throughout these processes, and the creative journey as a whole.

“Headway made me feel like an actual professional – I’m growing in confidence and self-worth/respect. I feel increasingly like I am in control of my own life, and I can do what I want.”

Collaborative Artist

IMPACT:

- 80% of Collaborative Artists reported that they are making positive changes.
- 100% reported having a good sense of self-worth.

COLLABORATIVE ARTISTS:

Owen Gill, Phong Luu, Ian McSorley, Felix Morgan , Kamini Singh

GENERATE

GENERATE was the next stage in MCT's DAP. Led by the unique goals and creative vision of each Collaborative Artist, GENERATE offered six Collaborative Artists critical time, space, mentorship, and accountability to apply their creative skills to the generation of their own self-directed project. Facilitated by Associate Artist, Alex Travers and supported by Shalane Connors, the Collaborative Artists received dramaturgical support towards their works-in-progress and produced an in-house sharing of their creative work.

For nine weeks, Collaborative Artists engaged in a series of three-hour workshops that were structured as:

- A MAKERSPACE to develop creative works in-residence, share works-in-progress and receive constructive feedback.
- An IDEAS EXCHANGE where Collaborative Artists receive individual support towards the development of their creative project.

IMPACT:

- 83% of Collaborative Artists felt confident about contributing creative processes to a group.
- 80% felt confident about managing anxiety and stress.

"...immediately, I knew this was a safe space to be in and to emerge... it's why I come here"

Collaborative Artist

COLLABORATIVE ARTISTS & WORKS CREATED:

- Kerry Bashford – *Forbidden Yellow*
- Owen Gill - *Pathfinder*
- Darlene Proberts – *budya budya barranha*
- Garry Richards – *Scents & Sensibility*
- Kamini Singh – *Fine Line*
- Georgina Wood – **Digital Trails: A Geriatrics Tale**

Proudly Supported by:



Image: Darlene - GENERATE Showcase
Photo by Shalane Connors





Image: OLC Workshop
Photo by Graeme Rhodes

Workshops

Building Creative Skills Through Practice

2023 was another big year in the workshop space, which saw us revisiting multiple existing partnerships, creating new (and exciting) ones and really sinking our teeth into the art of filmmaking, resulting in some huge achievements within the community and beyond!

Our Arts & Disability workshop stream was on offer again this year. We conducted a series of creative workshops with disability service provider partners Civic Disability Services, Sunnyfield Community Services and Studio Artes (Inner West). Our inclusive workshops explored performance skills such as characterisation, improvisation and movement. We were fortunate to extend our engagement with Studio Artes to two rounds which ended in an informal workshop showing in November.

For our city-based workshops, it was 'back to basics' with the first half of the year at the Ozanam Learning Centre delving into the world of mime, melodrama, noir and slapstick. The group honed in on the genre of film noir and created their very own short film 'A MAN CALLED LUCKY', which we hope to enter into the short film festival realm. Round two saw the group sinking their teeth into stand-up comedy and sketches under the guidance of resident Lead Artist Graeme and stand-up comedienne and actress Laura Hughes.

For the Waterloo Creative Ensemble, following their success of MANIFESTO: Revelations of an Artist, we conducted a series of devising theatre sessions – getting to the heart of how Milk Crate Theatre works are created for the stage and asking our artists to think about what type of projects they want to make.

Our youth stream ACTION had a lot of that! We collaborated with HopeStreet Youth Services again for two very special rounds. The first round in collaboration with Angela Blake of SF3 which saw the creation of the short film 'LET HIM OUT'. The film was accepted into the SF3 Kids Film Festival, with our lead actor scoring Best Actor at the event! They finished off the year with our creative play workshops which was a first for this group.

New partner, Twenty10, was a special collaboration focusing on stories within the LGBTQIA+ young adult community, building their writing skills to empower themselves to create works that speak to the Queer Youth experience.

There was such a richness and breadth of content to come out of our workshop programs this year. I am continuously in awe of all our Collaborative Artists and how they show up ready to create and expand their skills each week.



JESSICA SARAS
ARTISTIC PROGRAMS MANAGER

URBAN FABLES

Stories from the City

BACK TO BASICS

Ozanam Learning Centre, Woolloomooloo

The 'How to' series explored the wonderful arts of melodrama, slapstick, mime and noir. Theatrical exercises and games were used to unravel these iconic genres. Further exploration of self-devised performance within these genres culminated in the creation of the short film 'A MAN CALLED LUCKY'.

Lead Artist: Graeme Rhodes

Support Artist: Nick Vagne

Social Worker: Laura Hurstfield

SKETCH COMEDY + IMPROV

Ozanam Learning Centre, Woolloomooloo

Weekly sessions exploring the mechanics of sketch comedy, concept, character and comedic timing. Collaborative Artists worked with Facilitators to create their own sketch and stand-up pieces, some of which were presented at the MCT End of Year Party.

Co-Lead Artist: Graeme Rhodes

Co-Lead Artist: Laura Hughes

Social Worker: Laura Hurstfield

IMPACT:

- **94%** of participants have a sense of hope about the future.

“The weekly programs by Milk Crate Theatre that joined since a few years ago successfully boosted my confidence and it had also helped me in my mental health recovery in a tremendous way.”

Collaborative Artist - Ozanam Learning Centre

WATERLOO CREATIVE ENSEMBLE

Waterloo Neighbourhood Centre, Waterloo

Devising Theatre 101 took the group back to basics of creating new performance works, growing a shared vocabulary for performance making and exploring elements required in a devised theatre performance.

Lead Artists: Zoe Hogan, Nick Vagne, Felicity Nicol

Social Worker: Laura Hurstfield

IMPACT:

- **100%** of participants in these workshops have an improved sense of being a part of a community.
- **83%** of participants feel they are better at interacting with others.

“Doing the Manifesto workshops at Waterloo has increased my patience, persistence and problem-solving skills. I have almost overcome my perfectionism and embraced a willingness to make mistakes.”

Collaborative Artist - Waterloo Creative Ensemble

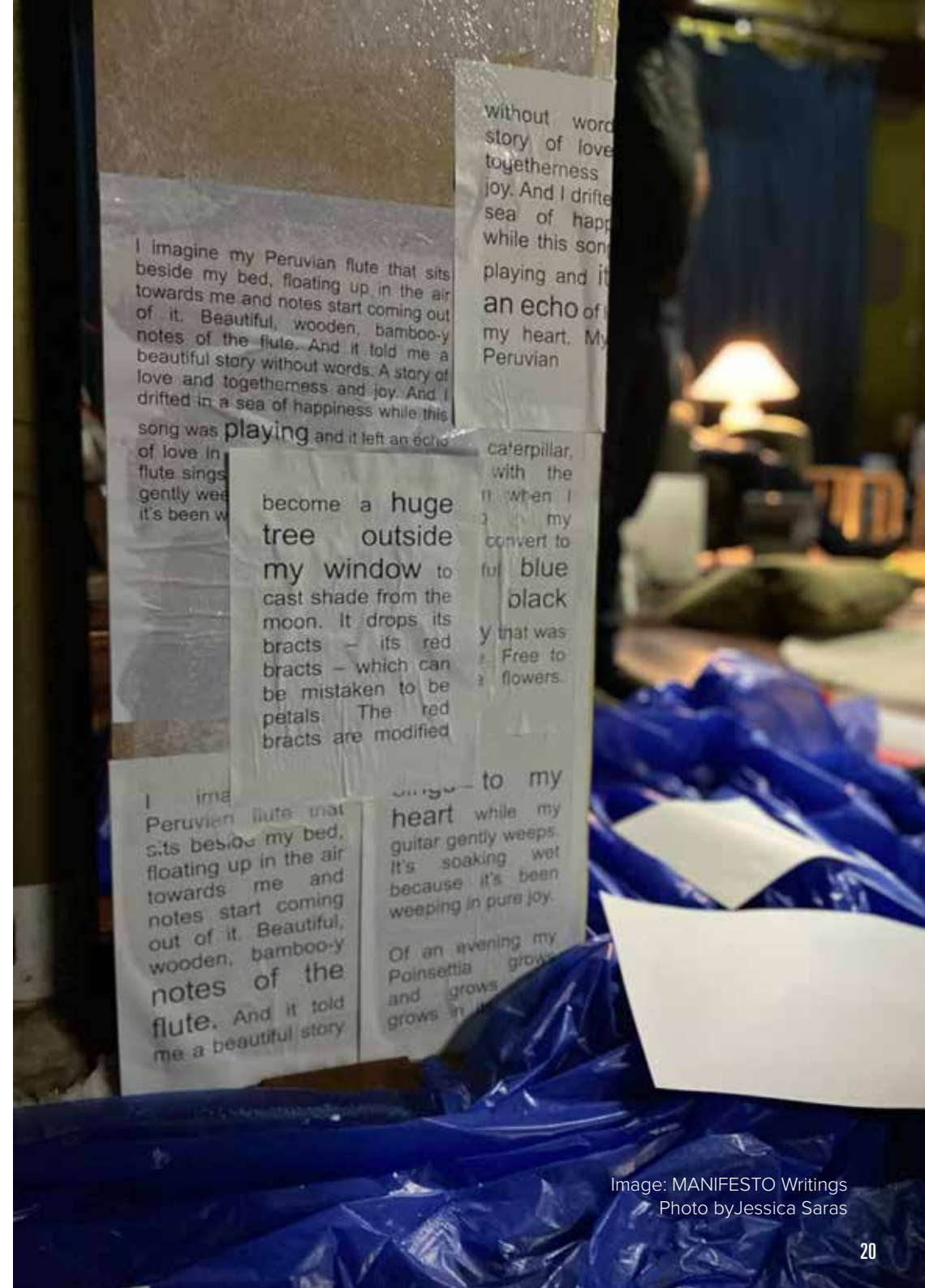




Image: Studio Artes Showing
Photo by Jessica Saras

ALLEGORY

Creative Workshops for People Living with Disability

CIVIC

Civic Disability Services, Sutherland

This 10-week workshop series focused on the basics of theatre-making, building performance skills such as characterisation, improvisation and storytelling. Collaborative Artists were encouraged to play and develop their artistic expression.

Lead Artist: Lucy Watson

Support Artist: Lu Bradshaw

IMPACT:

- 80% felt more confident.
- 90% felt happy in the workshop.

“The experience was invaluable...”

Community Partner

STUDIO ARTES

Inner West – Marrickville Studio

An inclusive performing arts collaboration with MCT. The group worked together and engaged in creative practice with theatre-making and improvisation games/exercises to create characters and devise original stories. This culminated in a workshop showing in November following the 19-week workshop series.

Lead Artists: Zoe Hogan and Felicity Nicol

IMPACT:

73% are more confident.

100% felt happy in the workshops.

“It made me feel smart and strong”

Collaborative Artist.

SUNNYFIELD

Sunnyfield Intellectual Disability Services and Support, Dulwich Hill

This 10-week workshop series focused on creative play and artistic expression, building confidence and creativity through a variety of theatre, improvisation and movement games and exercises.

Lead Artist: Lucy Watson

Support Artist: Lu Bradshaw

IMPACT:

- 100% feel more confident.
- 71% feel more creative now.

“Milk Crate brings joy to our Wednesday afternoons. Our clients are thriving and look forward to each session. It gets everyone up and moving in a creative way and brings people out of their shell.”

Community Partner.

ACTION: Youth Workshops

Creative Play for Young People Who are at Risk

SMARTPHONE FILMMAKING WITH SF3

HopeStreet Youth Services

A 10-week round with a focus on how to make a great film and make it on your smartphone! The group worked together to choose a story in which they worked as a team to film their screenplay and edit it together to create the short film 'Let Him Out'. The short film was screened at the SF3 Film Festival in November, and was awarded Best Lead Actor!

Lead Artist: Angela Blake, SF3
Support Artist: Shalane Connors

"It has been wonderful to watch our kids grow in confidence, creativity, collaboration, and self-esteem."
Community Partner

TWENTY10

Twenty10, Chippendale

9 weekly workshop series with LGBTIA+ Young Adults, exploring the art of storytelling and discovering how to turn creative ideas into original scripts. There was a focus on growth in confidence and development of writing skills step-by-step in order to craft inclusive stories of the future.

Lead Artist: Charley Sanders
Support Artist: Lu Bradshaw

"I'm more confident about writing now!"
Collaborative Artist

DRAMA + CREATIVE PLAY WORKSHOPS

HopeStreet Youth Services and Weave Youth & Community Services

8-week rounds of exploring the wacky world of improvisation and physical theatre. Participants were on their feet each week developing their movement skills with off-the-cuff theatre games & improvisation. The groups were able to connect with their friends, build confidence and have lots of laughs.

HOPESTREET

Lead Artist: Alison Bennett
Support Artist: Olivia Aleksoski

WEAVE

Lead Artist: Aslam Abdus-samad
Support Artist: Olivia Aleksoski

IMPACT:

- 75% have gained new skills to help them manage with challenges in their life.
- 100% have better self-worth.

"[her] confidence grew throughout the workshops... she really took her time to think outside the box and volunteer to give things a go."
Observational Reporting

Image: Let Him Out BTS
Photo by Shalane Connors



Measuring Impact

2023 has been a big year of improving, learning and discovering more about the social impact side of our organisation. We worked with larger pools of data, developed new data collection methods, and had a more diverse cohort which resulted in more efficient reporting on the very real impact our programs are having on our community. The table (across) shows the outcome areas we measured in 2023 and the indicators which told us if any real or significant change was occurring. We broke down our outcomes into the short term, medium term, and long term.

Our new Developing Artist Programs, HEADWAY and GENERATE, led to new survey design and data collection methods which provided a more in depth look at our Collaborative Artists. This program was for our Collaborative Artists who demonstrated a readiness for the next artistic and professional step in their lives. We collected pre and post surveys and the difference of results were astounding, in some areas we saw a 60% increase compared to the beginning of the program, particularly in areas of confidence and agency.

We released our first in-depth report *The Arts and Job Readiness*, which demonstrated the value of theatre-based programs in developing soft skills, and connection to others and community. It suggested how Milk Crate Theatre style programs could work with existing employment agencies to support the long term unemployed into the workforce. This report gained a lot of traction and attention from government, social service sector, arts organisations, universities, and impact agencies.

We were fortunate to receive recognition for our work in the social impact space from:

- **PAC Australia: Impact Award** which celebrates excellence in performing arts, leadership, new thinking, and best practice, with a focus on lasting impact in communities.
- **Social Impact Measurement Network Australia (SIMNA) Awards: Runner Up for Excellence in Social Impact** which is intended to recognise a social impact measurement initiative that promotes best practice and leads by example.

We were thrilled to have our social impact work formally celebrated and acknowledged by both arts and social impact institutions. Looking forward, we will be leading a sector-wide project which will endeavour to create a standardised impact framework for arts organisations across Australia in 2024.



JESSICA PANTANO
IMPACT MANAGER

OUTCOME	TIME FRAME	INDICATORS
CONFIDENCE	Short-term	<ul style="list-style-type: none"> • More confident • Self-expression • Pride in achievements
CREATIVE AND LIFE SKILLS	Short-term	<ul style="list-style-type: none"> • Learning new skills • Able to manage life needs • Recognises their own creativity
CONNECTION	Short-term	<ul style="list-style-type: none"> • New friendships • Connection to community • Improved communication skills
AGENCY	Medium-term	<ul style="list-style-type: none"> • Help-seeking • Adaptability • Problem-solving
WELLBEING	Medium to Long-term	<ul style="list-style-type: none"> • Better health • Better self-worth • Coping mechanisms
OUTLOOK	Long-term	<ul style="list-style-type: none"> • Life positivity • Having hope for the future • Sense of purpose



Image: MANIFESTO
Photo by Jessica Saras

Impact on Wellbeing

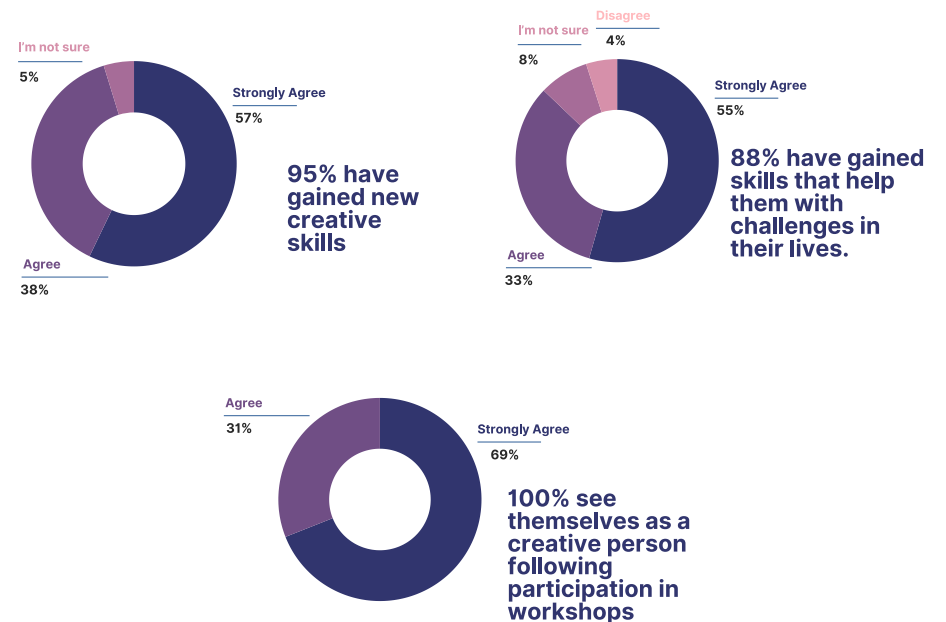
We have six core outcome areas we actively collect data and report on that are based in our Theory of Change. These six outcome areas reflect changes that we would like to see, or are already happening, for our community because of involvement in our programs.

In total we collected 120 surveys from our Collaborative Artists across all our programs; 28 from Facilitating Artists, 8 from Community Partners and 32 from audience members.

The following data is based off responses across six inner-city programs. The percentages are calculated if the respondent selected 'strongly agree' or 'agree' to a question. We have not included results from our Arts and Disability or Youth programs here, refer to the 'Workshops' section to see specific data relating to these programs.

NEW SKILLS

This outcome refers to the learnings of new performance or theatre based skills but also the learning of new life skills like; improved communication (verbal or non-verbal), eye contact and other skills.



CONNECTION

We provide safe spaces for Collaborative Artists to connect with others and for some, to practice their social skills. As our programs focus on the learning of new skills, we allow time in each session for the group to catch up and build relationships. As a result, our workshop spaces often create a sense of community.

91% made new friends



95% have an improved sense of community



84% better at interacting with people



CONFIDENCE

Confidence is often the follow-on impact from the outcome areas of new skills and connection. For instance, the challenges that come with meeting a new group of people and then performing in front of them (often performing for the first time ever) can reap great positive impact in increased confidence and a sense of achievement (even if it wasn't your career winning performance). Confidence leads to many of our medium- and long-term outcomes especially in seeking out further opportunities and improved self-esteem.

84% are more confident



83% more confident to express themselves



86% are proud of their achievements



"Milk Crate keeps me connected to community in a very positive way that helps me push through times in my life that in some ways become negative to self. By attending a Milk Crate workshop, I can help myself in a positive way."

Collaborative Artist



Image: MANIFESTO Mediation
Photo by Bethany Simons

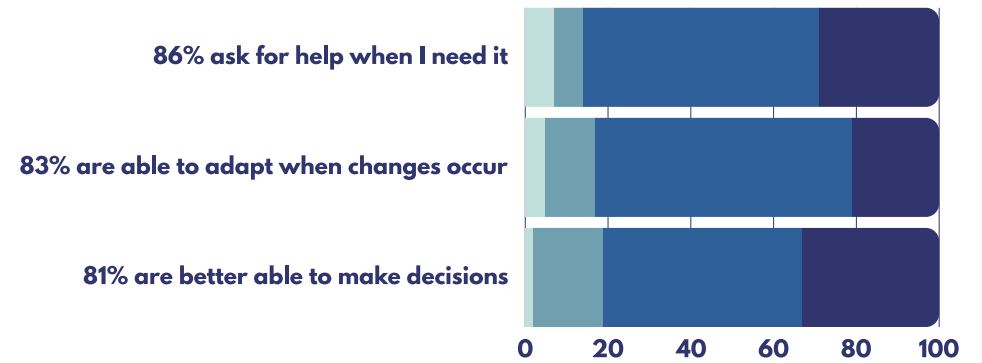


Image: MANIFESTO
Photo by Jessica Saras

Medium-Term Outcomes

AGENCY

When we measure improved agency, we're capturing the individual's feeling of control over their lives. This is a tricky outcome to measure and usually this quality develops over a longer period. For instance, it can take time to build trust in being able to ask for help for any person, particularly those who have experience adversity from services that are meant to 'help'. Having strong agency means that individuals can act, seek out help when it is needed, and adapt when life throws them challenges.



MENTAL HEALTH & WELLBEING

Our outcomes are linked to improved wellbeing; increased self-worth, improved health, and learning better coping mechanisms are our longer term outcomes and could take many years to gain consistently high scores in this area.

“When I go, my mood is uplifted. I forget about problems and my list of things to do as I am just in the moment. I laugh on the way home and share with family and friends how fantastic it was. I reflect on what I have learnt.”
Collaborative Artist

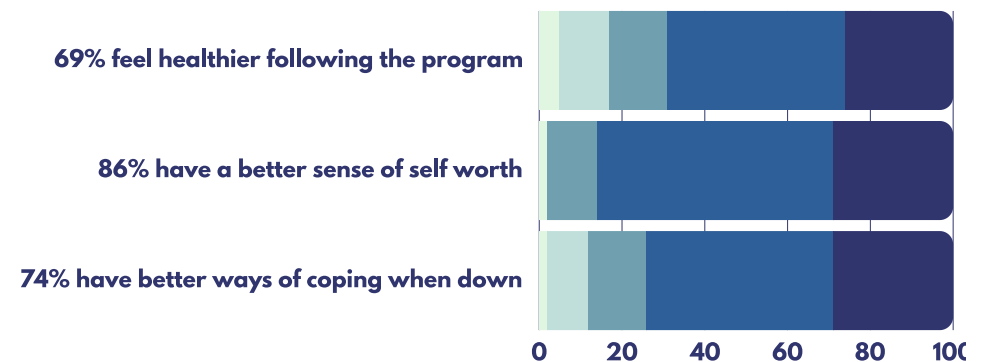




Image: SOLACE photoshoot
Photo by @Robert Catto

Long-Term Outcomes

OUTLOOK

Improved outlook reflects how individuals have changed in how they see their lives, or future. We are also capturing whether the individual desires or is taking on other opportunities in the community.

“[MCT Program] has changed the way I see myself as a human and artist. I can create works without holding onto the solid/rigid idea that it has to be done only this way. I can become less judgemental on myself and others.”

Collaborative Artist

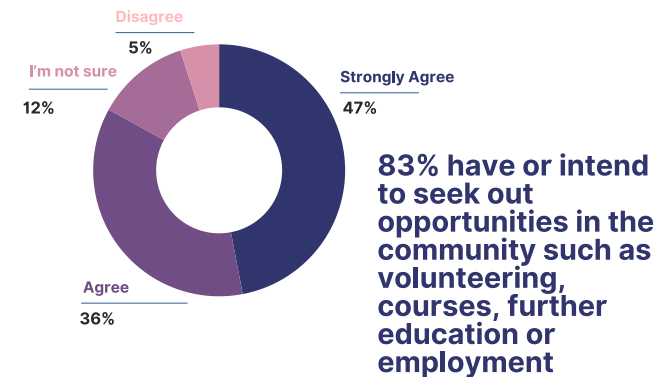
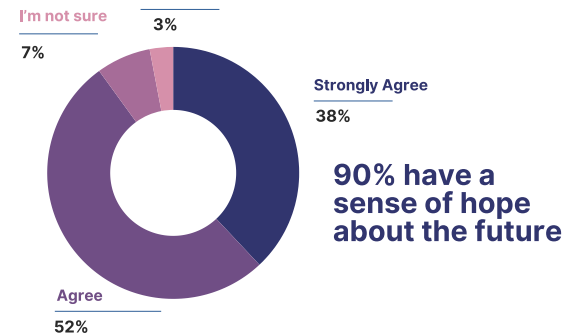
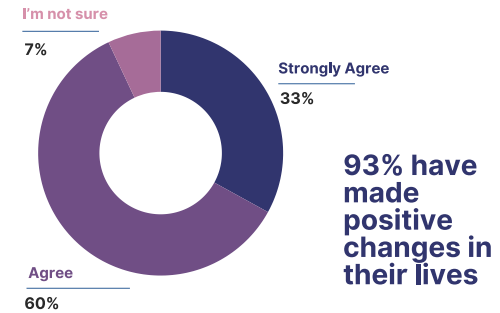




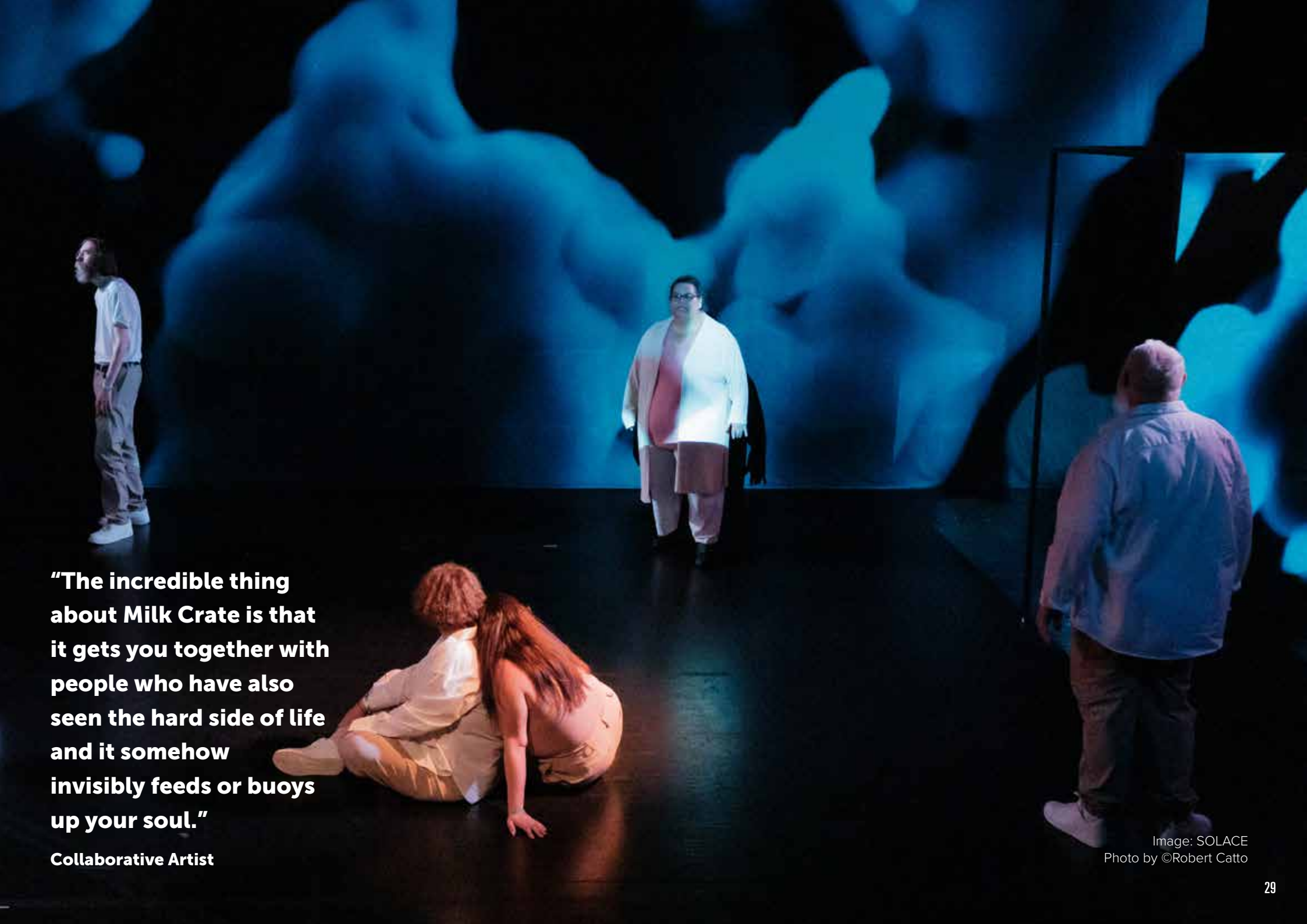
Image of Kerry Solace Shoot
Photo by ©Robert Catto

Case Study:

Kerry

Kerry joined Milk Crate Theatre through a program run in 2022 with ACON in Darlinghurst. The program was with a group called Loving our Valued Elders, where they showcased a final performance piece, and Kerry showcased his beautiful writing. Kerry in his own words states how quickly his access into the arts sector occurred, and how well he took on the challenge of performing in a mainstage production:

“When I came to MCT, it was after many years of trying to find a way into the arts. Having worked in adjacent industries of media, I started looking after my mother and then I had a stroke, and then my own health started having issues by getting older, and I felt like I had missed out. But coming across MCT gave me access like I never had before, gave me an understanding of what I could achieve and how I could achieve it. In terms of my outlook, the direction of my life has changed completely. This is what I’ve been waiting for all these years, waiting for the right people to work with the right people to play with. I can’t imagine going anywhere else and been given this course... it has given me a really quick path. Being of a certain age and having missed out on so much, I’m really grateful. In a year and a half, I’ve gone from turning up in a workshop to appearing in a real show, that’s an extraordinary gift... There’s a certain fulfilment I feel now, I look over the last year and a half I had all these ambitions and to my amazement I’ve fulfilled a lot of them quite casually, quite unknowingly I find myself.”



“The incredible thing about Milk Crate is that it gets you together with people who have also seen the hard side of life and it somehow invisibly feeds or buoys up your soul.”

Collaborative Artist

Image: SOLACE
Photo by ©Robert Catto

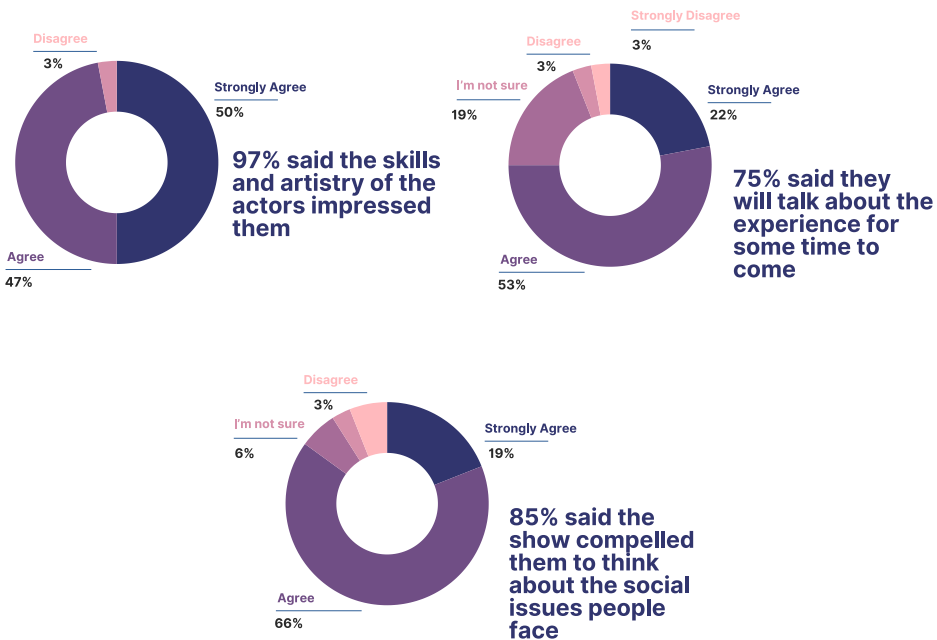
Audience Impact

Milk Crate Theatre's audience is incredibly diverse, ranging from young people to those with complex lived experience, to government, arts organisations, social sector and more. We pride ourselves on being accessible for all, particularly those without financial access to regularly attend theatre productions by providing a free ticketing option. We found new audiences with our mainstage show SOLACE, through our partnerships and previous collaborations with other arts companies. It was heartening to see that our previous works had left a lasting impact.

Over **1500+** live audiences' members visited our performances, exhibitions and presentations across 2023.

For our audiences, one of the main outcomes we are measuring is whether our work challenged their thinking. In our audience survey we explore this in different ways, seeing if they think differently about social groups, artistic merit, or social issues. We hope to inspire and challenge audiences on how they perceive our Collaborative Artists, what they define as artistic excellence and their understanding on how social issues truly impact peoples lives.

These responses are based off 32 responses from our mainstage production SOLACE. The results are based off if the respondent selects 'agree' or 'strongly agree' to the question.



“It has the potential to change the way people view theatre.”

Audience Member



Image: EMERGENCE
Photo by Alex Travers



From our audiences:

“Solace was an amazing and emotionally powerful theatrical experience, which spoke to the disconnected nature of our increasingly ‘connected’ world and the ripple effect of the choices we make as individuals. 10/10 stars.”

“Thanks for supporting new actors of all ages and range of ability. I liked your treatment of being alone in a busy world.”

“I felt like I related to the characters and you could feel their pain and experience their journey. it was incredible.”

“It presents a very unique form of visual storytelling that deeply immerses the audience.”

Governance & Board

Milk Crate Theatre is a public company registered as a not-for-profit through the ACNC (DGR1 status).

We are governed by a board of volunteer members who bring a wealth of professional experience including legal, financial, artistic, management, community and philanthropy.

We operate the following committee's which are designed to support the organisation and the board to fulfill it's duties:

- Audit and Risk Committee
- Social Impact Committee
- Nominations Committee



SUSAN BANNIGAN
CHAIR | JOINED 2022

Susan is a well respected leader with an executive career that has spanned over 30 years in the financial service and philanthropic industries in Europe, Pacific and Australia. She is a Chartered Accountant, member of the Australian Institute of Company Directors and holds a Bachelor's degree in Economics.



RICHARD LEVINE
TREASURER | JOINED 2016

Richard brings extensive business experience having worked in a wide variety of financial, operation and general management roles, from start-ups to large corporates. He spent many years with Metcash (IGA, Mitre 10, Campbell's Cash and Carry) before owning and operating independent supermarkets.



LAUREN O'SHAUGHNESSY
BOARD MEMBER | JOINED 2017

Lauren is passionate about philanthropy and has spent over 15 years working in the philanthropic sector for corporate foundations at Macquarie Group, Clayton Utz and AMP; and in the non-profit sector at MS Research Australia. Lauren holds a Bachelor of Arts in Communication and Social Inquiry at UTS.



DIGBY HUGHES
BOARD MEMBER | JOINED 2018

Digby is a Senior Policy and Advocacy Advisor in the Homelessness and Community Sector. He has worked in the community sector for over 20 years in a range of roles including service delivery, advocacy, and management and holds a Bachelor of Arts (Hons) double majors in Political Science & Communication.



PAIGE RATTRAY
BOARD MEMBER | JOINED 2021

Paige is currently Sydney Theatre Company's Director, New Work and Artistic Development, after holding the role of Associate Director. Prior to this, Paige was the Associate Artistic Director at Queensland Theatre. She is a co-founder of award-winning, independent theatre company ARTHUR, and a graduate of NIDA.



KATINA VELKOU
BOARD MEMBER | JOINED 2021

Katina is passionate about social justice and has spent the past 20 years working alongside Sydneysiders, empowering and supporting them to achieve their personal goals. Katina brings in-depth experience across a range of sectors including disability, refugees, people seeking asylum, humanitarian entrants and more recently the child protection sector.



KEVIN LEE
BOARD MEMBER | JOINED 2021

Kevin is deeply passionate about supporting people and communities to thrive. He is currently consulting to social purpose organisations and impact investing. Working closely with the social purpose sector to address the underlying drivers of disadvantage. He holds a Bachelor of Electrical Engineering (First Class Honours) from UNSW.



KATHERINE SIVIENG
BOARD MEMBER | JOINED 2023

Katherine is an experienced chartered accountant and finance professional who is passionate about the Arts and not-for-profit sectors. Katherine has strong capabilities in financial accounting, reporting, risk management and compliance and has a proven ability in driving business improvement and service delivery working with a broad cross section of stakeholders.



GRACE LOGVYN
COMPANY SECRETARY | JOINED 2020

Grace currently works in Structured Finance with Bank of America. Grace is also engaged as a pro bono business consultant, providing consultancy services to domestic arts organisations, and is a passionate advocate for the local arts sector. Grace holds a Bachelor of Economics (Economics and Politics, with Distinction) from UNSW Sydney.

Milk Crate Theatre

Core Team



JODIE WAINWRIGHT | CEO

Jodie is a seasoned arts management professional with a proven track record in cultivating purpose-driven organisations. She is a passionate believer in the transformative power of stories and their ability to bring communities together, bridge divides, and most importantly, resonate with audiences to drive positive change.

In addition to her position at Milk Crate Theatre, she is also a member of the board at Brand X. Before joining Milk Crate Theatre, Jodie's career encompassed diverse roles in marketing, development and leadership for organisations including The Cancer Council, Sydney Opera House and The Red Cross.

Jodie holds a Bachelor of Commerce from the University of Sydney, and she has continued to advance her career in the Social Impact arena. She was recognised as a Fellow in the prestigious Social Impact Hub 2023 Fellowship. Furthermore, she was recently honoured with the Business NSW regional prize for Outstanding Community Leadership in the Sydney Metropolitan area.



MARGOT POLITIS | Artistic Director

Margot Politis is an impassioned artist and leader in the space of Community Arts and Cultural Development (CACD) best practice, whose focus is to advocate and make space for the expression of people who do not have neurotypical access to public performance platforms. For over 20 years, Margot has worked in the inclusive arts practice as a performer, director, choreographer, film director, and deviser of interdisciplinary and immersive performance works comprising theatre, movement, light, sound and set design. She proudly identifies as living in recovery from addiction and mental health issues.

Margot was appointed Artistic Director of Milk Crate Theatre in 2018, after two years serving as Associate Director, and since then has designed and directed the company's major productions Natural Order (2019), Tiny Universe (2021) with Natalie Rose (Shopfront Arts Co-op), MCT: A Retrospective (2022) and DUST (2022). Margot is currently deeply engaging in set design, aesthetics, space, DIY and ASMR, to keep redefining the boundaries of performance and what they mean to people with varied lived experiences and neurodiversity.



JESSICA SARAS | Artistic Program Manager

Jess is a professionally trained and working actress with over 15 years of experience in this field, holding a BA in Acting for Screen and Stage from CSU Wagga. Jess has been a part of the Milk Crate Community in various roles since 2016, currently serving as Artistic Program Manager, managing workshop programs and providing key support for productions.



JESSICA PANTANO | Impact Manager

Historically a producer, Jess has produced shows for Griffin, Belvoir and Redline Productions. Exposed to the power the arts can have in people's lives, Jess completed post grad studies at Sydney University in Human and Community Services and now works across the creative and social sectors.



ALEX TRAVERS | Associate Artist

Alex Travers is a Maker, Mover and Playwright fuelled by curiosity and silliness, and with a passion for community-engaged practice. Alex trained at École Internationale de Théâtre Jacques Lecoq in Paris and has completed Arts and Education degrees from the University of Newcastle and the University of Canberra.



LUCY WATSON | Key Support Artist

Lucy has worked as a MCT facilitating/support artist since 2019 as our Key Support Artist. Lucy is a multi-disciplinary artist whose work spans and often combines writing, visual art and performance informed by acting, clowning, dance and storytelling. Lucy holds Bachelor of Arts with honours from Australian National University, and a Master of Arts from UNSW.



MEG GOODFELLOW | Development Manager

Meg has worked in philanthropy and development in the arts sector since 2019. Meg holds a Bachelor of Creative Arts (Honours) in Creative Writing from the University of Wollongong. Her writing has been developed and presented by theatre companies across Sydney and Melbourne and published by Currency Press



DALE HOLLINGSWORTH | Finance Officer

For over 17 years, Dale has worked with some of the most ambitious arts companies in Australia. He founded ARTSANDBUSINESS to share his unique understanding of arts and not-for-profit organisations' financial and organisational requirements. He holds a Bachelor of Commerce, a Bachelor of Psychology and has studied Social Impact at UNSW.



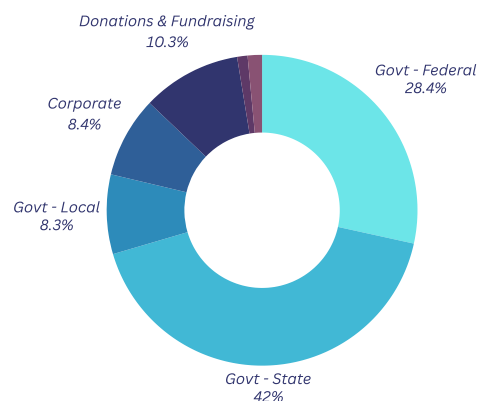
LAURA HURSTFIELD | Social Worker

Laura is a Social Worker with over 15 years of experience. She has been working as a Consultant in Social Work and Welfare projects since January 2017. In 2013 Laura was voted International Triple P Practitioner of the Year. She is trained in Teen Triple P, Triple P standard, Incredible Years, Circle of Security, 1-2-3 Magic and Engaging Adolescents programs.

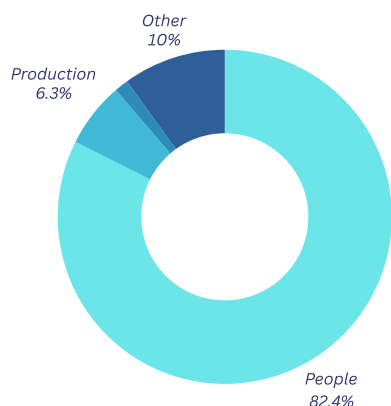
Financial Snapshot

2023 was a challenging year, with the external operating environment impacting income, particularly our philanthropic income, leading to a loss. We took a prudent approach to managing finances throughout the year, reducing expenditure in response to income reductions, and making strategic investments in new revenue-building activities to ensure future sustainability. Our strong reserves have enabled us to manage this deficit, and we forecast a strong return in 2024 as we start to realise income from our new activities. These figures provide a summary of our 2023 financials and should be read in conjunction with the Milk Crate Theatre's audited Financial Reports which is produced separately.

INCOME



EXPENSES



REVENUE (\$000s)	2020	2021	2022	2023
Govt (Comm/State/Local)	103.5	285	491.8	580.9
Corporate	45.6	42	40.4	61.5
Donations & Fundraising	138.1	209.8	221.5	75.5
Performance & Workshop Fees	2.7	0.8	22.7	8
Other Income	1.1	1	2.8	11.2
COVID Support	181.9	70.3	0	0
Total Income	472.7	606.9	779.2	737.1

EXPENSES (\$000s)	2020	2021	2022	2023
People	350	512.6	626.5	643.2
Production	1.7	17.5	51.5	49.2
Marketing	3.6	25.1	14.5	10.5
Other	44.2	52.5	40.5	77.7
Total Expenses	399.5	607.7	760.5	780.6
Profit/(loss)	73.2	(0.7)	18.7	(43.4)

ASSETS	2020	2021	2022	2023
Current Assets	616.4	772.2	760.3	641.7
Non-Current Assets	6.7	2.3	3.2	24.9
Total Assets	774.5	623.1	763.5	666.6

LIABILITIES	2020	2021	2022	2023
Current Liabilities	320.9	463.6	432.4	355.6
Non-current Liabilities	0	9.4	12	35.3
Total Liabilities	320.9	473	444.4	390.9

NET ASSETS	302.2	301.5	319.0	275.7
EQUITY	302.2	301.5	319.5	275.7

Thank you

Milk Crate Theatre warmly acknowledges the generous support of the following funders who enabled our 2023 programs and projects to flourish. As a not-for-profit organisation, we recognise that ongoing and significant support received from these organisations, many of whom have provided support to Milk Crate Theatre for many years, is essential for the company to ensure our programs can thrive and make a positive impact on our Collaborative Artists.



Milk Crate Theatre acknowledges those who donated in 2022 and supported us in making a real difference in the lives of the communities in which we work. We would not have been able to deliver many of our programs without the help of the following community members. We also thank the many other individuals who have contributed smaller amounts, donated anonymously, or supported our fundraising throughout the year.

- | | | |
|------------------|----------------------|------------------|
| A Moxon | Kaija Talviharju | Sally White |
| Adrian Lim | Karen Loblay | Sam Thorp |
| Alannah Maher | Karen Fisher | Sandra Eldridge |
| Alex Batchen | Katerina Moraitis | Sarah Marshall |
| Alison Bennett | Katherine Sivieng | Sharyn Broomhead |
| Amanda Douglas | Katrina Douglas | Stevie Bryant |
| Amy Lyden | Katina Velkou | Susan Bannigan |
| Angus White | Keith Rovers | Suzie Warrick |
| Anna Ashenden | Kelvin Coe | Terry Donovan |
| Anna Christie | Kevin Lee | Umporn Tantipech |
| Astra Howard | Kristen Costandi | Victoria Turner |
| Byron Barnes | Kristen Moon | Vivienne Skinner |
| Cartiona Turner | Lauren O'Shaughnessy | Wailyn Mar |
| Cynthia Nadai | Lenore Robertson | William Cook |
| David Sharp | Lisa George | Yana Taylor |
| Digby Hughes | Madison McKoy | Zoe McCormack |
| Derek Schaefer | Marcus Annett | |
| Edward C Dunn | Melissa Marshall | |
| Grace Logvyn | Meg Mumford | |
| Eugenia Langley | Michael Sirmai | |
| Hannah Strout | Michelle Bold | |
| Helen Bauer | Monica Sayers | |
| Helen Lynch AM | Patrick O'Shea | |
| James Taylor | Patrick Tuttle | |
| Jason Malone | Richard Levine | |
| Jodie Wainwright | Rosemary Hannah | |
| Jude Batrac | Rosemay Thorburn | |



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