



2021 ANNUAL REPORT

A sample of TNN E-news featured companies from top left, Lingua Franca's Mighty, photo credit Phil Blatch, Slanted Theatre, Three Fat Virgins, & Whimsical Theatre, The Theory of Relativity Low Standards residency PYT Fairfield photo credit Anna Kucera

Theatre Network NSW would like to acknowledge and pay respect to the traditional custodians of the lands on which we work, live, and create.

In particular TNN acknowledges and pays respect to the peoples of the Eora, Dharug, Kuring-gai, Tharawal, Wiradjuri and Bundjalung Nations whose lands our offices are situated.

Theatre Network NSW acknowledges these lands were never ceded

Theatre Network NSW 2021 – A Year in Review

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THEATRE NETWORK NSW

Theatre Network NSW (TNN) is the peak body for theatre and performance in NSW.

Our purpose is to connect, empower and advocate for the theatre and performance community.

TNN does this by working with the small-to-medium and independent sectors as well as major performing arts companies. We are a membership-based organisation, driven by demand to deliver outcomes for the sector, as determined by the sector.

Our long-term vision is a stronger and more united NSW theatre and performance community.

TNN established in 2011 in response to the expressed need for a theatre focussed state-based advocacy organisation. Kim Hanna's Scoping Study 2011, commissioned by Create NSW), lead to the development of TNN, identifying it as being "essential in giving the sector an empowered voice" (Hanna, 2011).

MEMBERS & SUBSCRIBERS

TNN has 195 annual members, 751 e-news subscribers, and 2,674 followers across social media platforms.

"TNN successfully facilitates and improves the connectivity of independent artists with theatre creatives, professionals and stakeholders throughout the industry. It has forged and maintained a platform for independent practitioners to be heard by advocating for their needs and has built an important sense of community and inclusion." - Emily Ayoub, independent artist & Artistic Director Clockfire Theatre Company, Woollondilly

DIRECTOR'S REPORT

Theatre Network NSW, like our sector, started off 2021 with tentative hope, after the shock of 2020 Bushfires and the pandemic that blindsided our entire society. In early 2021 TNN brought together a shell-shocked performance community, to gather in three venues across the State with our State of the Sector Address delivered in COVID safe picnic formats.

Organisationally TNN was set for change, with Director Katrina Douglas resigning in the first quarter, after a huge effort in unifying and supporting the sector in 2019 and 2020. Katrina stayed on and supported TNN through a recruitment and hand over process. TNN acknowledges and thanks Katrina for her care, significant contribution, and hard work. I stepped into the Director's role in May, and Greater Sydney went into a hard lock down in June, right after my first Board meeting as Director.

This was an extremely challenging and confusing time for our sector – as outside Greater Sydney work was still being made, and touring allowed to go ahead, until the hard lockdowns moved to the entire State.

TNN responded by keeping the sector in touch with the ever-changing public health orders and impacts, and continuing our regular e-news, and social media hub, in an effort to keep our sector connected through an impossible year. It was with relief but also scepticism that we as a sector finished 2021 with theatres opening up, and a unified approach to COVID safe theatres.

I'd like to thank the Board for their commitment and time, showing real care for our sector in distress. It is to their credit that the TNN Board found time and energy to support myself and the organisation while dealing with the impacts of the pandemic on the organisations they work for and their personal practices.

Particular thanks go to Nick Atkins, outgoing Chair, who worked tirelessly to support TNN through the challenges of the last couple of years, and transition of staff and Board, and to Suzanne Pereira, Deputy Chair, and Daniel Potter our new Chairperson, for their support, time and significant input. Thank you to David Clarkson for representing TNN at the Senate Inquiry into the Integrity, efficacy, and value of NSW Government grant programs. Thank you also to long standing Board Members Fraser Corfield and Peta Downes, who are stepping down from the Board. Your time and support for TNN have been invaluable.

Theatre Network NSW looks forward to continuing to support and work with our sector as we recover and face the ongoing challenges of this pandemic and climate change. We look forward to providing much needed networking opportunities and chances to connect.

Margie Breen



Director, Theatre Network NSW

GOVERNANCE



- Daniel Potter (Chairperson)
- Suzanne Pereira (Deputy Chair)
- Dr Jane Kreis (Treasurer)
- Pippa Bailey (Secretary)
- Abbie-Lee Lewis
- Virginia Jane Rose
- Dr Peta Downes (stepping down)
- Dr Kate Smith
- Nick Atkins (Stepped down as Chairperson)
- Kate Gaul
- Fraser Corfield (stepping down)

In 2021 the Board held 6 meetings and 2 special recruitment meetings, and 3 subcommittee meetings. The Board also met for stage 1 of Strategic Planning in October 2021. TNN's 2021 Annual General Meeting was held on April 2021, attended by 31 members.

PROGRAMMING

OVERVIEW

TNN approach to programming is driven by our core purpose; to Connect, Empower, and Advocate for the NSW performing arts sector. TNN responds to the demands of our members and the rapidly evolving challenges facing the NSW theatre and performance sectors.

TNN's 2021 program was designed to build on stronger connectivity between metropolitan and regional artists; increase visibility and employment of NSW theatre and performance artists and cultural workers; and establish a more unified Arts sector. We began 2021 with the hope of delivering a face-to-face program and start supporting sector recovery.

We were able to deliver our postponed State of the Sector Address and opened it to Regional Centres for the first time, with BMEC in Bathurst and NORPA in Lismore partnering with TNN to host simultaneous picnics.

TNN continued its deep advocacy work with representation at the NSW Senate inquiry into NSW government grants programs.

With the hard lock downs that took up the second half of 2021, TNN responded with support and information for the sector, disseminating regular updates from Create NSW, regarding the ever-changing regulations. We also took this time to revitalise our Strategy and approach as an organisation and outlook to support the hardest hit in our sector, independent artists and arts workers.

We conducted our bi-annual Health of the Sector survey, and the results were not surprising, showing concerns regarding employment, the viability of staying in the Arts, and general anxiety within the performing arts community in NSW. Please see Addendum 2 for the full report.

"Living regionally and working outside the mainstream, TNN could well be the most relevant organisation, plus a useful day-to-day resource for me."

Jude Bowler, Independent Artist, Mudgee

CONNECT

TNN continued to connect to the sector with regular e-news and e-mails, connecting the sector to information about financial support, mental health support, jobs, online events, and the ever-changing regulations regarding gatherings work and live performance. It was an incredibly challenging year for NSW and the performing arts sector was in deep crisis, TNN endeavoured to remain a positive and supportive presence amongst this. An example of TNN's e-news can be read [here](#), the August 2021 edition (three months into Greater Sydney's lockdown).

TNN partnered with TNA to host a NSW Arts Executive meet up, to support arts leaders and their organisations and artists. Director Margie Breen attended APAX online and was a delegate on behalf of TNN at Liveworks, at Performance Space using these opportunities to keep in touch with the sector emerging from the enormous impact of lengthy lockdowns, shutdowns, and cancellations.

TNN connects to a wider International Strategy through TNN Board Member Pippa Bailey member of the of the Advisory of International Network for Contemporary Performing Arts, IETM. Please see her report as an addendum.

"TNN has been a vital resource in understanding what is going on in the sector at a national level. I am particularly appreciative of its employment, funding, and development op round ups as well as the tracking of arts news and issues as an independent maker and producer having a portal to this information I can freely access is very important to me"

Erica J Brennan Theatre Maker and Arts Coordinator, Western Sydney



Kate McDowell at NORPA, Lismore SOTSA picnic photo credit
Kristy Jones

EMPOWER

TNN's State of the Sector Address is an annual convening of the live performance sector to gather and begin to work through critical challenges and opportunities. TNN established a partnership with Bathurst Memorial Entertainment Centre and NORPA to present three simultaneous picnics in Sydney, Lismore, and Bathurst in December 2020. Ten artists / arts workers were contracted to present at the picnics a response to the provocation:

There Is No 'New Normal': You are the NSW Arts Minister, what is your vision for the Arts, and the role it can play in the wider community in a post pandemic, climate impacted world.

An important aim of the Address was to bring the sector back together and meet face-to-face after a year of isolation and disconnection. When Sydney faced a cluster late in 2020, TNN decided to postpone that years Address to January 2021 rather than move the event on-line.

This proved to be incredibly fortunate as it allowed sector to gather and connect before the hard lock downs went into effect in June.

TNN, with the support of APM Graphics created an on-line archive of the 10 wonderful responses which you can read [here](#), with photo documentation in addendum 1. Enjoy these contributions from artists representing a wide reach of our sector; they are funny, insightful, heartening, and inspiring.

Restrictions only began easing gradually in October 2021, and people's confidence to meet face to face and attend theatre really didn't recover in full in 2021. We had to postpone face-to-face events to 2022. Like most of the sector, TNN will play catch up with face-to-face programming, due to the shutdown of our sector for months in 2021.



Emefa Ezou at SOTSA at Sydney Theatre Company, photo credit Katrina Douglas

ADVOCATE

As a sector in crisis over the last two years, there is an ongoing need for advocacy. TNN is primarily focused on advocacy about NSW based issues, as a state body. We aim to advocate on a need's basis, to be effective on targeted issues, within the capacity of our resources.

TNN continued the work begun in 2020 on the Senate Inquiry into the Integrity, efficacy, and value for money of NSW Government grant programs in 2020 TNN scoped the sector for responses to the - *Survey About NSW Government Grant Programs*. In July 2020 the NSW Government announced an *Inquiry into the integrity, efficacy, and value for money of NSW Government grant programs* and called for submissions for all sectors about their experiences.

The Submission and the uncorrected Hansard Transcripts from the public hearing can be downloaded at <https://tnn.org.au/publications/>

TNN at the NSW Senate Inquiry into the Integrity, efficacy, and value for money of NSW Government grant programs

In early 2021 Theatre Network NSW was invited to present its voice to the Public Accountability Committee in regards the Integrity, efficacy, and value for money of NSW Government grant programs at the NSW State Parliament. David Clarkson, TNN Board member spoke on TNN's behalf.

TNN was invited alongside Ausdance, Regional Arts NSW and Music NSW after preparing a formal submission to the inquiry in 2020. This submission was prepared with detailed consultation with the sector, through a survey targeting the key issues of the grants process and resulted in key recommendations.

TNN was able to prepare recommendations, based on the key concerns and challenges as provided by the NSW artists and arts workers who completed the survey. Board Member, David Clarkson was present at the Senate Inquiry, and delivered the sector recommendations.

The submission acknowledged the hard work of staff at Create NSW, which administers funding on behalf of the State Government and provides substantial support for artists and organisations across the sector.

The submission did however provide a succinct snapshot of an Arts sector that is frustrated by a lack of investment, the bureaucratic nature of funding processes, a lack of transparency and the lack of feedback to artists and arts workers.

“The outcomes of the survey suggest that the NSW government needs to take a more hands-on approach and consult directly with the Arts sector to determine priority areas and put in place processes which are transparent and accountable, utilising the expert peer-assessment panels to provide more constructive feedback on applications. Additionally, it is observed that there needs to be a clearer demarcation between the peer-review and decision-making process of the different arts panels and the approval process of the Ministry.”

Several of TNN'S recommendations were incorporated into the report which is now tabled and before the State Government awaiting further announcements.

It was heartening to see that TNN's voice was heard at this enquiry and TNN will continue to work with Create NSW on action pending in regards these recommendations, in particular:

Recommendation 4

That the Minister for the Arts publish reasons whenever the Minister deviates from a grant application recommendation made by Create NSW or an Artform Advisory Board.

Recommendation 5

That Create NSW publish online a list of all applications recommended to the Minister for the Arts for funding when funding announcements are made, including:

- name of the applicant
- a broad description of the project
- the ranking of each application by the assessment panel.

Recommendation 6

That Create NSW review all arts-related grant application forms and processes with a view to simplifying and streamlining the process.

Recommendation 7

That the NSW Government ensure that arts organisations, peak bodies, and individual artists are considered in separate funding streams with targeted application requirements and criteria for each distinct group.

Recommendation 8

That the NSW Government reinstate devolved funding programs under the Arts and Cultural Funding Program.

Recommendation 9

That the NSW Government revise its provision of grant funding to peak bodies and restore dedicated funding for these bodies outside of a grants process. If this recommendation is not supported, the committee instead recommends that Create NSW return to funding peak bodies with multi-year, rather than annual, funding.

You can read the full report [here](#)

TNN continues to support and liaise with peer national advocacy bodies such as TNA, NAVA, MEAA and LPA about national issues and campaigns.

FINANCIAL REPORT 2021

For the year ended 31 December 2021 ABN 59 590 131741

As with much of our sector, Covid and Climate Change has had an effect on Theatre Network NSW's operations and financial reporting for this period. Theatre Network NSW started 2021 with the delivery of our Covid-responsive State of the Sector Address, delivered at 3 sites across the State, Bathurst, Lismore, and Sydney in late January. An online publication from the event and featuring keynote speakers is available on our website. Director Katrina Douglas resigned in March and the organisation began recruitment for a new director with Margie Breen appointed in the role in May. In June the 2021 program and budget were revised to respond to lockdowns and travel restrictions in Greater Sydney, and then the State. The majority of expenditure for that year focussed on staff salary with the organisation's one employee, TNN Director, working from home 3 days a week. Programming and other expenses were reduced as all programs moved to online platforms and key events such as the State of the Sector Address and Solutions Summit were once again postponed. Theatre Network NSW received in kind support from Carriageworks for one day/week office space prior to Lockdown in June, and upon reopening in November. TNN finished 2021 in surplus allowing the organisation to revise our strategy, deliver on our postponed events, and focus on recovery within the sector.

Dr Jane Kreis, Treasurer

Signed in accordance with a resolution of the Members of the Committee on:



Daniel Potter (Chair)

Date 11/5/2022



Dr Jane Kreis (Treasurer)

Date 11/5/2022

Profit & Loss

Theatre Network NSW Inc For the 12 months ended 31 December 2021

	Dec-21	Dec-20
Income		
ATO Cash Flow Boost	7,000	13,000
Create NSW - Core	85,000	50,000
Interest	20	39
Total Income	92,020	63,039
Less Cost of Sales		
Production/Exhibition/Tour cost including events	1,000	-
Total Cost of Sales	1,000	-
Gross Profit	91,020	63,039
Less Operating Expenses		
Annual Leave Accrual	(2,059)	2,059
Audit and Accounting Fees	1,500	2,000
Bank Fees	(1)	2
Conferences	1,122	560
Contractors and Consultants	8,000	-
Insurance	700	750
IT Maintenance & Software	999	627
Marketing & Promotion	1,312	300
Meetings/Catering	1,468	-
Memberships, Subscriptions	1,307	1,439
Salaries and Wages	49,041	24,615
Superannuation Expense	4,790	2,338
Travel & Accommodation	-	7
Website / Hosting / Ecomms	340	917
Workers' Compensation	(399)	592
Total Operating Expenses	68,120	36,206
Net Profit	22,900	26,833

Cash Summary

Theatre Network NSW Inc For the 12 months ended 31 December 2021 Excluding GST

	Dec 2021	Avg	Variance
Income			
ATO Cash Flow Boost	7,000	7,000	0.0%
Create NSW - Core	85,000	85,000	0.0%
Interest	20	20	0.0%
Total Income	92,020	92,020	0.0%
Less Operating Expenses			
Annual Leave Accrual	(2,059)	(2,059)	0.0%
Audit and Accounting Fees	2,000	2,000	0.0%
Bank Fees	(1)	(1)	0.0%
Conferences	1,122	1,122	0.0%
Contractors and Consultants	8,000	8,000	0.0%
Insurance	700	700	0.0%
IT Maintenance & Software	999	999	0.0%
Marketing & Promotion	1,312	1,312	0.0%
Meetings/Catering	1,468	1,468	0.0%
Memberships, Subscriptions	1,307	1,307	0.0%
Production/Exhibition/Tour cost including events	1,000	1,000	0.0%
Salaries and Wages	49,041	49,041	0.0%
Superannuation Expense	4,790	4,790	0.0%
Website / Hosting / Ecomms	340	340	0.0%
Workers' Compensation	352	352	0.0%
ATO ICA	(1,065)	(1,065)	0.0%
Superannuation payable	(1,292)	(1,292)	0.0%
Unexpended Grants	12,000	12,000	0.0%
Wages payable	8	8	0.0%
Total Operating Expenses	80,022	80,022	0.0%
Operating Surplus (Deficit)	11,998	11,998	0.0%
Plus Non Operating Movements			
Annual Leave Accrual (Liability)	(2,059)	(2,059)	0.0%
Total Non Operating Movements	(2,059)	(2,059)	0.0%
GST Movements			
GST Inputs	(9,167)		
GST Outputs	9,167		
Net GST Movements	-		0.0%
Net Cash Movement	9,939	9,939	0.0%
Summary			
Opening Balance	74,682		
Plus Net Cash Movement	9,939		
Closing Balance	84,621		

Balance Sheet

Theatre Network NSW Inc As at 31 December 2021

31 Dec 2021

31 Dec 2020

Assets

Bank		
ANZ Online Saver (6365)	49,261	54,240
ANZ Operational (7563)	29,373	14,336
PayPal Account	5,929	6,048
Petty cash	58	58
Total Bank	84,621	74,682
Total Assets	84,621	74,682

Liabilities

Current Liabilities		
ATO ICA	1,824	759
ATO		
GST	-	(125)
Total ATO	-	(125)
Income In Advance		
Unexpended Grants	-	12,000
Total Income In Advance	-	12,000
Trade and Other Payables		
Accounts Payable	-	1,377
Superannuation payable	1,292	-
Wages payable	-	8
Total Trade and Other Payables	1,292	1,385
Total Current Liabilities	3,116	14,019
Non-Current Liabilities		
Annual Leave Accrual (Liability)	-	2,059
Total Non-Current Liabilities	-	2,059
Total Liabilities	3,116	16,078
Net Assets	81,505	58,604

Equity

Current Year Earnings	22,900	26,833
Retained Earnings	58,604	31,771
Total Equity	81,505	58,604

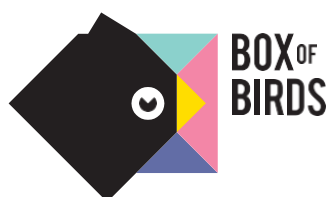
THANKS & SUPPORTERS

Theatre Network NSW is proudly supported by the NSW Government through Create NSW

and APM Graphics.



CARRIAGEWORKS



International Performing Arts Network

TNN is grateful for the in kind support of Carriageworks, Box of Birds and Shopfront Arts Co-op.

Theatre Network NSW would also like to thank: David Clarkson, Jade Dewi Tyas Tunggal, Jenevieve Chang, Emefa Ezou, Tim Hansen, Kate McDowell, Patrick McIntyre, Catherine McNamara, Kate Smith, Mark Swivel and The House That Dan Built. Emma Diaz; Uncle Brendan Kerin and the Metropolitan Local Aboriginal Land Council; Bettina Girdler and Sweeney Interpreting; Simon Pierce and the APM Graphics team; Hannah Waters, Rebecca Cuschieri and STC's team; Kristy Jones and the NORPA team; Kylie Shead and BMEC's team; and Karla Conway from Hothouse Theatre, Stalker Theatre Company, The Centre for Australian Asian Performing Arts (CAAP), Shopfront Arts Co-Op, Penrith Regional Performing Arts, Griffin Theatre Company, IETM International Performing Arts Network, Accessible Arts, Arts On Tour, Arts Out West, and Regional Arts NSW, Theatre Network Australia and all our members for their input and support throughout 2021.

For more Information on Theatre Network NSW please visit tnn.org.au

ADDENDUMS

1. Photo Documentation of the State of the Sector Address
2. Health of the Sector Survey Report
3. IETM Report by Pippa Bailey



Theatre Network NSW

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Theatre Network NSW partnered with Bathurst Memorial Entertainment Centre and NORPA to present the 2020 State of the Sector Address Picnic on Thursday 28 January 2021. The State of the Sector Address Picnic was an opportunity for the theatre and performance sector to come together and meet face-to-face at three simultaneous gatherings in Bathurst, Lismore and Sydney.

At each gathering local artists offered unique and insightful responses to the provocation:

"There Is No 'New Normal': You are the NSW Arts Minister, what is your vision for the Arts, and the role it can play in the wider community in a post pandemic, climate impact world."

The 10 incredible artists shared their vision for the future of the Arts at the 2020 Address are Jade Dewi Tyas Tunggal, Jenevieve Chang, Emefa Ezou, Tim Hansen, Kate McDowell, Patrick McIntyre, Catherine McNamara, Kate Smith, Mark Swivel and The House That Dan Built.

TNN partnered with APM Graphics to produce a publication with the ten speeches from the SOTSA. Publication was launched online on Monday 1 March. A pdf of the publication is attached to this acquittal. It is also available to read online at

<https://tnn.org.au/2021/03/2020-state-of-the-sector-picnic/>

The State of the Sector Address Picnic was proudly supported by the NSW Government through Create NSW, APM Graphics, NORPA, Bathurst Memorial Entertainment Centre and Sydney Theatre Company.

TNN would like to thank Producer Emma Diaz; Uncle Brendan Kerin and the Metropolitan Local Aboriginal Land Council; Bettina Girdler and Sweeney Interpreting; Simon Pierce and the APM Graphics team; Hannah Waters, Rebecca Cuschieri and STC's team; Kristy Jones and the NORPA team; Kylie Sheed and BMEC's team; and Karla Conway from Hothouse Theatre.



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LISMORE GATHERING PHOTO DOCUMENTATION

photo credit: Kristy Jones



Jade Dewi Tyas Tunggal



NORPA Gathering



Mark Swivel



Mark Swivel



Kate McDowell



Kate McDowell

Theatre Network NSW is supported by the
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Create NSW
Arts, Screen & Culture



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SYDNEY GATHERING PHOTO DOCUMENTATION

photo credit: Katrina Douglas



Uncle Brendan Kerin



MC Fraser Corfield



Grace from The House That Dan Built



Tallulah from The House That Dan Built



Scarlett from The House That Dan Built



Emefa Ezou



Patrick McIntyre



Jenevieve Chang



Minister Don Harwin

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Arts, Screen & Culture



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BATHURST GATHERING PHOTO DOCUMENTATION

Photo credit: Kylie Shead



Kate Smith



Catherine McNamara



Bathurst Gathering

Theatre Network NSW is supported by the
NSW Government through Create NSW



Create NSW
Arts, Screen & Culture



**THEATRE
NETWORK**

Theatre Network NSW

**2021 HEALTH OF THE
SECTOR SURVEY**

2021 Theatre Network NSW's Health of the Sector Survey Key Findings

"There are pages I could write, suffice to say Government did not recognize & still doesn't that this industry has been shut down since March 2020. We tried to open & reinvest in March 2021 & got shutdown again resulting in many producers & production companies being burnt financially."



photo by Peta Addy

The Health of the Sector Survey was divided into four parts: identity and work; economic health; creative health; and Personal Health and wellbeing. Respondents were also asked to respond to questions regarding how they were affected by the bushfires and COVID, and subsequent loss of income in 2020 and 2021.

All quotes are anonymous comments from survey respondents.

What did the sector say about 2020-2021?

"Devastating – COVID closed theatres. This affected me because I had shows all over the world and in Australia"

"Have forced us to think more about making and presenting work locally, given the loss of national & international touring. Also to think about how to work more nimbly & flexibly, and to develop new producing and presenting models to suit the times."

"We were the first to be shut-down and the last to start-up. Hesitation from audiences and producers is still causing start-up problems."

"Mental health is all over place. Career trajectory has tanked. Lost connections in industry"

What Does the Sector say it Needs for Recovery?

"Connectedness / Community Building - Examining the power structures that surround us in order to support change and healthy discussion - Education on misinformation and critical thinking around this kind of information"

"Grants available, workshops for skilling up, brainstorming sessions with other artists to dream the end of a broken system..."

"Social connection is greatly needed Regional Australia is struggling with multiple crisis over decades. Incomes are low as a consequence Professional services in regional Australia"

*Problems that need addressing are "Arts Funding and the cultural agenda of this country.
....."*

"Regional arts need stronger support"

"Please think outside Sydney and other metro locations including the major regional centers such as Albury, Wagga, Dubbo etc. Access and professional development are growing issues of concerns"

1. Identity / Statistic Data

80 people responded to the survey.

- 36.2% of respondents were Independent Artists – the highest of any category. Producers were the next highest respondents with 13.75% followed by Executive Directors with 11.5%
- 62% of respondents are TNN members, 30% are members of MEAA; and 13.75 were not affiliated to any organisation.
- 48.75% of respondents lived in Sydney; 23.75% lived in a regional NSW; and 11.25% live in Western Sydney.

2. Economic Health & Impacts of COVID Shutdowns

“The crisis is still continuing. It prevented me from touring my work for which I had invested so much into. Two years after it feels that making work is a waste of time as it can get cancelled so suddenly. It is very much unpredictable still.....What happens is that all shows or development are being pushed back. And what tends to happen is that they will then be re-programmed and it may create an overlapping of gigs.... This results eventually in a loss of income. I am very worried about this happening again as we see the covid cases coming up again.”

- 30.26% indicated that the annual turn-over of the company they work for is less than \$50,000 per year. This was the biggest proportion of respondents. Next largest was 15.59% who indicated that the company they worked earned between \$50-100,00 and then third largest group at 13.16% worked for organisations that had a turnover of \$1-5million
- In a significant leap from 2019 where 40.80% of respondents had not received any funding (government, philanthropic or private) for their work; in 2021, 27.5% said they had not received any government funding. This is a reflection of Jobkeeper, and COVID Crisis payments.
- In 2021, 37.5% of respondents compared to 32.43% in 2019 had received Australia Council funding
- In 2021 55% compared to 37.31% in 2019 had received Create NSW; and 40% compared to 33.83% had received Local Council funding. Only 24.38% had received philanthropic support.

These findings are reflective of the significant loss of work due to COVID shutdowns and cancellations.

- 83.3% of respondents said they had work cancelled due to COVID, 10.6% said they could continue working from home, and 3% said they adapted to working on line.
- 68.18% said they had personal losses to income, 31.2% said they had not.
- 34% said they had lost over \$20,000, 12% said they had lost over \$10,000

For more information on Theatre Network NSW please visit www.tnn.org.au

- 54% of respondents said they were not able to recover their losses through government grants or support.
- 45% indicated that 100% of their annual salary was from working in the Performing Arts.
- 17.5% indicated that less than 25% of their salary was from the Arts.
- 58.75% work full time in the performing arts and 41.25% have another job outside of the performing arts.

3. Creative Health & Travel Restrictions

"In what is already a difficult industry the process of dealing with COVID restrictions and working out how to continue to operate in this environment has been exhausting."

"Has made my creative work seem as though it is purely administrative as it has been very hard to have a face-to-face theatre practice! It has made the arts community even more isolated from each other."

25% (largest response) indicated that they spent between 26-50% of their work in the Performing Arts doing creative roles. 19.1% indicated that 100% of their work in the performing arts is creative.

- 90% of respondents had carried out their work in NSW over the past two years.
- Where in NSW?. 74% in Sydney Metropolitan, 45% in Western Sydney, 15.7% on North Coast, 15.7% Illawara, 14.3% in Central West and Orana, 12% in Riverina with representation 10% and under in other regions.
- 52% said they had not worked out of NSW due to restrictions
- 20% of respondents said they had been able to work overseas in the last two years, compared to 38% in our 2019 survey findings.
- 98% of respondents have training or significant professional experience in the performing arts or related fields however only 45% undertake regular training or professional development but more would if it were more affordable or they had more time.

"It's been very sad and tragic. Theatres closed and I was not able to see live performances. I didn't submit any of my work for consideration or development opportunities because the situation with COVID was unpredictable and developments or shows were cancelled at the last minute so if I was selected or successful it would have felt like a lost opportunity. I felt the last two years like I have suffered a great loss"

4. Personal Health & Wellbeing

"The mental health impact on the sector has been extreme. As a manager I am doing more management of mental health than of work at the moment. In our organisation, those that had permanent jobs had to reduce hours/salary and there was no opportunities for anyone"

to recoup that salary. Everyone was grateful just to be employed as many of our contractors struggled with no options for work but I think the figures often forget those that were underemployed as opposed to unemployed.”

5. The Main Challenges Facing the Arts in 2020-21

The challenges outlined in the survey include:

- Artist mental health particularly linked to financial insecurity and loss of work and connection.
- The lack of funding is indicative of a perceived general lack of interest, respect for all arts at a government level
- Finding affordable space for rehearsals, affordable theatres for self-funded works where creatives can share first draft works, experimental performance.
- a risk averse production climate, particularly when touring to regional venues and when programming non-commercial work

6. The Solutions – What Respondents Asked for:

- When asked what respondents needed most from TNN: 75% of respondents asked for networking with the sector, 61% asked for mentoring, skilling up and connections to organisations, 60% asked for TNN Communications, and 46% asked for working parties.
- When asked what training opportunities were needed: 41% asked for skilling up in Creative Producing, 33% in writing, and 25% in Production.
- Of course there is always a need for more funding.

Theatre Network NSW and the 2021 Health of the Sector Survey is proudly supported by the NSW Government through Create NSW.



For more information on Theatre Network NSW please visit www.tnn.org.au



Report on 2021 activity for Theatre Network NSW – from Board Director and Secretary, Pippa Bailey

TNN joined IETM as a first step to exploring international connections. The Australia Council for the arts is an Associate Member and many Australian delegations have attended IETM meetings. TNN Board Member Pippa Bailey is a member of the IETM Advisory with representatives from 15 other countries and TNN supported an experimental multi-site that took place in Sydney in 2020. This informed TNN's decision to create multisite SOTSA events in 2021.

IETM pioneered online international meetings starting in Tromsø in April 2020 and then engaged the 600+ membership in rewiring the network. Their [Rewiring the Network report](#) identified three key priorities; Reimagining the International, responding to the Climate Emergency and ensuring diversity and inclusion are embedded in all of their work. This offered leadership to Australian artists and TNN members engaged in this process.

[IETM Lyon Plenary Meeting 2021](#) was the first in person meeting since 2018,

What have the pandemic times taught us beyond the fragility of our ecosystems? What can we learn from each other and pass on to new generations? *Trans-missions* was the umbrella notion of the Autumn Plenary Meeting, from 21 to 24 October 2021. Co-organised by a diverse team of artists, cultural professionals and students based in France with the support of the Préfet de la Région Auvergne Rhône - Alpes, Ville de Lyon and Grand Lyon La Métropole, the Plenary will take place in Lyon, and more broadly in the Auvergne-Rhône-Alpes region. Although fragile, this IETM Plenary Meeting was led with determination and commitment to a large extent by a team of volunteers and will therefore be experimental, unpredictable and audacious. This hybrid meeting felt light for those who attended online compared to other events that had happened across the pandemic, but was an important meeting for those still in lockdown or unable to travel including those of us in Australia.

[IETM Satellite Girona 2021](#), Tomorrow is here 26.11.2021

This was one of IETM's smaller meetings with a more targeted online program to explore the renewed space of encounter and think about the actions, ideas and changes needed for "tomorrow". Remembering the transformative experience of the past year, the workshop focused on self-reflection and an individual/collective projection into the future. Exploring concepts and perspectives about loss, gain, intimacy, distance, sense and feeling of community, time & space, the participants will reflect on how the pandemic experience has shaped and is shaping (my/our) today and (my/our) tomorrow.

Pippa was a facilitator for these online meetings and reflects that 'there was already a sense that the lessons of the pandemic were being replaced by strong external messages of 'getting back' to life before the pandemic. People were concerned try and maintain the learnings and the IETM Rewiring process remains a beacon of change making in the European context.'

NEXT STEPS - TNN is keen to continue exploring how to engage internationally when a desire to travel and share creative work is challenged by ongoing crisis and the deepening Climate Emergency calling on all citizens to limit their carbon footprint. The tyranny of distance remains a key issue for NSW artists to connect and share their work and exchange ideas across the country and further afield.

