

Annual Report

The Chamber of Arts and Culture
Western Australia

2022





Front Cover
Credit: Regional Arts WA, Artzability
Image: Anton Blume

Rear Cover
Credit: Yirra Yaakin, Panawathi Girl
Image Dana Weeks

Ngala kaaditj Whadjuk Noongar moort keyen kaadak nidja boodja

We acknowledge the Whadjuk Noongar people as the original custodians of the land on which our office sits.

The Chamber of Arts and Culture WA acknowledges Traditional Owners of Country throughout Western Australia and recognises the continuing connection to lands, waters, and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders both past and present.

I DON'T CALL MYSELF A LEADER

By Eva Grace Mullaley

I don't call myself a leader
The one at the front of the pack
I am not that kind of leader
I prefer to hang at the back
You can see so much more from behind
and listen to the whispers on the wind
See and hear the community uncensored
Being informed by being within
I'm not hungry or fighting for power
I'm just an advocate for change
How do we support our community
If we don't dare to be a bit strange?
If you lead from the top or above
You can only look down on us all
What point is there in being so high up
If no one will catch you when you fall
You can't be above the people
And know their struggles to survive
When you have comfort up high
You only know what it's like to thrive
When you lead from the front of the team
It's easy to forget that others came before
What about the ancestors' journeys
Wasn't it you that they lived for?
The leaders before us are important
There is no original thought
We must remember their path
Acknowledge for who they fought
How do we lead from ahead of the pack
If we never sit with the wolves
How do we build community
If we haven't been given the tools
We do need every type of leader
Top, front, within and behind
What every leader needs are empathy
respect for others and to be kind
Anyone can be a leader
but accountability is the key
Responsibility for community
Awareness of what people need
I don't call myself a leader
Not what you think one is anyway
But I will continue to listen and learn
Leading like a black fella does...
My way

The poem to the right is a response to a member event –
Changing the Leadership Landscape June 14, 2022.

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Credit: Yirra Yaakin, Ngalaka Daa 2021.
Image by Dana Weeks.

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Chair Report

In this year impacted by the COVID-19 pandemic, WA has been in a unique position both globally and nationally with restrictions easing, minimal lockdowns and a solid economic context. WA arts and cultural audiences have enjoyed a return to public venues, and the recognition of the community benefit of participating in cultural activity has never been higher. Support from both Commonwealth and State Government has contributed to Western Australian arts organisations sustaining themselves through a period of ongoing challenges.

The 2022 Federal election has given Labor a strong mandate to lead during a period of change. It is heartening to see they are acting on our long-term advocacy in creating a National Cultural Policy, which is well-articulated through the *Parliamentary Inquiry into Australia's Creative and Cultural Industries*. The Chamber will continue to welcome and advocate the broader recommendations of the Inquiry as part of a major industry recovery plan.

I strongly reinforce a reference from my previous Chair's report that the arts and cultural sector are still in a very fragile situation. The recovery funding provided through various State, Federal and other Government agencies has been a significant boost. However, it has not been equitable. Many small to medium organisations and individual artists have had no reprieve and see a challenging future ahead of them.

The State Government 2022-23 budget has added to our concern for the future sustainability of the sector. The assumed CPI increase of 2.75% and the increased population growth of 1.2% have not warranted a further investment from the State. The Reserve Bank's recent interest rate hike is expected to hit Western Australia the hardest, which further compounds our situation. This reinforces the valuable role of the Chamber in continuing to advocate for a whole ecology approach to investment in activating and sustaining a cultural industry of international stature.

Thank you to fellow Board members for their considered contribution to discussions on a wide range of issues over the year. We acknowledge the incredibly valuable contribution of selected member Carmen Lawrence AO who stepped down from the Chamber Board in October 2021, and elected member Anna Reece who stood down in May 2022 and Jeremy Smith as he leaves us at the AGM. Anna and Jeremy brought their wealth of experience and insights to the Board and were diligent in their commitment. Thanks to elected members June Moorhouse, Jim Cathcart, Eva Grace Mullaley, Libby Klysz and Fiona Sinclair, who continue to bring significant sector knowledge, while selected members Dr Andrew Lu AM and Ingrid Puzey bring experience and expertise in Governance

and corporate engagement.

I want to make mention of ex Chamber Board members and donors who have been recognised in the Queen's Honours List in the last year. Congratulations to Jude van der Merwe and Amber Hasler awarded an OAM, and Carmen Lawrence, an AO. Well-deserved, their legacy continues to resonate in all we do at the Chamber.

We are very thankful for the support of our Keystone and Better Business partners – City of Perth, Herbert Smith Freehills, ECU, Wesfarmers, Woodside, and Media Super. This core support has been vital to our organisation, and a special thanks to Herbert Smith Freehills, who host the Chamber staff and events on their premises. We thank Lotterywest for their support of the Cultural Connections program this year. We continue to be grateful to our donors who have supported the Chamber over the last year and their continued commitment to the Chamber's objectives.

Our membership is the core strength of our organisation. The artists, arts, culture and creative organisations, local government authorities, venues, sector partners, audiences and stakeholders that make up the incredible diversity of our members continue to inspire us and our purpose.

Thank you to Kelly Reid, who agreed to stay with the Chamber for an extra six months to manage the transition from Shelagh Magadza leaving and Kim Jameson joining the team. Kelly was the backbone of the Chamber and is missed by the organisation and membership.

Executive Director Kim Jameson joined us in February of this year and hit the ground running to ensure business continuity whilst supporting the membership in dealing with the changing landscape of COVID restrictions, implementing a new team structure and maintaining relationships with stakeholders. Kim has worked with the Board to develop a clear pathway into the future, and we look forward to collaborating with the team, members, and stakeholders as we embrace a brave new world.

Executive Director Report

*"As the ED of a non-profit arts organisation right now,
I can confidently say this has been the toughest gig I've had in my 25 year career."
Responded to Finance and Wellbeing Survey, March 2022*

Joining the Chamber mid-way through its financial year, I knew we would continue to walk through challenging times together. In recognition of the volatile situation, my first responsibility was to activate a health check of the industry through a Finance and Well-being Survey.

The results demonstrate the cumulative impact of the stagnant funding levels of major organisations and reduced core funding options for smaller companies and independent artists. Worrying trends relating to mental health and well-being of the arts/culture workforce and a marked decline in the ability to invest in strategic initiatives, longer-term outcomes, and innovative practice results in a call for change. The results signal the need to recalibrate and realign how we value and invest in an industry that forms part of WA's unique identity, its storylines, and its connection to people and place in every corner of our State.

Despite these challenging results, as we emerged from restrictions, we leaned into COVID and took the challenge to produce fantastic work, cautiously activating festivals, events, and engagement programs. Demonstrating our consistent desire and passion to connect, support and activate our shared voices whilst facing future uncertainty.

When the world was taking back steps away from social justice and equality, we were relieved that the newly elected Federal Government made a clear commitment to the Uluru Statement from the Heart. The growing recognition of the rights and self-determination of Aboriginal and Torres Strait Islanders is a significant step forward. There is still much to be done, and the Chamber commits to changing the narrative by recognising a hidden history and being led by and working alongside the community with respect, humility, and commitment to reconciliation.

The Chamber's work on the Parliamentary Inquiry into Australia's creative and cultural industries was a culmination of numerous engagements across various industries. This was a significant piece of work that previous Executive Director Shelagh Magadza successfully navigated through a complex consultation process

on behalf of the Chamber membership. The announcement of a renewed National Cultural Policy means the research and advocacy undertaken by the Chamber have resulted in a positive step forward.

The Chamber supports members and the broader sector through various activities, most notably through the Lotterywest-funded Cultural Connections Capacity Building program led by Dr Christine Scoggin. The series of programs, from Governance Masterclasses to RAP Rings, is a direct response to need. It has been a pleasure to be part of and participate in the programs requested by our membership and to see the sustained and ongoing engagement of the membership in these events.

I want to express my profound gratitude to Kelly Reid, whose organisational footprint was and continues to be significant. We now form a new team for a new era for the Chamber. Ryan Sandilands is guiding us through discoveries of engagement and design that will bring new energy to the Chamber's brand. Natalie Norella has brought her financial acumen to the fore to refresh our fiscal responsibilities and prepare us for a sustainable future. Thanks to the team for working with me through ambiguity and a time of significant change for the industry, the nation, and the organisation.

Thanks to the Board Chair, Phil Thick, for his guidance in entering this new role. The wider Board for their advice, patience, insights, kindness, and support during a time of significant change.

Many thanks to our partners and donors who continue to provide insights on critical issues from other industries' perspectives and support the organisation in the next iteration of our journey.

To our membership, who are the beating heart of the Chamber, thank you for your support. We know this has been another challenging year for everyone, and we will work with you in continuing to articulate a case for arts and culture.

With the year-on-year decline in investment and strong evidence of the industry's well-being eroding, we cannot expect to continue doing more for less. Our fundamental belief and experience in the transformational power of arts and culture should not come at any cost. The arts, culture and creative industries significantly contribute to the national economy and social fabric and meet broad sustainable outcomes. Let's change that landscape together.

Kim Jameson

Purpose, Vision, Mission, Values

Purpose

The Chamber is the peak policy and advocacy organisation for arts and culture in Western Australia. The Chamber believes a vibrant and diverse arts and culture environment is essential for economic, social, and personal well-being.

Vision

Western Australia is recognised and valued locally, nationally, and globally as a leader in arts and culture.

Mission

To promote, support and advocate, with a unified voice, to the broader community the benefits of the vibrant and diverse arts and cultural sector.

Values

We acknowledge the Traditional Owners of Country throughout Australia and recognise the continuing connection to lands, waters, and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present, and emerging.

We strive to represent our members with Integrity by listening to and supporting their needs.

We work collaboratively through our Board, member organisations, the business community and government partners to achieve shared outcomes.

We aim to provide leadership by raising the profile of the Chamber and key issues affecting arts and culture in Western Australia.

We promote the inherent value of creativity as a part of our society.

Strategic Priorities

2019/20-2021/22 Strategic Plan support five strategic priorities:

1. Advocate for Arts and Culture planning and policies within State and Federal government.
2. Position Arts and Culture as a key part of WA's economic and social agenda.
3. Deliver capacity building to the Arts and Culture sector.
4. Ensure more people recognise and value the Chamber of Arts and Culture WA.
5. Achieve the Chamber's financial and organisational stability.



About the Chamber

The Chamber of Arts and Culture WA Inc (the Chamber) was formed in October 2010.

The Chamber has the status of a not-for-profit charitable organisation. It is an incorporated association with a Board of Management (the Board). It complies with the Associations Incorporation Act 2015 and all other relevant statutes, regulations, by-laws, and requirements of the Western Australian government.

The Chamber's activities in support of Western Australia's arts and culture sector are financed by corporate partnerships, project grants, membership fees and its activities.

Member Services

The Chamber's activities are developed to support our strategic priorities to build sector capacity, position arts and culture as a vital part of the state's economic and social agenda and advocate for planning, policy, and investment to support a vibrant industry.

We run a program of professional development, member, industry, and partner events on topics identified by the membership through our member surveys and in collaboration with partner organisations.



Credit: West Australian Opera, The Duel 2021
Image by Flossy Photo



Credit: Performing Lines WA, From Here Together by Emma Fiswhick
Image: Chris Symes

Cultural Connections

The Chamber's 18-month capacity-building project, Cultural Connections, commenced in 2021 with funding provided by Lotterywest.

The project began with an extensive sectoral audit of capacity-building needs and services. This analysis employed three research methods to gain insight into service provision for the WA arts and culture sector:

1. Desktop research, including analysis of previous reports and research by the Chamber, the Australia Council, and the Performing Lines 2021 Kolyang Creative Hub sector conversation report; and a scan of arts sector capacity-building service provision across WA;
2. An online Sector Capacity Building Needs Provisions Survey, open for responses from artists, people within arts organisations and people within arts service organisations; and
3. Individual interviews with leaders and representatives of peak bodies and service organisations.

The methodology firmly focused on gathering data from stakeholders across the sector. It aimed to involve sectoral leadership and community members in defining the problems and designing solutions.

The findings of this research led to the development of a thematic framework that identified and classified areas of need. The Chamber and the Cultural Connections Working Group (CCWG) then used this framework to design and develop capacity-building initiatives to meet these needs. The themes of the vision framework are:

- Orienting towards the future
- Building successful partnerships
- Creating public value
- Developing new audiences
- Deepening our cultural dialogue
- Improving organisational governance

Cultural Connections

The program of initiatives planned and delivered in 2021 – 2022 included:

Humans Leading Humans with Dr Anthony Howard
Scheduled for 14 July, cancelled due to COVID restrictions

Foundations of Not-For-Profit Governance with AICD
21-22 October, 23 participants

Colour Accounting
15 November, 8 participants

Driving and Monitoring Organisational Performance with AICD
17 February, 15 participants

Deepening Our Cultural Dialogue
Scheduled for 2 December, cancelled due to COVID restrictions
The event held on 3 March in partnership with John Curtin Gallery
67 attendees; event recorded and publicly available

Reconciliation Action Plan (RAP) RING #1 w/ Reconciliation WA and Perth Festival
5 May, Subiaco Arts Centre
42 participants representing 21 organisations
The event live streamed for online regional and remote participation.

Ethical Partnerships Roundtable
23 May, in partnership with the Chamber of Minerals and Energy, 15 participants

Governance Masterclass #1
9 June, 42 participants

Changing the Leadership Landscape
June 14, Art Gallery of WA
The event live streamed for online regional and remote participation
65 attendees

Governance Masterclass #2
30 June, 25 participants

Cultural Connections



Program Highlights

One of the cornerstones of the capacity-building project was the governance training program. This program, delivered in partnership with the Australian Institute of Company Directors (AICD), aimed to develop governance capabilities across a broader and more diverse cohort than on arts organisation boards.

AICD delivered two governance training levels to support emerging and experienced arts board members. Participants in the training sessions were selected through an extensive EOI process, with over 100 EOIs received. Eighteen people were chosen to accept a highly subsidised position in the AICD arts focused Foundations of Not-For-Profit Governance training held in October 2021. Another six people paid the total course fees to participate. In February 2022, the AICD advanced governance training module, Driving and Monitoring Organisational Performance, was delivered to 15 participants selected through the EOI process.

As an essential adjunct to the AICD training, the Chamber developed and delivered two Governance masterclasses, with a third scheduled for July 2022. In each masterclass, selected arts organisations, represented by the Chair and ED/CEO, were invited to present to and discuss with the audience how they approached and embedded the critical principles of governance in their board. Elizabeth Carr AM skillfully facilitated the masterclasses to draw out the conversation threads and integrate audience questions and contributions.

Cultural Connections



Another critical element of the program was the development of a Reconciliation Action Plan (RAP) Reconciliation Industry Network Group (RING) for the arts and culture sector. This initiative, developed in partnership with Reconciliation WA, starts with three events and asks organisations from across the WA arts and culture sector to come together to IMAGINE, EXPLORE, and EMBED a framework for action-based reconciliation with our First Peoples. The aim was to bring organisations together to create a space for networking, asking questions, learning, and furthering their reconciliation agenda while leading toward developing a framework for action-based reconciliation for all arts organisations, regardless of size. The first Arts and Culture RAP RING event was held on 5 May, and two more events are scheduled for later in 2022.

Finally, the Ethical Partnership Roundtable was the beginning of discussions shepherded by the Chamber around the growing concern among some stakeholders that the WA arts and culture sector is overly reliant on partnerships with companies that significantly contribute to climate change. As an outcome of this discussion, in 2022, the Chamber will host a public, one-day summit for the sector to unpack information about ethics and climate change; consider frameworks for evaluating climate impact through one's actions and partnerships; investigate possibilities for arts funding diversification; and choose ways of approaching climate change activism.

Members Events



The Chamber hosted member-specific events over the course of the year. These events allow the membership to upskill and connect with the sector. A combination of events was delivered both in-person and online.

Some of these events included; roundtable with Parliament MP Celia Hammond, presenting the key findings of the Kolyang Creative Hub Report, better work practices, and pulse checks from leading arts organisations on how they approach leadership in the workplace as the landscape changes.

Celia Hammond MP Roundtable Lunch

8 September 2021, 14 participants

Kolyang Creative Hub Sector Conversation Report Launch

30 September 2021, 60 participants

In partnership with Performing Lines WA

Work Health and Safety Act 2020 (WA) - What you need to know.

10 November 2021, 90 participants

Vaccination Mandates, WA's Safe Reopening Transition Plan, and the arts sector.

15 December 2021, 92 participants

Credit: Co3, The Ninth Wave by The Farm and Co3 Contemporary Dance as part of Perth Festival (2022)
Image: Jess Wyld

Cultural Executives Group

The Cultural Executives Group (CEG) met seven times this year to discuss critical issues affecting the sector, share information and provide feedback on the Chamber's activities.

The CEG provides a valuable forum to keep our arts and culture organisation members informed of our activities and to canvas feedback on our advocacy plans.

This year key issues on the group's agenda included RISE funding, Lotterywest investment and COVID-19 funding, the state budget, federal election advocacy, financial impact and wellbeing.

In August 2021, the CEG group also hosted a farewell meeting for the outgoing Director General at the Department of Local Government, Sport and Cultural Industries, Duncan Ord OAM.

The CEG event Changing The Leadership Landscape considered the concept of 'flatocracy' and fluid team structures replacing traditional hierarchies. Five leaders reflected on the contemporary workforce and challenged conventional thinking and disruptive working practices.

Speakers at the event: Colin Walker, CEO: of AGWA; Sarah McQuade, Director Canning Community: City of Canning; Sam Walsh AO, Business Leader; Sharon Burgess, CEO: of ARTRAGE; Eva Grace Mullaley, Artistic Director: Yirra Yaakin Theatre Company

Thank you to the membership for ongoing engagement with the Chamber via CEG.

Policy and Advocacy

Championing the value of the sector

Our advocacy strategies include direct advocacy to state and federal governments, collaboration with key local government stakeholders, developing submissions on behalf of the sector, working with cross-sector groups on shared challenges and projects and promoting the industry and the Chamber's policy priorities via our communication platforms and through the media.

COVID Recovery

This was a year of much change as we navigated changes to COVID restrictions. Working in ambiguity became the norm during this consistent and relentless period of uncertainty, change and disruption. The sector demonstrated remarkable resilience; however, we were given limited opportunity to recalibrate business models to prepare for the new opportunities and challenges ahead.

State Government allocated over \$77m via the Safe Transition Industry Support Package for tourism and the events industry. Beyond the ability to recoup a percentage of lost ticket sales, there was limited to no support for Western Australia's broader arts, heritage, and cultural ecology. The Chamber called for investment to be extended beyond immediate needs to ensure the viability and sustainability of the sector.

To support this call the Chamber conducted a sector health check.

Policy and Advocacy



Sector Health Check

In February 2022, the Chamber implemented an Arts and Culture Financial and Well-being Survey. The results reflected a sector in crisis, with 296 respondents representing the diversity of arts and cultural organisations, artists and creative producers, and arts workers across the state.

The results demonstrated that with year-on-year investment decline and strong evidence of well-being eroding, the sector could not expect to continue delivering the same services/activities as in previous years.

The Chamber is concerned that investors will continue to expect more for less if the sector does not begin to draw its boundaries and bring some reality to the situation. The survey acted as an essential pulse check on the sector and a tool for advocating for an arts and culture focus in the Federal Election.

Policy and Advocacy

Federal Election

The Chamber advocated the issues, facts, and opportunities to all parties. The key messages were highlighted to the sector through the Chamber's dedicated advocacy website Arts Matters2.

Calling for change, the Chamber highlighted the cumulative impact of stagnant funding levels on significant organisations and reduced core funding options for smaller companies and independent artists. The result has been reduced capacity to deliver core functions, worrying trends relating to mental health and well-being of the arts/culture workforce and a marked decline in the ability to invest in strategic initiatives, longer-term outcomes and innovative practice.

As part of the process, we supported the recommendations from the Parliamentary Inquiry report, many of which the Chamber has long advocated for, including investment in training and skills development for arts, culture and creative industries workers and investment in programs that grow access and participation in arts and cultural activities for all Australians. The campaign included the ongoing call for a National Cultural Plan.

Ethical Partnerships

Over the past 24 months, the issue of ethical partnerships has remained a priority for the sector, and the Chamber has consulted with many of our members and partners on the subject. James Boyd, State Manager, Creative Partnerships Australia, briefed the Chamber Board about various international responses to climate activism and the challenges of traditional arts funding models.

The Chamber held a roundtable meeting with various organisations to discuss the issues and address what actions need to be taken to turn the debate into actionable steps. This remains a priority for the Chamber and will see further discussion and development with the membership over the next 12 months.

Policy and Advocacy

National Cultural Plan

The Federal election results heralded a new leadership, and the Chamber was heartened that the Labor Government began their term with a commitment to the Uluru Statement from the Heart. This sends a positive message that First Nation voices are valued and will inform and be an essential part of Australia's ecology going forward. Sets a positive tone for change.

The Chamber was a strong voice in Western Australia to lobby all parties for a National Cultural Plan. Countless communications and meetings were implemented to create enough noise and pressure for the forthcoming federal government.

The announcement of the new Federal Government commitment to renewed National Cultural Policy was a welcomed announcement.

The policy is shaped by five goals presented in the Creative Australia Policy launched in 2013. The goals are First Nations, A Place for Every Story, The Centrality of the Artist, Strong Institutions and Reaching the Audience.

We look forward to participating, with our members, in the shaping of the National Cultural Policy.

Arts and Health

The Chamber continues to work with the Western Australian Association for Mental Health and sought advice from SportWest to explore, in more detail, a well-being framework for the industry.



Local Government

The Chamber engages with Local Governments across WA in a variety of ways. We have many local authorities as Chamber members and provide support through capacity-building events and one-on-one conversations. This has included the Executive Director nominating as a member of the City of Perth's Cultural Advisory Committee and advocating for a cultural plan to continue to form a part of the City's Strategy.

The Executive Director has also met with several outer metro councils to discuss issues such as cultural infrastructure, community development, opportunities presented by State funding for local authority initiatives, management of local arts facilities, cultural outcomes embedded in planning processes, and creating working/living spaces for artists.

State Government

Arts and Culture Western Australia State Budget 2022 – 2023

The Chamber advocated for more funding for the arts and cultural sector. The budget reflected the Government's election commitments and ongoing COVID response, with little new investment for a heavily impacted arts and culture sector, despite booming exports and strong domestic spending contributing to a healthy financial position for the state.

Funding has been allocated for a film studio project, and \$50 million in seed funding for an Aboriginal Cultural Centre, plus upgrades to existing Government assets for the creative industries is a positive step. Soft infrastructure is essential to any capital development, and the Chamber will continue to advocate for a sustainable workforce to ensure human assets are valued and invested in accordingly.

The extension of the low and middle-income tax offset, increase in Super Guarantee Contributions, and the abolition of the \$450 superannuation threshold will benefit many workers in the sector. Still, much more work is needed to see the same conditions for artists as other Australian workers.

State Cultural Plan

The Chamber continues to reference the Cultural Infrastructure Framework 2030+ to articulate and advocate for a cultural plan to ensure the sector's human capital is aligned and the State government's arts and culture priorities are clear and legible.

Alongside the call for a policy, the Chamber welcomed the development of the State Infrastructure Strategy – Foundations for a Stronger Tomorrow as this is a continuation of a whole government approach to infrastructure planning.

Submissions

The Chamber made a submission during the drafting process of the Aboriginal Cultural Bill 2021 and reinforced the inextricable link to living culture and sustaining cultural practice.

The Chamber continued to ask about the broadening role of the Arts and Cultural Trust and how this will link into the sector as a whole. Discussions are ongoing.

Government

Federal Government

This was a year of two halves, with the first six months focusing on working with Arts Minister Paul Fletcher MP to advocate for a national cultural plan. The Executive Director also met with the Minister to discuss the RISE funding program whilst advocating for a further federal support package for COVID-impacted workers and a government-backed insurance policy for arts and cultural events impacted by COVID.

The Federal election advocacy was based on the outcomes of the report *Sculpting a National Cultural Plan: Igniting a post-COVID economy for the arts* presented to Parliament after the Parliamentary Inquiry into Australia's Creative and Cultural Industries and Institutions. The report identified some of the critical challenges facing the sector and articulated the policy and investment required to ensure the survival and growth of the creative industries post-COVID.

ArtsMatters2

The Federal Election advocacy ArtsMatters2 campaign focused on the whole government approach in harnessing the power of arts and culture in achieving broader objectives. This included education, innovation, digital communication, closing the gap, social inclusion and equity, diplomacy, diversity, climate change and valuing the workforce.

The campaign also highlighted the impact and outcomes that a strong arts and culture policy add to Australia's economic, social, and environmental ecology:

- First Nations arts and culture will be valued and led by their communities.
- Australian identity is augmented and celebrated, reflects its diversity and is connected to its history.
- Economic diversity and social connectedness will thrive through creative engagement.
- Excellence and participation are entwined.
- The liveability of remote areas, regions, towns, and cities will thrive, with healthy communities and sustainable social and economic growth.
- The impact and value of arts and culture are understood and valued.
- Australia is a cultural destination for visitors to do business, live and study.



Engagement

Cross-Sector Engagement and Industry Representation

Committees and Reference groups

Infrastructure WA External Stakeholder Reference Group.
A New Approach Reference Group
National Steering Committee for an audience research program
Education Working Group
Northern Territory creative industries advisory council
Arts Industry Council of Victoria
Department of Territory Families, Housing and Communities (NT)
Tourism WA stakeholder workshop
Korea Australia Business Council

Industry and Cross-Sector Event Appearances

Australasian Association Executives Conference
WAAPA Arts Management Course, Guest Speaker
CircuitWest Showcase 2022, Guest Speaker
AMaGA National Conference, panel member
Roundtable Arts and Culture working lunch at Government House, hosted by Governor of Western Australia Kim Beazley AC, KStJ and Ms Annus.
FutureNow Roundtable
Roundtable with Minister Fletcher and the Creative Industries taskforce.
Reconciliation WA
Cultural Centre Rejuvenation Project
Korea Australia Business Council
SportsWest
Western Australia Association for Mental Health
US Consulate
Chamber of Minerals and Energy
Nouse group, AOIP Outcomes Framework, critical friend
Philanthropy Australia

Engagement



Sector Health Check

The Chamber conducted an Arts and Culture Financial and Well-being Survey with 296 respondents. The survey sought feedback from a diverse portfolio of arts and cultural organisations, artists and creative producers, and arts workers across the state. The results reflect a sector in crisis.

63% of participants had immediate issues with their operating costs, totalling \$30m. Over 50% of small to medium organisations will be operating on reserves or will cease operations within the next 12 months.

89% of working artist respondents revealed they had lost income due to COVID over the past two years. Over 8,000 work contracts were at risk due to COVID related restrictions leading to last-minute program cancellations. Many artists have accessed their super, drained savings and relied on partners or spouses to support them over the past two years.

Alarming over 50% of arts administrators cited mental health as an ongoing issue with uncertainty about job security and reduced working hours. Even with minimising COVID-19 restrictions, the research indicated that continuing under-investment of the sector would lead to a creative deficit.

The Chamber made several recommendations that ranged from new investment to mitigating the deficit created through COVID and alleviating year-on-year reduced funding whilst calling for a living wage for artists. We also advocated for policy changes recommending a cross-government approach to developing cultural policies, a workforce plan and a mental health and wellbeing framework for the sector.

This research will continue to inform the next iteration of the Chamber's priorities as the issues and recommendations require ongoing focus if we are to create a sustainable future for the sector.

Audit of Capacity Building Needs and Initiatives Across the WA Arts and Culture Sector

Funded by Lotterywest, the Cultural Connections project commenced in 2021 with the development of an audit of capacity building across the sector. Based on capacity-building theories from community development and organisational capacity-building disciplines, the research methodology focused on gathering data from stakeholders across the industry.

The following recommendations from this research have guided the design and development of the Cultural Connections capacity-building program:

- Focus on benefitting individuals working with and within small to medium-sized organisations, thus maximising impact through organisational and community capacity building.
- Strategically focus on the framework, which reflects the current areas of capacity-building needs of arts and culture organisations and individuals in Western Australia.
- Work collaboratively to develop networks for peer-to-peer learning and break down silos of practice.
- Provide high-level information that advances sectoral thinking, especially about the sector's resilience, responsiveness, and sustainability.
- Deliver through multi-modal methods to support the broadest possible access.

Media and Communications

Our media and communication strategies are developed to advance our advocacy messages, promote our members and the value that arts and culture bring to our communities, share the Chamber's activities with our members, and ensure the Chamber is recognised and valued by more people.

We stayed in touch with our members about shifts in the sector's landscape, responded swiftly to our members, and to media and government through media statements.

Our fortnightly Member News remains a valuable tool for promoting the activities of our members and facilitating the sharing of sector news.

Our core advocacy work was supported by a strong media profile this year, with the Chamber quoted in critical arts, Covid recovery and state election media stories. Social media engagement has continued to grow over the past 12 months, with follower numbers increasing across all platforms – boosted by a six-week digital communications campaign – Arts Matters2.



Membership

A diverse and engaged membership allows us to promote and advocate, with a unified voice, the benefit of the vibrant arts and cultural sector to the broader community and government. The Chamber is a small organisation, but a substantial and diverse membership base gives us a strong voice.

The Chamber's membership in 2021-22 comprised 202 arts and cultural organisations, individuals working and volunteering in the arts and culture sector, Local Government Authorities, businesses, and individuals who value and support a thriving art and culture sector in Western Australia.



Credit: Theatre Kimberley
Image: Sarah Duguid

Membership

Aboriginal Art Centre Hub WA
Adrenaline Theatre Association Inc
Aimee Smith
Áine Whelan
Alan Dodge AM CitWA
Alex Desebrock
Ali Welburn
Alison Gaines
Amanda Bell
Amy Welsh
Andy Farrant
Ann-Marie Anderson-Mayes
Annie Murtagh-Monks
APPARATUS Art Gallery of Western
Australia
ART ON THE MOVE
Artgold
Artist Relief Fund WA
Artitja Fine Art
ARTRAGE Inc / FRINGE WORLD
Arts Margaret River Inc
Artsource
ArtSouthWA Inc
Ashley Smith
Ashley Yihsin Chang
AUSTA WA
Australian Baroque
Australian Museum and Galleries
Association Western Australia
Awesome Arts Australia Ltd
Bar Pop Management Pty Ltd
Barking Gecko Theatre
Barrie Le Pley
Black Swan State Theatre Company
Bunbury Regional Entertainment Centre
Carmen Lawrence AO
Caroline Christie Coxon
Cassandra Lake
Centre for Stories
Ceramic Arts Association of WA
Charlesworth Ballet Institute
Christine Parrott
Christopher Young
Cindy Wiese
CinefestOZ
CircuitWest Inc

CircusWA
City of Albany
City of Bunbury
City of Busselton
City of Canning
City of Cockburn
City of Fremantle
City of Greater Geraldton
City of Joondalup
City of Mandurah
City of Perth
City of Rockingham
City of Stirling
City of Vincent
City of Wanneroo
Clare Travis
ClayMake Studio
Community Arts Network (CAN)
Connie Petrillo
Contemporary Dance Company of WA
Copyright Agency
Craig Dalton
Creative Collab.
DADAA
Daisy Sanders
Daley Rangī
David Downie
Deena Appleby
Denmark Arts
Di Ingelse
Diane Binns
Dominique Monteleone
Donna Hughes
Dr Andrew Lu AM
Ellis House Arts Centre
Embroiderer's Guild of WA
Emma Lashmar
Encounter Theatre Inc
Esperance Community Arts
Fliptease Pty Ltd
FolkWorld Inc.
FORM building a state of creativity Inc.
Freeze Frame Opera
Fremantle Arts Centre
Fremantle Chamber Orchestra
Fremantle Press

Membership

FutureNow
Gary Mack
Gaye McMath
Gene Tilbrook
Geoffrey Lancaster AO
Georgia Malone
Georgina Rowse
Goolugatup Heathcote (City of Melville)
Grace Crogan
Graham Hay
Half The Sky Limited
Harriet Roberts
Helen Carroll
Helen Cook
Helen Hristofski
Helena Sahn
Henry Boston OAM
Hesperia
History Council of Western Australia
Humphrey Bower
Ian Booth
Ingrid Puzey
International Art Space (spaced)
Isaak Karagoglou
James Boyd
Jan Stewart PSM
Jane King
Janet Carter
Janet Holmes à Court AC
Jay Emmanuel
JCG (John Curtin Gallery)
Jennifer Dunmill
Jesse Williamson
Jim Cathcart
Jo Malone
Joanne Baitz
John Barrington
John Forbes
Jude Van der Merwe
Juliana Areias Vasconcellos Mendes
June Moorhouse
Karen Keeley
Kate James
Kate Parker
Kate Separovich
Kathryn Preston

Kidogo Arthouse
Kim Jameson
Kimberley Aboriginal Law and Culture Centre
Komixx Entertainment Ltd
Koorliny Arts Centre
Lauren Resnick
Libby Klysz
Library Board of Western Australia
Liesbeth Goedhart
Linda Savage
Liz Bindon-Bonney
Localise Pty Ltd
Lucy Heales
Mandorla Art Award
Mandurah Performing Arts Inc.
Margaret Seares AO
Margot Teusner
Margrete Helgeby Chaney
Mark Clapham
Mary-Ellen King
Mathew Simmons
Matthew Blampey
Max Hipkins
Media Entertainment Arts Alliance
Media Super
Melville Community Arts Assoc
Michelle Hall
Military Art Program Australia
Minderoo Foundation
Moiria Nigam
Mollie Hewitt
Monique Beaudoire
Morgan Solomon
Mosman Park Arts Foundation
Mundaring Arts Centre Inc
Musica Viva
Nic Croudace
Noemie Huttner-Koros
North Metropolitan TAFE
North Midlands Project
Paula Silbert
Performing Arts Connections Australia
Performing Lines WA
Perth Centre for Photography
Perth Festival
Perth Improvised Theatre Society Co-op

Perth International Cabaret Festival Perth
International Jazz Festival
Perth Symphonic Chorus
Perth Symphony Orchestra
Peter Kift
Phaedra Watts
Phil Thick
PICA
Pippa Davis
Poolman Taxation Management
Professional Film Crew of Western Australia
Professional Historians Association (WA)
Propel Youth Arts WA
Quitterie Puel
Randal Humich
Rania Ghandour
Rebecca Bencivenni
Regal Theatre Foundation Limited
Regional Arts WA
Revelation Perth Film Festival
Robyn Johnston
Rose Barton
RTRFM 92.1
Ruth Halbert
Ryan Marano
Sally Richardson
Sam Nerida
Sam Walsh AO
Sandy Anghie
Screenwest Australia Limited
Sculpture at Bathers
Seesaw Magazine
Shane Colquhoun AM
Sheila Foundation
Simone Collins
Simone Flavelle
Sophie Curtis
Southern Forest Arts
Spare Parts Puppet Theatre Inc
Stephen Bevis
Stephen Dawson
Steve Berrick
Strut Dance
Sunili Govinnage
Susie Conte
sweet pea

Tabitha McMullan
Talya Rubin
Tease Industries Pty Ltd
Tegan Patrucco
Tempo Tax and Accounting
Terri-ann White
Terry Grose
The Blue Room Theatre
The Choral Collective
The Farm Margaret River
The Junction Co.
The Last Great Hunt
The Lester Prize
The Literature Centre Inc.
THEATRE 180
Theatre Kimberley Incorporated
Tomás Ford
Town of Bassendean
Tracie Walsh
Tura New Music
Vanessa Woolley
Victoria Park Centre for the Arts
Vivienne Glance
Vivienne Robertson
WA Youth Jazz Orchestra Assoc.inc
WA Youth Orchestra
WA Youth Theatre Company (WAYTCo)
Warwick Hemsley AO
WAM
WASO
Wendy Wise
West Australian Ballet Company Inc
West Australian Opera
Western Australian Academy of Performing Arts (WAAPA)
Western Australian Museum
Wicked Strategies
Wind Quintet Plus
Writing WA
Yirra Yaakin Theatre Company

Membership

Partners and Donors

Working Group for the Cultural Connections Project

Thank you to Dr Christine Scoggin for leading the program on behalf of the Chamber and to the working group for your guidance and support:

Livia Carré, West Australian Music

Philippa Maughan, Regional Arts Western Australia

Jamie McGleave, Propel Youth Arts

Ann-Marie Ryan, FutureNow

Jane King, John Curtin Gallery, Curtin University

Karin Burrill, Department of Local Government, Sport, and Cultural Industries

Claire White, Department of Local Government, Sport, and Cultural Industries

We thank the many other professionals who have provided valuable feedback and advice on the work.

Donors

The Chamber acknowledges and thanks everyone who donated to our Supporter Program this year. Donations support the organisation's professional development programs and research programs.

Arts Defenders (\$5000+)

Warwick Hemsley AO

Arts Champion (\$2000+)

Phil Thick

Ingrid Puzey

Arts Hero (\$500 - \$1999)

Shelagh Magadza

Arts Lover (up to \$500)

June Moorhouse

Henry Boston OAM

Peter Kift

Sandra Black

Partners and Donors

Partners

As a not-for-profit, the Chamber relies on the donations and support of those who contribute to its ability to run events for the membership and the sector, maintain a high level of good governance and operations and help get the word out there.

We acknowledge the vital support of our Keystone Partners. These organisations all believe that the arts are central to Western Australia developing a strong brand that represents the state's sense of place and identity and is keen to achieve significant change in the planning and supporting of cultural development in Western Australia. The Chamber again thanks them for their valuable leadership this year - City of Perth, Herbert Smith Freehills; ECU; Wesfarmers; Woodside.

We thank our Better Business Partner Media Super for their ongoing support this year. A sad farewell and grateful thank you to Patrick Horneman, who plans to retire at the end of the financial year. Patrick was an optimistic, trusted, reliable ambassador for Media Super to Chamber members. Patrick attended most Chamber events and was on hand to advise any member when asked. As he heads into retirement, Patrick plays a positive role in the transition as Media Super merges with Cbus.

Thank you to our event partners – Willoughby Park Wines, Boston Brewing Co, and Herbert Smith Freehills.

Thank you to Lotterywest for being our community partner and supporting our Cultural Connection program to develop the arts and culture sector's capacity in human resource management and governance to strengthen its capacity to respond to other crises or opportunities in the future.

Thank you to Dino Penaranda from Accura Accounting and Advisory for auditing the year's financials pro-bono.

Governance and Management

The Chamber's operations are governed by a Board of Management of five selected and seven elected members. The role of the Board is to ensure compliance, improve performance and approve the organisation's strategic direction.

The Executive Director manages the Chamber's day-to-day operations, and reports to the Board.

The Communications and Engagement Manager, Business Administrator, and Sector Capacity Building Program Manager support the Executive Director.

Staff

Executive Director: Shelagh Magadza (Until November 2021)

Executive Director: Kim Jameson (From February 2022)

Sector Capacity Building Program Manager: Dr Christine Scoggin

Membership and Communications Manager: Kelly Reid (Until April 2022)

Communications and Engagement Manager: Ryan Sandilands (From April 2022)

Business Administrator: Natalie Norella (From April 2022)



Credit: WA Museum, Games Lab at the WA Museum Boola Bardip
Image: Luke Riley



Credit: Perth Festival, Taku Songs to Experience
Image: Sophie Minissale

Board

<u>Board Member</u>	<u>Eligible to Attend</u>	<u>Meetings Attended</u>
Phil Thick (Chair)	6	6
Jim Cathcart (Treasurer)	6	6
Libby Klysz (Secretary)	6	3
Anna Reece	5	3
Eva Grace Mullaley	6	3
June Moorhouse	6	6
Fiona Sinclair	6	5
Jeremy Smith	6	6
Dr Andrew Lu AM	6	5
Ingrid Puzey	6	6
Carmen Lawrence AO	2	2



Board

Selected Members

- CHAIR – Phil Thick
- Winthrop Professor Carmen Lawrence AO (Retired October 2021)
- Dr Andrew Lu AM
- Ingrid Puzey

Elected Members

- TREASURER – Jim Cathcart
- Anna Reece, Director, Fremantle Arts Centre (Until May 2022)
- June Moorhouse, Independent Arts Consultant
- Jeremy Smith, Senior Producer, Performing Lines WA
- Fiona Sinclair, Artistic Director + General Manager of Southern Forest Arts
- SECRETARY – Libby Klysz, Freelance producer, director, educator
- Eva Grace Mullaley, Artistic Director, Yirra Yaakin Theatre Company

Governance Committees

Fundraising, Development and Membership Committee

Ingrid Puzey (Chair); Anna Reece (Until April 2022); Shelagh Magadza (Until November 2021); Kim Jameson (From February 2022); Dana Henderson; Phil Thick; Ryan Sandilands (From May 2022)

Finance, Audit and Risk Committee

Jim Cathcart (Chair); Shelagh Magadza (Until November 2021); Anna Reece (Until May 2022); Jeremy Smith, Dr Andrew Lu AM (From February 2022); Kim Jameson (From February 2022)

Nominations and Diversity Committee

Phil Thick (Chair), June Moorhouse, Shelagh Magadza (Until November 2021); Eva Grace Mullaley, Fiona Sinclair.

Public Fund Committee

Phil Thick (Chair); Libby Klysz, Carmen Lawrence AO (until October 2021), Dr Andrew Lu AM, Shelagh Magadza (until November 2021), Kim Jameson

Financials

The Chamber of Arts and Culture WA Incorporated
 ABN 83 149 126 786
 For the year ended 30 June 2022
 Prepared by Accura Accounting and Advisory

Income	2022	2021
Grant Operating		
Project Grants	151,661	95,000
Total Grant Operating	151,661	95,000
Membership Income		
Membership Fees	52,160	50,620
Total Membership Income	52,160	50,620
Corporate Income		
Keystone Partners	68,250	115,000
Event Income (Partnerships)	490	-
Pro Bono Income	22,000	22,000
Total Corporate Income	90,740	137,000
Events Income		
Events/Registration Fees Inc	1,644	6,643
Event Sector Development Program	28,176	-
Total Events Income	29,820	6,643
Donations		
Donations	11,970	13,222
Total Donations	11,970	13,222
Interest Income	122	353
Misc Income	-	145
Govt. Assistance Covid-19		
Cashflow Boost Payments	-	25,160
Jobkeeper Subsidies	-	30,300
Total Government Assistance Covid-19	-	55,460
Gain or Loss on Disposal of NCAs	(331)	-
Total Income	336,142	358,444

Financials

Expenditure	2022	2021
Accounting & Bookkeeping	3,348	3,595
Bank Fees	374	446
Computer Requisites	5,117	2,910
Depreciation	2,774	654
Event Expenses		
Catering	3,745	2,089
Entertainment	2,750	-
Photographer	2,340	872
Speakers	48,360	1,200
Travel, Parking Income	667	-
Event Expenses (Misc)	2,241	105
Total Event Expenses	60,283	4,266
Marketing & Promotion	2,285	3,398
Memberships		
Operations - Event Memberships/Conf Reg	2,594	2,376
Total Memberships	2,594	2,376
Operations - Communication: Publications	79	-
Operations - Communications	62	-
Operations - Event Hospitality - Insurances	2,424	108
Operations - Insurances	7,831	4,189
Operations - Media Monitoring	13,000	6,500
Operations - Mobile Phone	1,275	784
Operations - Research Expenses	-	3,641
Operations - Event Venue Hire	-	1,456
Postage, Printing & Stationery		
Office Supplies/General Operations	645	1,207
Postage	307	295
Printing & Design	640	1,837
Total Postage, Printing & Stationery	1,592	3,340
Professional Fees	3,000	50,472
Rent	22,000	22,000
Sundry Expenses		
Operations - Gifts & Gratuities	1,205	599
Total Sundry Expenses	1,205	599
Travel Expenses	1,351	1284
Website Expenses		
Operations - Website Expense	8,287	9,989

Financials

Sector Development - Website Expense	-	1,177
Total Website Expenses	8,287	11,166
Payroll Expenses		
W&E: Wages & Salaries	294,713	210,686
W&E: Superannuation Exp	27,936	20,115
W&E: Contractors	-	3,675
W&E: Adj for LSL Provision	(8,472)	1,019
W&E: Adjust for AL Provision	193	(4,240)
W&E: Recruitment Expenses	9,720	748
Total Payroll Expenses	324,089	232,002
Total Expenditure	462,968	355,187
Current Year Surplus/ (Deficit)	(126,826)	3,257
Assets	30 June 2022	30 June 2021
Current Assets		
Cash & Cash Equivalents		
Bankwest Cheque Account	196,705	311,255
Bankwest Public Fund	47,957	67,957
Bankwest Term Deposit (CC)	6,357	6,326
Bankwest Term Deposit (LSL)	20,000	20,000
Total Cash & Cash Equivalents	271,020	405,538
Trade and Other Receivables		
Trade Receivables		
Trade Debtors	198,539	-
TFN Tax Held	468	468
Total Trade Receivables	199,007	468
Accrued Income	-	2,700
Total Trade and Other Receivables	199,007	3,168
Prepayments	-	1,546
Total Current Assets	470,027	410,252
Non-Current Assets		
Fixed assets		
Plant and Equipment		
Plant & Equipment at Cost	7,304	2,797
Less: Accum Depc'n on P&E	(2,669)	(654)
Total Plant and Equipment	4,636	2,144
Total Fixed assets	4,636	2,144
Total Non-Current Assets	4,636	2,144
Total Assets	474,663	412,395

Financials

Liabilities	30 June 2022	30 June 2021
Current Liabilities		
Trade and Other Payables		
Bankwest Mastercard	541	772
Trade Creditors	-	596
Total Trade and Other Payables	541	1,368
Income in Advance		
Membership Fees in advance	29,685	31,681
Total Income in Advance	29,685	31,681
Grants in Advance	326,690	151,661
Event/Tickets/Regs in advance	9,411	-
ATO Activity Statements		
GST Payable	36,725	25,659
PAYG Withholding Payable	4,792	4,816
Total ATO Activity Statements	41,517	30,475
Employee Entitlements		
Superannuation Payable	6,941	-
Provision for Annual Leave	8,705	8,513
Provision for Long Service Leave	-	8,472
Wages Payable - Payroll	(2,398)	(171)
Total Employee Entitlements	13,248	16,814
Total Current Liabilities	421,092	421,092
Total Liabilities	421,092	231,999
Net Assets	53,570	180,396
Member's Funds		177,139
Retained Earnings	180,396	3,257
Net surplus/(deficit) attributable to members	(126,826)	180,396
Total Member's Funds	53,570	

Keystone Partners



Better Business Partners



Community Partner



Event Partners





**THE CHAMBER
OF ARTS AND CULTURE**
WESTERN AUSTRALIA

