



THEATRE NETWORK NSW

2022 ANNUAL REPORT



SOTSA 2022
Photo credits: Katherine Griffiths

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

In particular, Theatre Network NSW would like to acknowledge the Bundjalung, Dharug, Dharawal, Cadigal, Gadigal, Bidjigal, Wallumatagul, Cadigal, Wanga, Wodi Wodi, GuriNgai and Eora Nations and People on whose country we work from.

We honour the first story tellers and celebrate and honour all First Nations artists that live and work on the many lands that make up New South Wales.

This land was never ceded. Always was and always will be Aboriginal Land.

Theatre Network NSW

2022 – A Year in Review

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DIRECTOR'S REPORT

2022 was a year of recovery and catch up, where the sector found itself busier than ever before. We were still only really beginning to emerge from lockdown and were still very much dealing with the effects of the pandemic on programming, audiences and staffing.

There were new challenges that faced performance makers in 2022; artists boycotts, worker shortages, and the devastating effects of floods, especially in Northern NSW and the Central West. TNN responded by listening and advocating to the NSW State Government for more support and through information and opportunity sharing.

In 2022 a post pandemic, climate effected NSW performance sector was a completely altered landscape, and TNN worked to listen, respond to and support emerging needs as they arose. This impacted our planned programming and our future strategic aims.

I'd like to thank the Board, who while dealing with the above-mentioned challenges facing their own organisations and practises, dedicated time, and energy to support and assist the NSW performance sector throughout this year of continued disruption and challenging recovery.

Margie Breen

A handwritten signature in cursive script, appearing to read 'MBreen', on a light grey rectangular background.

Director, TNN

GOVERNANCE



Daniel Potter - Chairperson
 Suzanne Pereira - Deputy Chairperson
 Virginia Rose – Treasurer
 Jane Kreis – Public Officer
 Pippa Bailey – Secretary
 Bernadette Fam
 Abbie-lee Lewis
 Madeleine Lobsey
 Jordyn Fulcher
 Kate Gaul
 Kate Smith

In 2022 the Board held six Governance Meetings, 2 Strategic Planning Meetings and 2 subcommittee meetings. The Annual General Meeting was held on Thursday May 26th online and was attended by 31 members, with six members who elected proxy voters.

STAFF – Margie Breen worked 21 hours per week as Director. TNN contracted Katrina Douglas as Producer of SOTSA, postponed from March due to flooding. TNN contracted Hayden Tonazzi who co-produced the 2022 SOTSA at Riverside Theatres Parramatta and livestreamed, in November.

PROGRAMMING

A priority for TNN in 2022 was listening and responding to the needs of a sector just beginning to recover, still in crisis, dealing with the pandemic and climate incidents.

TNN's 2022 Annual Program aimed to build stronger connectivity between metropolitan and regional artists; increase visibility and employment of NSW theatre and performance artists and cultural workers; (particularly those underrepresented) and establish a more unified arts sector.

CONNECT



Slanted Theatre, a talented emerging all female, all Asian theatre company Featured in TNN's e-news

TNN HUB – A digital information and opportunity sharing nexus for the sector.

– E-newsletters

TNN sends a monthly e-newsletter with information, resources and funding opportunities to our subscriber base. TNN's e-newsletter was an important source of “one stop” information especially for independents, throughout the year. TNN highlights the work of artists who are often underrepresented. You can see an example of our e-news [HERE](#)

- Social Media

Amplifying and sharing the work of the sector, industry opportunities and development is all shared regularly, across the state and across the network.

NETWORKING EVENTS, INFORMATION SHARING AND RECOVERY FORUMS

Our Sector Health Survey revealed that NSW Performing Arts network asked to do just that – NETWORK and connect, after two years of severe disruption and isolation. TNN responded accordingly in 2022:

- TNN presented at a Regional Arts NSW RADO Meetings and gatherings and heard from the State RADO's and presented what TNN could offer to them and their artists.
- TNN attended the Northern Rivers Recovery Summit, co-facilitated by Creative Plus Business. This was an important event to hear from the sector as they co-designed the approach to recovery. The Northern Rivers has more artists and arts workers per capita than anywhere else in the State.

- TNN attended and participated in ATYP's Fuse National Youth Summit, with a focus on collective problem solving, and support and advocacy for the Youth Arts Sector.
- TNN presented at Arts On Tour Salon, an important sector sharing for the State, with artists, organisations, and venues present from all over NSW.
- TNN Co-produced an Independent Theatre Night with Griffin Theatre, with a conversation and Q&A with a panel of Independent Theatre Makers; Mel Ree, Claire Ferguson in conversation and moderated by Bernadette Fam, TNN Board Member.
- TNN partnered with TNA, Performance Space and Carriageworks to present The NSW Performing Arts Forum, Dino Dimitriadis and Seini Taumoepeau spoke and facilitated a rousing discussion.
- TNN presented our 2022 State of the Sector Address with Riverside Theatres, Parramatta, with a keynote from Rhoda Roberts (NORPA Lismore)
Please go to this link to hear Rhoda Roberts, senior arts leader and a proud member of Bundjalung Nation, Wiyegal Clan of northern NSW and Southeast Queensland deliver her wise, insightful and very relevant keynote speech

<https://vimeo.com/797211454/8929077f67>

Julian Louis (presented by Executive Director Libby Lincoln as Julian had COVID) Kate Smith, (BMEC Bathurst), Anne-Louise Rentell (Merrigong, Wollongong) and Kenneth Moraleda (founder of kwento, Western Sydney independent company). Director of Riverside Theatres Parramatta also spoke, as did the Parliamentary Secretary for Western Sydney, the Honorable Shane Mallard.

Please see Addendum 1. To see photo documentation of these events.



EMPOWER

TNN empowers the NSW theatre and performance sector by providing opportunities for artists and arts workers to connect, share resources and offer feedback about relevant issues. Information is power and TNN works to ensure our members and independent theatre makers empower themselves - through information and connection, and given platforms and avenues to listen, and to be heard.

TNN regular profiles underrepresented artists through our e-news and social media posts.

TNN connects NSW artists and arts workers to industry networks, both national and international. TNN is a member of IETM, International Performing Arts Network based in Brussels, with TNN Board Member and Secretary Pippa Bailey closely affiliated, providing information and opportunities for the NSW Performance Sector to connect and work towards common goals. **Please see Addendum 4.**



Photo Credits Katherine Griffiths

ADVOCATE

As a NSW based organisation, TNN is primarily focussed on advocacy about state based issues. Our aim is to ensure that we advocate effectively on targeted issues rather than place undue stress on the organisation by attempting to 'be all things to all people'.

In 2022 TNN met monthly with staff from Create NSW to advocate for and inform regarding sector concerns and needs.

In 2022 TNN strengthened our relationship with Regional Arts NSW and the RADO network in order to work together to advocate for best outcomes for artists and arts workers across NSW. Director Margie Breen presented at a RADO gathering for RANSW, spoke on "A Country Air" about the need for Service Organisations in NSW. **Please see Addendum 5**

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

TNN submitted a detailed submission to input to the National Cultural Policy. **Please see Addendum 3.**

TNN is strongly aligned with the Cultural Gardeners, Australian Cultural workers advocating for Climate action now. **Please see Addendum 4, from TNN Board Secretary Pippa Bailey.**

TNN partnered with Creative Plus Business in November to run free Skills Development Workshops in Small Business Month. This was in direct response to our survey findings and discussions with the Independent Theatre sector, with people asking for more producing and freelance business skills development. **Please see Addendum 6.**

⁹ FINANCIAL REPORT

For the year ending December 31 2022

Theatre Network NSW ABN 59 590 131 741

TREASURER'S REPORT

2022 was a busy year of catching up after two years of unprecedented disruptions to the NSW theatre sector due to the pandemic. The State also was affected by flooding in the Northern Rivers and Central West, which also had a significant impact on Theatre Network NSW programming, detailed in the Director's report.

TNN was successful in securing a \$5,000 Small Business Month grant for November to run free skills development workshops, in response the demand from the sector.

TNN received in-kind office and administration support from Shopfront Arts Co-op and Stalker/Box of Birds, and venue and event support from Riverside Theatres, Parramatta for our State of the Sector Address. TNN also receives ongoing in-kind website and design support from APM Graphics.

TNN concluded the year with a surplus, due to the impacts of previous years, and program changes mentioned above. This surplus proved vital to continuing TNN Operations, as the organisation began 2023 without secure annual program funding.

Virginia Rose (Treasurer)



Date: 24 April 2023

Daniel Potter (Chair)



Date: 28 April 2024

Balance Sheet

Theatre Network NSW Inc As at 31 December 2022

31 Dec 2022

Assets

Bank	
ANZ Online Saver (6365)	49,394
ANZ Operational (7563)	35,343
PayPal Account	5,845
Petty cash	58
Total Bank	90,641
Total Assets	90,641

Liabilities

Current Liabilities	
ATO ICA	317
ATO	
GST	(1)
Total ATO	(1)
Income In Advance	
Unexpended Grants	-
Total Income In Advance	-
Total Current Liabilities	316
Total Liabilities	316
Net Assets	90,325

Equity

Current Year Earnings	8,820
Retained Earnings	81,505
Total Equity	90,325

Profit & Loss

Theatre Network NSW Inc 1 January 2022 to 31 December 2022

31 Dec 22

Income

Create NSW - Core	80,000
Grants	5,000
Interest	133
Total Income	85,133

Less Cost of Sales

Production/Exhibition/Tour cost including events	8,276
Total Cost of Sales	8,276

Gross Profit**76,857****Less Operating Expenses**

Audit and Accounting Fees	2,000
Bank Fees	-
Conferences	4,186
Contractors and Consultants	2,875
Entertainment	79
Evaluation and Research	98
Insurance	700
IT Maintenance & Software	537
Marketing & Promotion	1,350
Meetings/Catering	112
Memberships, Subscriptions	1,323
Printing / Mailouts	80
Salaries and Wages	48,154
Superannuation Expense	4,935
Travel & Accommodation	343
Website / Hosting / Ecomms	424
Workers' Compensation	840
Total Operating Expenses	68,037

Net Profit**8,820**

THEATRE NETWORK NSW

Theatre Network NSW (TNN) exists to create a stronger and more unified network of people who make theatre and performance in all places across NSW. We do this by connecting people to information, opportunities, pathways and each other. With a vision of cross network collaboration, skills and knowledge sharing we advocate for the empowerment of the performing arts in NSW.

TNN established in 2015 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). TNN's 2019 Health of the Sector Survey, completed by over 200 artists and arts workers from across NSW, confirmed the ongoing need for state based and lead advocacy: *"There is a huge unfunded industry in Sydney that has needed the support of an organisation like TNN for the past 5-10 years."*

MEMBERS & SUBSCRIBERS

TNN has 256 members, 858 e-newsletter subscribers, 1.9 k Facebook followers, 200 Instagram followers (in 2022 TNN's Instagram account was hacked and reopened with a new account) and 991 Twitter followers.

For more information visit tnn.org.au

THANKS & SUPPORTERS

Theatre Network NSW is proudly supported by the NSW Government through Create NSW, and generously supported by APM Graphics.



Proudly funded by



Theatre Network NSW especially would like to thank Shopfront Arts Co-op, Box of Birds & Stalker Theatre, Riverside Theatres Parramatta, Northern Rivers Performing Arts, Griffin Theatre Company, Performance Space, Theatre Network Australia, Regional Arts NSW, Arts On Tour, Creative Plus Business, The Australian Theatre for Young People and IETM International Performing Arts Network, for their support throughout 2022



Special thank you to all the generous artists and arts workers who were a part of our 2022 program.

Thank you to our members, our resilient and tenacious NSW performing arts community for everything you brought to the sector in this year of incredible productivity and recovery.



2022 PHOTO DOCUMENTATION



TNN presenting at Arts on Tour Salon
Photo credit Syl Marie Photography

STATE OF THE SECTOR ADDRESS



MC and Speaker for Bathurst, Kate Smith warms up the sector.

All SOTSA Photo Credits Katherine Griffith



2022 Speakers : (from left) Kate Smith, BMEC Bathurst. Kenneth Moraleda, kwento, Western Sydney. Libby Lincoln for Julian Lois, NORPA, Lismore. Anne-Louise Rentell Merrigong, Wollongong.

(NOTE Rhoda Roberts presented on video from the Northern Rivers)



From top Interpreter Stephen McPherson with Moderator Suzanne Pereira and Speakers TNN Chair and SOTSA panel moderator, Suzanne Pereira addresses the speakers. Daina Caruana and Stephen interpret Julian Lois speech read as duologue between speakers Kate Smith and Libby Lincoln. Kenneth Moraleda delivers his keynote, with Daina interpreting



Sector engages in Q& A and discussion, and a group shot



Followed by networking and drinks in the foyer



NSW PERFORMING ARTS FORUM with TNA, Performance Space and Carriageworks





Welcome to Country by Uncle Chika, Sector Updates and welcomes Bec Dean, Create NSW, Annette Madden, Australia Council, Margie Breen, TNN and Vanessa Lloyd, Performance Space



Seini Taumoepeau and Dino Dimitriadis speakers and discussion facilitators





INDEPENDENT THEATRE NIGHT

Griffin/TNN



Independent Theatre Panel moderator Bernadette Fam,
with Mel Ree, Margie Breen, and Claire Fergusson



Griffin Theatre Executive Director, Julieanne Campbell joins in the Q&A with Indie artists





Indie Theatre Post discussion Networking

Indie Theatre Night Credits: Katherine Griffiths photography



TNN at the ATYP FUSE National Youth Summit





FEEDBACK

The IMPACT of TNN

“Since its inception TNN has grown to fill an important role in the NSW theatre sector, demonstrating its value at an advocacy, professional development and collective capacity building level. Working with a diverse spectrum of stakeholders, TNN plays a vital role in connecting artists across NSW, especially those in small to medium organisations and all independent artists and companies. NSW’s theatre sector is complex, large and fast-paced. Having a well-resourced and dedicated peak agency that supports a diverse range of NSW theatre artists and arts workers to make great work is essential. “ **Antonia Seymour, Executive Director, Arts on Tour**

"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

“Thank you again for all your work on the event! It was so wonderful to gather with the indie community and listen to such a fascinating and rich conversation with the panelists. We're just thrilled that we could work with TNN and create a space for these theatre makers to connect.” **Janine Lau, Producer, Griffin Theatre, Kings Cross**

“Griffin recognises the critical role service organisations play in advocating and supporting the sector in ways not possible for producing companies. TNN emerged from the sector to represent the sector, and we look forward to a longer partnership and more opportunities to support their work and the independent sector more broadly.” **Julianne Campbell Executive Director, Griffin Theatre Company**

“TNN plays a critical role in connecting, advocating and supporting the small to medium and independent arts sector. It is wonderful to see them making a commitment to prioritizing access and inclusion in 2022 and beyond. We are working in a time that is creating challenges on many levels. It is the coming together of Arts Service Organisations such as Accessible Arts and TNN that will create the necessary ecosystems for access and equity in the sector to thrive.” **Liz Martin, CEO Accessible Arts**

“I really appreciated the State of the Sector speakers, and being able to gather and make some connections. Feeling less isolated today back in Goulburn! “ **Suze Smith, Operations Manager, Goulburn Performing Arts Centre**

RANSW is particularly pleased to see the development of a program that allows for both metropolitan and regional participation. Their research and consultation has led them to understand that the big areas of need in the theatre sector are skills and networking. This is consistent with our experience across regional NSW.



This awareness has led TNN to develop an approach that factors in the varying levels of experience across the sector and to think carefully and creatively about ways to provide broad access, enabling theatre practitioners to participate and benefit from the program regardless of their location. Regionally we have found that online platforms have helped enormously with issues of access, but TNN also shows an understanding of the need to mix this with face-to-face experience and to respect the existing level of professionalism through a skills exchange. I believe that this approach is well-constructed and will facilitate effective learning and sharing across the sector. Regional Arts will work to actively support TNN's program. This will include promoting the program, ensuring that the RADO network is aware of developments and able to contribute, and RANSW will contribute to networking throughout the process. TNN is a small effective organisation that is showing the ability to develop creative and appropriate development programs. **Tracey Callinan CEO, Regional Arts NSW**

I have been associated with TNN as a capacity of a member for more than 7 years. They have been helping Nautanki Theatre by providing advice, industry news and other support as and when required. TNN has been working diligently in this pandemic and climate crisis hit world to keep the art floating and keep their members motivated. TNN's e-News and direct contact to its members through emails lately is greatly appreciated not only from the sector point of view but also from a human sentiment in a post pandemic world. Nautanki is excited to utilise Theatre Network NSW skills and connections for our project, "Step-In Saray" which is 100% focussed on sector development and will have a direct impact on the growth of diverse emerging artists flowing into the creative industries, enriching our arts and culture sector with their unique voices, stories and artistry. Collaboration for this project is a testimony how emerging arts organisations like Nautanki Theatre are supported by TNN, the peak theatre body of NSW in achieving capacity building and advocacy to its diverse members. Theatre Network NSW aims are very in line with what we are doing, and the support they offer with industry knowledge, connections and skills is essential for the recovery of our program and the wider industry. **Neel Banerjee, Nautanki Theatre.**

"Having a network such as TNN is extremely important for all emerging artists. The access it creates through resources and spaces will allow us to further connect and develop, and this is integral to our industry. If we are serious about the Arts and role it plays in our society it's important that such bodies continue to receive the support they need, so that those unrepresented and underrepresented can continue to find spaces in which they can be seen and heard." **Masego Pitso, Independent Artist and emerging Cultural Leader**

"Indie theatre makers are the life and soul of our industry. We take the artistic risks that those in more formal positions of power and institutions learn from. I know this from having been an indie theatre maker for nearly 30 years. For much of that time I was able to sustain my practice in the UK, but when I returned to Sydney last year, I felt that I had to start again and build new networks. Among the first people I reached out to was Theatre Network NSW. Their Indie Theatre Night at Griffin was a fantastic opportunity for me to meet like-minded people and to know I'm not alone, in what can often feel like an extremely fragile context



to make theatre. I now attend all their events, and have come to know Theatre Network NSW as an essential part of the ecology of NSW theatre. As artists, funders, producers, presenters, venues etc., we must do everything we can to ensure they not only survive but thrive."

Jeremy Goldstein, artist, activist, and founder and director of [London Artists Projects](#)

"TNN provides community, development, and advocacy to our underfunded sector. They helped me when I began producing independent theatre, and they continue to be a great resource for many emerging artists."

- Jasper Lee Lindsay, Dinosaur Productions

"TNN has been a vital support and advocate for us as we have forged our path as Purple Tape Productions. As a young female led company, we had often been dismissed or boxed in before Margie assisted us and became our advocate. Our network and reach has been expanded exponentially by TNN's generous support and we know that with the adequate funding TNN would be able to provide this support to so many other deserving independent artists. Independent artists as a whole rely heavily on peak bodies to advocate for us as part of the industry. We strongly support TNN's application to you, as the need for an unbiased and well resourced support and advocacy body is needed in our sector now more than ever as we look to change the relationship of our sector with the new Federal Government. TNN is well positioned to make much needed change to the industry, and we commend their current team and board for the work they have done already." - **Lily Hayman and Tyler Fitzpatrick, Purple Tape Productions**

"As independent artists and practitioners, Curious Legends relies heavily on peak bodies able to advocate for the industry. Theatre Network NSW plays a vital role in this. We appreciate the breadth and scope of this organisation, and look forward to seeing its continued support for the Arts during this critical time." **Mitchell Reese, Artistic Director, Curious Legends, Newcastle.**

"We at New Ghosts Theatre Company fully support this application to revitalise TNN and broaden their capacity and scope. TNN plays a vital and completely unique role in our arts sector and community, and their vision for growth in this role must be supported for our wider industry to flourish. As theatre organisation working within the independent sector, TNN's vision for growth will impact us directly." - **Lucy Clements, New Ghosts Theatre Company**

"As an industry professional with 20 years experience as a theatre-maker, tutor and producer, I write to express my support for the vital role TNN plays in the performing arts sector. Having a peak body advocate for theatre and theatre practitioners is absolutely vital, particularly in these challenging times for the arts industry. An important component to re-invigorating the industry post-covid will be getting the general population excited about the arts again, and theatre remains one of the most popular, accessible and cheap-to-produce performing art genres in Australia. I strongly urge you to support TNN's application so they may



continue to advocate for this vital slice of the NSW arts industry”, **Tim Hansen Composer - Tutor- Music Director – Producer Carcoar/Sydney**

"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

"TNN provides vital support to an underfunded and under supported sector. Their work, communication and values are a lifeline - particularly for the small to medium sized organisations and independent artists."

Felicity Nicol, Artistic Director, Spark Youth Theatre, Ashfield

"As a new and freshly incorporated company, pivoting away from solely screen based practice towards multi-discipline, participatory, collaborative, placemaking performance and events, we can see that the TNN will be an invaluable resource in connecting to new networks of individual artists, companies and venues alike"

Arianna Bosi & Peter Castaldi – Dashboard Animals P/L & InSideOut’Ings Inc, Ocean Beach

"As a meeting place for theatre artists across NSW, TNN has been key to the fostering of community and collaboration across the breadth of our industry. The connections we've built through TNN have turned into partnerships, helping to get our work to new and diverse audiences across regional and metro NSW." **Scott Parker, Artistic Director Matriark Theatre, Western Sydney**

"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**

"TNN's support is crucial to the industry. Providing a space for artists to connect and engage through its events, advocacy, and information sharing."

Natalie Rose, Creative Director Shopfront Theatre, Carlton

"Since the emergence of TNN I know there is an impartial information source to which I can link. Vital to living and working in NSW is a connection to the breadth of performing arts practitioners. I look forward to a stronger TNN as a business advice bureau with increased opportunities for peer-to-peer exchange." **Janelle Jones, Performance Maker, Wags out West, Dubbo**



“TNN is a necessary organisation that supports and advocates for regional performance makers like myself. They share a wealth of information, facilitate important events and make things less daunting. TNN are supportive and help small artists like myself build networks and connect with other people in the industry.”
Bonnie Curtis Artistic Director | Bonnie Curtis Projects, Wollondilly



Theatre Network NSW Submission to the National Cultural Policy

x	On behalf of a not-for-profit arts organisation
x	On behalf of an arts peak body

Theatre Network NSW (TNN) is the peak agency for theatre in NSW. We enable a strong and diverse ecology of theatre professionals in NSW, creating and sustaining the networks and activities that ensure vibrant creative collaboration throughout the state, and at all levels of the sector.

TNN does this by building capacity in the small-to-medium and independent sector and by connecting and working closely with the major performing arts companies, industry peers, funding bodies, Government, and strategic partners.

Theatre Network NSW welcomes and strongly supports the development and investment in a National Cultural Policy. TNN is grateful for this open submission process allowing the opportunity to input to the development process of this vital policy.

TNN works closely with other NSW and national service organisations to support the Performing Arts in Australia.

We acknowledge and endorse the submissions of the National Peak Body for Performance, Theatre Network Australia and specifically, TNN will feed into their work to:

collaborate with the other national peak arts organisations through a consortium to play a key role in helping the government develop the policy, to implement aspects of it, and to be a conduit for feedback and communication between the government and the arts industry.



OPPORTUNITIES AND CHALLENGES of the FIVE Pillars. All five pillars are relevant to the work of Theatre Network NSW.

1. First Nations: recognising and respecting the crucial place of these stories at the center of our arts and culture.

TNN supports this pillar as a cornerstone to the National Cultural Policy.

We defer to Leading First Nations led arts organisations submissions for this cornerstone

And support these key recommendations:

- a Skills and Workforce capacity building plan.
- a dedicated First Nations performing arts commissioning fund; and
- funding for the cost of cultural processes.

TNN supports and upholds the NAIDOC Week 2022 assertion that “The relationship between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians needs to be based on justice, equity, and the proper recognition of Aboriginal and Torres Strait Islander peoples’ rights.”

TNN encourages the 2020 Plan proposed by the Australia Council to develop a peak body or service organisation specifically for First Nations arts.

2. A place for every story: reflecting the diversity of our stories and the contribution of all Australians as the creators of culture.

As an agency that works with arts makers and organisations from across NSW, TNN is in the business of engaging with diversity in all its forms and connecting to and collaborating across and within all places and cultures.

Places and resources for making and sharing stories needs to be available free of charge for all Australians for this to occur.

Just as public libraries are legislated for, other cultural institutions (regional and metropolitan) also need to be accessible as ‘third places. Third places being cultural spaces, away from work, away from home; theatres, art galleries, museums.



Culture will only be strong when we allow for the multitude of stories to be told; from First Nations, regional, urban, working class, new arrivals, neurodiverse and d/Deaf and Disabled people.

For this to happen cultural resources for creating, recording, and sharing stories must be made accessible to all.

TNN must acknowledge the evolving Climate Crisis as crucial to address within all these Pillar particularly this one. We we sight Lismore NSW and the debilitating floods, particularly how they have impacted artists and arts organisations as an example. Without resources and spaces to make work, how do artists make work? And yet they do, a testament to the fortitude of artists, and arts workers, and yet this is not sustainable without a framework and support.

The industry is seeing an exodus, due to insecure working conditions and the impacts of COVID, resulting in skills shortages, and burnout.

Youth Engagement should be a priority of the National Cultural Policy, young people are vital for the future of the arts, and the arts are vital for the future of young people. We address this further in the Reaching Audiences.

3. The centrality of the artist: supporting the artist as worker and celebrating their role as the creators of culture.

The independent artists make up half the arts sector and contribute enormously to Australia's Cultural life. Those operating solely on project funding and working gig to gig, yet independent arts workers remain the most vulnerable. COVID cancellations have highlighted this vulnerability with artists and arts workers who were working freelance losing work and not qualifying for government support. Small to Medium companies are having to take on the risk when working with Venues and Local Councils, in these unprecedented times. No wonder there is an exodus from the sector.

TNN conducts a biannual Health of the Sector Survey. The results of our 2021 survey showed these impacts of COVID:

- 83% of respondents said they had work cancelled due to COVID
- 68.2% said they had suffered personal losses to income, and 54% of respondents said they were unable to recover their losses through government grants or support



TNN recommends:

- Long-term, stable funding for independent artists – which has shown to increase productivity artist fellowships (e.g., Australia Council, Myer Foundation).
- Raise the cap on project grants – projects of scale can be made by independents as much as by companies. This will help artists continue as independents and not be forced to set up as a company, just to access bigger grants.
- Increase the pool of funding available to independent artists through the Australia Council's grants program. Where new funding programs such as RISE become available for individuals to apply to, ensure that the communication about that is crystal clear. (TNA surveyed independent artists and close to half of those who didn't apply to RISE thought they weren't eligible.)
- increase the annual budget for the national collecting institutions from \$250 million to \$350 million,
- double the Australia Council's funds for small arts organisations and individual artists,
- increase the number of creative fellowships offered by the Australia Council to 300 a year and set them at the National Median wage at the very least

Strong institutions: providing support across the spectrum of institutions which sustain our arts and culture.

In 2022 we face an arts sector crisis of skills shortages particularly in production and producing, with the burn out of artists and arts workers, after the challenges of funding cuts, Climate crisis and an unfolding pandemic.

Strong arts institutions are only as strong as the people within them. The erosion of the arts and the wellbeing and career progression of artists is fundamental challenge.

TNN recommends:

- Paid traineeships for producers and production teams in established organisations and a stipend for the mentoring professional.
- Roles in the arts (Producing, production skills) being added to the National Apprenticeship register, to allow for funding for these paid traineeships.



- Young people who work in the service industry to support their arts practise encouraged rather to get casual work in production – sector wide incentives to make this happen
- Clear pathways and progression for emerging and mid-career artists to move into.

4. Reaching the audience: ensuring our stories reach the right people at home and abroad.

Reaching the Audience can only occur through equitable access and experiences of art and cultural for all Australians.

For this to occur arts and culture must sit within, rather than alongside or as an addition, to our ways of life and governance.

TNN sees the vital role of Youth Engagement in a National Cultural Policy. We support and endorse the cohort of leading Youth Arts organisations in their recommendations

:

1. Place Youth Engagement as a key priority –as an investment for the future of this country. Our young people make up a significant proportion of the population and are facing an uncertain future with unprecedented challenges.
2. Establish an ongoing funding stream for Young People's Engagement with the Arts and invest in companies whose *core business* is youth engagement, administered by the Australia Council for the Arts.
3. Establish targeted, cross-department streams of funding for Youth Engagement to work with: Health and Mental Health, Employment, Youth Justice, Regional Youth and Education – co-managed by the Australia Council
4. Establish Youth Advisory Committees that reflect the diversity of young Australians, managed independently, as ongoing standing committees for the Australia Council for the Arts and the Minister for the Arts.

TNN recommends creating a strong Youth Arts Framework within this Policy including funding dedicated to it within the Australia Council for the Arts.



Other TNN Recommendations/Key Assertions/Potential Solutions for Exploration for a National Cultural Policy:

1. First Nations First, listening to arts leaders and elders about the needs of our First Peoples and Artists. Honouring this within wider society, closing the gap, seeing Arts and Culture as embedded in life.
2. Acknowledge the need for cross sector collaboration with vulnerable artists, driven by the Arts Ministry.
3. Explore and develop a strategy towards a basic living wage as per Irish model to allow artists to continue practise. Top ups via the ATO For independent, freelance artists and arts worker when work cancelled due to outside forces.
4. Clear pathways and progression for emerging artists to move into. (See Stronger institutions, paid traineeships above)
5. REINSTATE money taken from the National Arts Funding Body (Australia Council) by government.
6. Audience development – youth engagement, parental involvement in the Arts, Creative Kids, Creative Adults, vouchers for Adult arts involvement, based on Creative Kids. This is a state recommendation but could be embedded in a National Arts policy, all States to develop.
7. To replace Discover NSW – Explore the Arts in NSW or anywhere in Australia– vouchers solely for Arts Entertainment – Arts Pass. This is a State recommendation but could be embedded in a National Arts policy, all States to develop.
8. Wellbeing for the community is central, through Arts Engagement.
9. Wellbeing for Artists and Arts workers as a priority to allow for a healthy and productive sector.
10. Establish and maintain a round table of State Arts Ministers that meets regularly and advises the Federal Arts Ministry.

Theatre Network NSW is happy to share our submission publicly and I am happy to be contacted for more information. **We look forward to a new National Cultural Policy.**

Margie Breen,
Director, Theatre Network NSW.



We are over 200 individuals and organisations from all states and territories, working in the cultural sector, deeply concerned with taking action on the converging planetary climate and ecological crises.

We believe that we need to look after our culture and country, that artists and the cultural sector must take a leading role in social transition to mitigate further devastation and adapt to a warming climate. Accelerated action is urgently needed. We align to First Nations principles of Caring for Country and the [Uluru Statement from the Heart](#). We align to a [Just Transition](#) the framework developed by the trade union movement to encompass a range of social interventions needed to secure workers' rights and livelihoods when economies are shifting to sustainable modes that combat climate change and protect biodiversity. These principles are outlined in the [Paris Agreement](#) and are also embedded in the 17 [United Nations Sustainable Development Goals](#). See our [Principles for Action](#)

TNN is aligned to the Cultural Gardeners, co-convened by TNN Board member Pippa Bailey (with Arts Front and Climarte). This alliance of artists and arts organisations advocate for Creative Climate Action. During 2022 the Cultural Gardeners created a detailed submission to the National Cultural Strategy consultation process. Pippa will be running workshops in 2023.

Pippa Bailey also maintains connections for TNN with vital work happening overseas through IETM, the international Performing Arts Network based in Brussels. The network is in the process of rewiring with Access and Inclusion, Green Transition and Reimagining the International and translocality as the core agendas. IN 2022, Pippa attended the Cultural Gardeners attended a Focus meeting in Brussels entitled FAIR ENOUGH? Exploring the diverse and common strategies of IETM members for a fair, equal and inclusive performing arts ecosystem.

These conversations are aligned to conversations taking place in the performing arts sector is NSW and provide solidarity and inspiration for change as performing arts sectors in other contexts also grapple with exclusive behaviour in broken systems. TNN will continue to champion independent artists who are underrepresented in mainstream performing arts context.

REGIONAL
ARTS
NSW



Presents

THE COUNTRY AIR

Join Dr Sally Blackwood with panellists Margie Breen (TNN), Brett Adlington (M&GNSW), Penelope Benton (NAVA), and Andrew Gray (South East Arts)

WEDNESDAY, 7th September

6PM - 7PM

Via Zoom

FREE



Australian Government
Regional Arts Fund



Join Dr Sally Blackwood in discussion with our fabulous panel of arts leaders as they speak about the role of service organisations within the arts ecology. You'll hear from



Margie Breen - The Theatre Network (TNN)



Brett Adlington - Museums and Galleries NSW (M&GNSW)



Penelope Benton - NAVA



Andrew Gray - South East Arts

You can view this episode Regional Arts NSW *The Country Air* regarding **the role of Service Organisations in NSW** [HERE](#)

Free Skills Development Workshops



Established artists and arts workers, freelancers, and performing arts organisations - this workshop is for you - to support you in the business of making art.

For Small Business Month TNN are delighted to partner with **Creative Plus Business** to bring you their amazing workshops FREE - skill up/refresh to manage your creative business. ON LINE – zoom in from anywhere in the State. Register here - jump on it now as spaces are limited.



Are you a theatre maker, arts worker, producer, director, project manager, technician, stage manager, or production manager, and have a lot of balls in the air?

Are you working in the Arts, essentially running your own business without any business training? For Small Business Month TNN are delighted to partner with the wonderful **Creative Plus Business** to bring you their workshops FREE - skill up to manage your creative business! The Freelance Five - Tips that will help you manage your creative work life - money, time management, and more.

TNN PROGRAM & STRATEGIC PLAN SUMMARY

VISION

Theatre Network NSW enables a strong and diverse ecology of theatre professionals in NSW, creating and sustaining the networks and activities that ensure vibrant creative collaboration throughout the state, and at all levels of the sector.

PURPOSE

Theatre Network NSW is the peak agency for theatre in NSW.

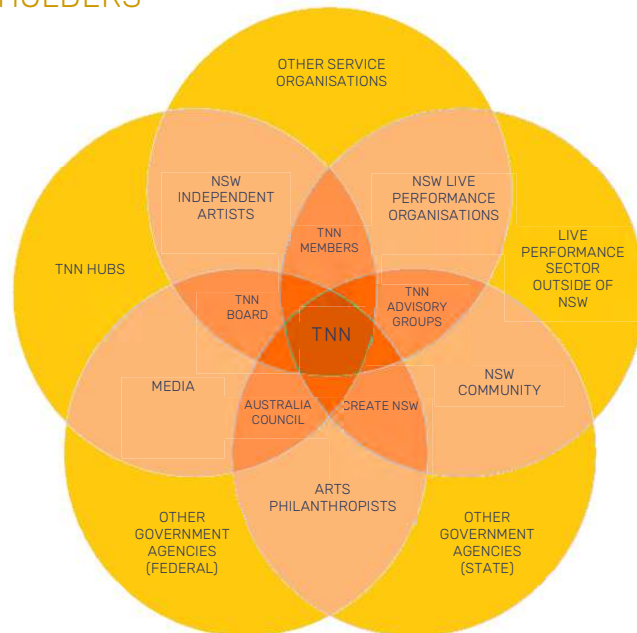
Its purpose is to lead, strengthen and support the professional theatre industry. TNN does this by building capacity in the small-to-medium and independent sector and by connecting and working closely with stakeholders including the major performing arts companies, industry peers, funding bodies, Government and strategic partners.

VALUES

We believe:

- Powerful and consistent advocacy is key to the development of the Live Performance Sector in New South Wales
- Strong artistic networks and communities sustain the Australian arts landscape and provide opportunity
- The creation of robust and meaningful research and resources should aim to capture as many unique voices as possible
- Advocacy on the leadership of the Arts & Cultural sector should come from diverse voices within the sector and be culturally relevant and informed
- New South Wales Performing Artists should have easy access to support and resources free from financial barriers

OUR STAKEHOLDERS



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

Creature Dot and the Kangaroo | Stalker | Photo Credit: Darren Thomas

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KEY STRATEGIC & PROGRAM OBJECTIVES

OBJECTIVE 1

TNN CONNECTS

TNN's engagement with stakeholders takes the form of a curated annual program of events that aims to build and strengthen ties between stakeholders.

Theatre Network NSW connects to individuals and arts organizations via an online membership structure. This membership aims to be accessible, affordable, relevant and engaged for all stakeholders.

TNN connects the sector via social media, direct emails to members, regular e-newsletters, and Sector Working Groups.

In 2022 as we re-open once again, we plan with hope. We will coordinate social connects and events for Independent Artists to gather within the wider sector, through a partnership with Griffin Theatre Company. Griffin will host casual meet ups across the year, and a TNN night during their Batch Festival spotlighting independent artists.



Wesley Enoch addresses the sector | Photo Credit: Peta Addy

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TNN CONNECTS // 2022 PROGRAM

TNN HUBS

A gathering ground for theatre & performance workers

The TNN Hub provides a focal point through which members can access up-to-date information. It provides links and to funding programs as well resources to assist artists and companies navigate the changes impacting the NSW theatre and performance sector.

The Hub also provides space for members to help determine the direction of TNN.

1. Social Media

TNN social media focuses on: providing information to help artists and companies, promoting opportunities at peer organisations and sharing interesting information about trends happening locally, nationally and Internationally.

In 2022 TNN will target independent and emerging artists, with a focus on providing information and support, connecting to opportunities and companies, create a platform for feedback and input, and to grow our membership base.

2. Member Emails

TNN regularly emails members with updates, information and resources. Direct email are sent at least twice a month and increased in response to the needs of sector.

3. E-newsletter

TNN distributes a monthly newsletter to our subscriber base. Newsletters provide information on funding programs, industry opportunities, jobs across the state, and updates that impact the sector.

In 2022 we will continue to profile a company in each e-newsletter, add artist to artist interviews and more links to creative conversations and initiatives happening across the State as the sector once again rebuilds.

SECTOR WORKING GROUPS

Responsive working groups addressing emerging and strategic points of interest as identified by the sector

Sector Working Groups are designed to deepen understanding, empower local leadership and share understanding in identified priority areas.

In 2022, the Sector Working Groups will be a mix of online, un-curated discussion and formal, in-depth conversations at face-to-face town hall style meetings.

TNN will work with our partners to ensure that all artists and arts workers across the state have access to Sector Working Group discussions and that face-to-face meetings are held in Regional NSW, Western Sydney and Metro venues.



Emefa Ezou, State of the Sector Address @ Sydney Theatre Company | Photo Credit: Katrina Douglas

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To my Younger Self | Shopfront Arts Co. Op. Ltd | Photo Credit: Clare Hawley

OBJECTIVE 2 TNN EMPOWERS

TNN will provide support and resources to empower the NSW sector to re-imagine the future, re-generate and re-build a stronger, more sustainable industry.

TNN EMPOWERS // 2022 PROGRAM

SOLUTIONS SUMMIT

Proactive bridge building across sectors including Government, Finance, Health Sector and philanthropy to increase value and investment in Theatre & Performance.

There is a significant body of international research demonstrating how participation in the arts delivers critical benefits across society. From addressing issues associated with mental illness, isolation, and marginalisation to improving educational outcomes, rehabilitation and inclusion, the performing arts are being used around the world to address diverse priority areas within Governments.

With an impact extending far beyond simple entertainment, the performing arts has the capacity to deliver measurable outcomes in areas including health, justice, social services and education.

TNN will work bring together leaders of government, private industry and the performing arts for a Solutions Summit, to interrogate ways the NSW arts sector is helping to solve key issues facing NSW.

This event will highlight best practice case-studies of programs delivered within NSW addressing issues such as homelessness, juvenile justice, literacy, aged care and disability services.

TNN will bring together leaders in social services, government departments and industry along with key Trusts and Foundations to support this important work and discuss how the NSW performing arts industry could better work across government to deliver social outcomes.

INTERNATIONAL ENGAGEMENT

Exploring how local NSW theatre and performing artists can increase their connectivity in a global landscape

TNN will further develop our partnership with IETM and other informal connections to help NSW artists navigate new trends that will impact their practice

Artists are seeking a different approach to international connection in these times of limited travel. With IETM we will explore exchange and connecting through place, without travelling, to better understand how culture is connected to Country in other parts of the world.

TNN will engage regional, urban, multicultural and First Nations artists across the State in this initiative.

INDUSTRY-LED SUPPORT

Auspice Services: Theatre Network NSW brokers auspice services so that independent practitioners can apply for funding, projects and other opportunities that they might not otherwise be able to access.

Resource Sharing: Up-to-date information, relevant sector research, and strong networks are fundamental tools for our sector's development. Along with our own research, TNN partners with a range of peers and stakeholders to collect and disseminate resources that TNN members can use. Members get access to research reports, templates, policies, procedures and industry guidelines.

Funding, Partnerships and Development Advice: TNN provides advice to members and connects them to advice on funding, partnerships, insurance and business support, career or organisational development to members.



OBJECTIVE 3 TNN ADVOCATES

As the peak body for theatre in NSW, TNN is a key advocacy voice of our sector – independent, small to medium and the majors. TNN believes that an independent state based peak agency, is best placed to support the NSW sector as it recovers and re-builds.

TNN ADVOCATES // 2022 PROGRAM

STATE OF THE SECTOR ADDRESS 2022

Building key moments for critical questions to be asked and addressed

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.

The State of the Sector Address is an independent, non-partisan, non-practicing gathering ground for leaders from across the spectrum to speak to critical issues facing theatre and performance in NSW and across the country.

The 2022 SOTSA will be held in a regional venue and live streamed to ensure everyone can participate in the discussion regardless of location.

STATE OF THE SECTOR ADDRESS (PICNIC)

The State of the Sector is usually a formal address, speaking to the critical challenges and opportunities facing our sector

Theatre Network NSW will partner with Bathurst Memorial Entertainment Centre, Merrigong, Hothouse Theatre and NORPA to host four simultaneous picnics across the state which will intersect with the Address. At each picnic, three local artists will offer responses to the event provocation.

ONGOING ADVOCACY

Targeted advocacy about specific issues.

TNN will provide ongoing advocacy on behalf of the NSW theatre and performance sector by leading specific campaigns as issues arise during the year; support advocacy of peer organisations; responding to media requests; and direct engagement with the NSW State Government through ongoing dialogue and meetings with the Minister, Shadow Minister and Create NSW.

Through working closely with other service organisations; Theatre Network Australia, Regional Arts NSW and Ausdance TNN will create critical mass when representing the sector in these extreme times when a united voice for the Arts is needed.

Ongoing advocacy will be undertaken on a case by case needs basis throughout 2022.



Kate McDowell State of the Sector Picnic @ Lismore 2021



Fast Cars and Dirty Beats by Kate Smith produced by BMEC | photo credit Kylie Shead



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Theatre Network NSW would like to acknowledge and pay respect to the traditional owners of the lands on which we work, live and create. In particular, TNN would like to acknowledge and pay respect to the Dharawal, Dharug, Wangal and Gadigal peoples of the Eora Nation; the Arakwal and Widjabul peoples of the Bundjalung Nation; and the Gumbainggir, Wiradjuri and Yaegl Nations, on whose land the State of the Sector Address and IETM events will be produced and presented. We pay respects to all First Peoples Elders past, present and emerging. We acknowledge that sovereignty was never ceded.

With thanks to our supporters:



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CARRIAGEWORKS



CUSP by ATYP featuring Nyasha Ogden and Josh McElroy | Photo Credit: Tracey Schramm



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