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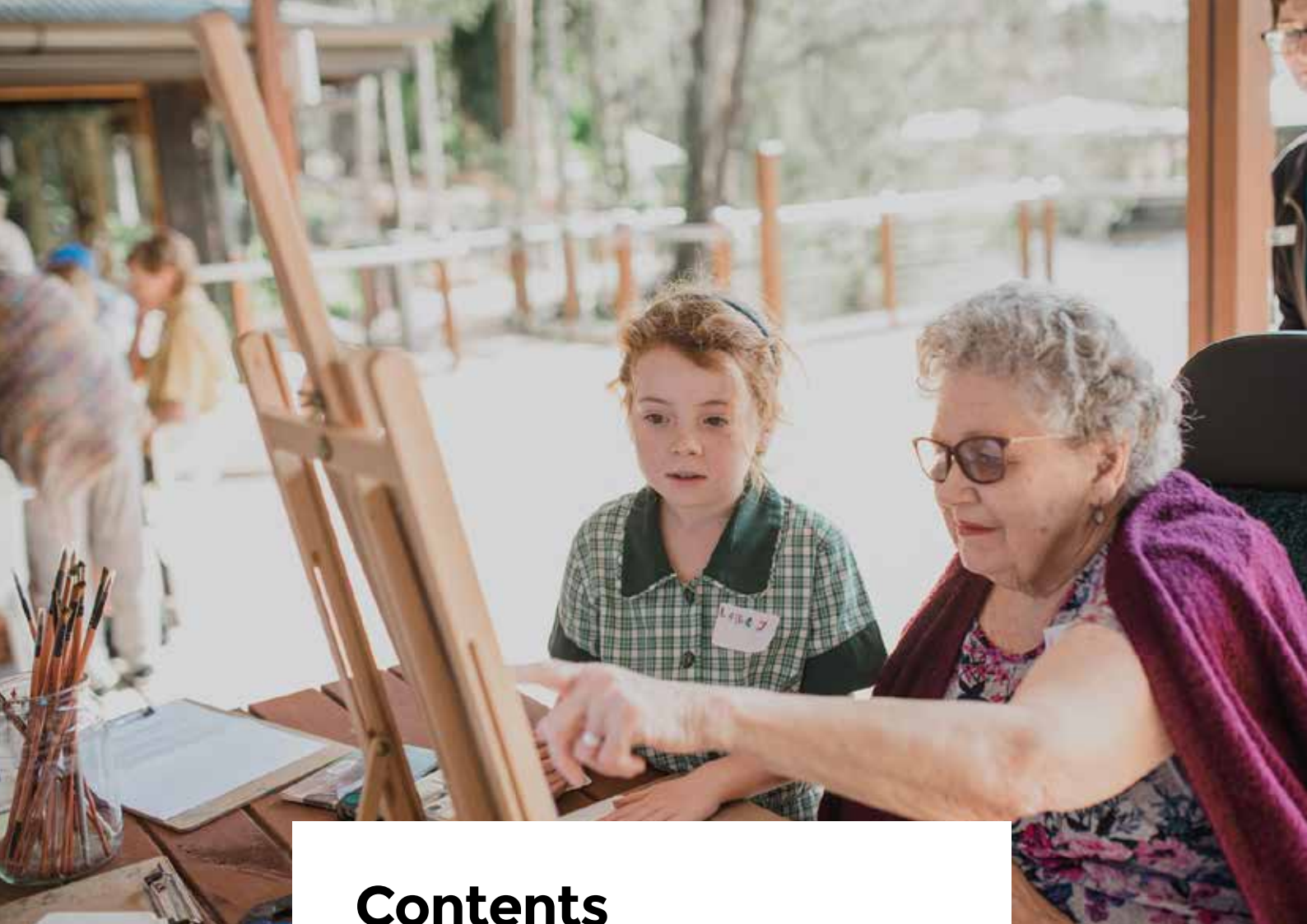
Annual Report 2022

CVR

Arts Mid North Coast acknowledges the Aboriginal and Torres Strait Islander peoples as Australia's First Nations and Traditional Custodians. Our work is based across the traditional lands of the Gumbaynggir, Dunghutti/Thunghutti, Biripi and Worimi people of the Mid North Coast of NSW.

Front Cover - Got Ya Back Productions Jr. Chitty Chitty Bang Bang. Image Lens Head

Contents Page – Image The Link - Sawtell Catholic Care



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Chairs Report

Every year for the last three years we have been excited about our vision for the next year only to have that excitement dashed by the universe. Although there was another COVID wave in 2022 we remained confident because through the disruption of bush fires and floods in previous years we have learnt to be adaptable and flexible, to acquire new skills and be confident that the arts are more necessary and stronger now than ever before. It is therefore with pride that I present this Annual Report outlining our services and projects delivered in 2022 in yet again trying times.

As we enter into 2023 there is now the time for reflection on the achievements of the year that's been. Arts Mid North Coast has continued to excel in its established strengths such as creative ageing and cultural tourism and events. However we have also responded with new programs and strengths. In particular our work in Creative Recovery and building resilience in communities using the arts will we believe be seen as being at the vanguard of such work. We have also recognised and adapted to changes that are occurring in our region. We recognised the changing pattern of migration to the regions during COVID that has brought about a younger demographic and hence we have added a focus on youth through various projects. We also identified that coming out of restrictions there was a growing interest in music and music performed in smaller and more community based venues. Our program was adjusted accordingly. And finally we gained a greater appreciation of the benefits of collaboration, especially with the other members of the RADO Network and our shared goals and focus on arts in the regions.

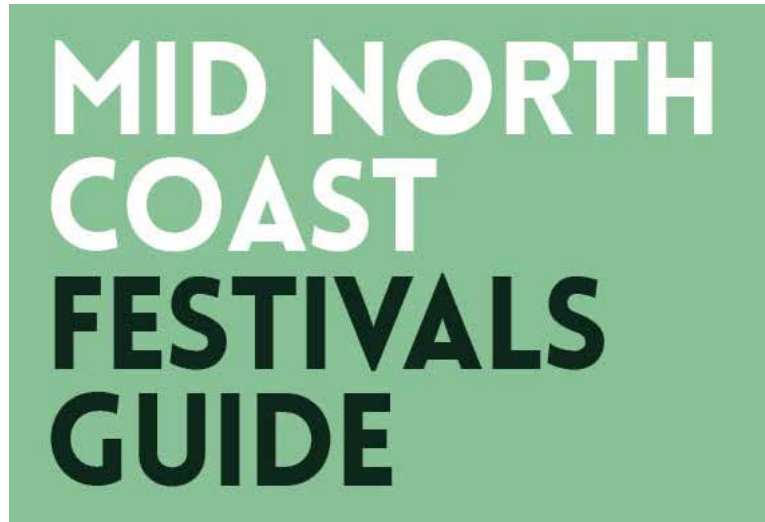
With this introduction I would also like to take this opportunity to acknowledge and express my appreciation to my fellow Board members for their participation and support. Special thanks to Susan Jenvey our Treasurer and Debbie Sommers, Secretary, for their ongoing work. We appreciate the support from our major funding organisation Create NSW and acknowledge the contributions made by our participating Councils. We look forward to working with those taking the journey with us again in 2023 to further enrich the cultural landscapes of their communities.

I would also like to acknowledge and give thanks to our dedicated and passionate staff: Kevin Williams, Olivia Parker, Jasmine Avery and John Stewart for their expertise and the innovative manner with which they delivered their contributions throughout the year. This will be the last Annual Report from our outgoing ED, Kevin Williams, and I'd particularly like to thank him for the exceptional service he's given to Arts Mid North Coast over the past decade. He has been an insightful and strategic leader for our organisation and his passion for our local arts communities and our local artists has never wavered.

Thanks Kevin – enjoy your retirement!



Rob Turner - Arts Mid North Coast Chair



A Message from the Executive Director

The number 10 is often said to symbolise the completion of a cycle while in tarot it's the wheel of fortune representing a new cycle. Both seem apt as I am in my 10th but final year as Executive Director of Arts Mid North Coast and soon to move on to other challenges. At such a time it is appropriate to reflect on how the organisation has developed and evolved over that decade. There are the obvious changes in name and role from Regional Arts Board to Regional Arts Development Organisation; the move of office from Coffs Harbour to Bellingen and then to working remotely long before it became a trend brought about by COVID. Our change simply reflected the size of our region and community with the population having grown to 325,000 in that time. In describing the challenges that presented I often said we have a population greater than two of Australian capital cities (Darwin and Hobart) and an area larger than countries such as Israel or Slovakia. Over the years I have also worked with three Chairs and 34 Board members and I thank those who have provided such a strong foundation for both myself and the work of the organisation.

Our work in that decade has been acknowledged in various ways including NSW Tourism Awards for our work in cultural tourism, a NSW Heritage Award for our SHINE Festival with our museums and recognition of our Creative Ageing Festival by the London based Baring Foundation in its book *Around the World with 80 Creative Ageing Projects*. We also produced the first and only Regional Creative Ageing Plan in Australia and our collaboration with the Mid North Coast Chapter of Museums Australia for the online exhibition, *Our Rivers Our History* won IMAGinE and MAGNA Awards. More recently our extensive work in Creative Recovery will hopefully lead the way for positive changes for artists and communities into the future.

However my satisfaction and enjoyment has most of all come from my involvement with the many community projects and creatives I have worked with over that decade. I am now fortunate that some will now be with me well into the future as friends. For the many others I wish them well with their ventures knowing they will continue to get the support and knowledge of the dedicated team at Arts Mid North Coast. I would also like to thank what has been a very small team of dedicated staff. My many thanks go to past team members Sophie, Stephanie and Denise as well as Sonja, Jane, Romyne, Jess, Tim and Steph who have worked with me on key projects. To the current team of Jasmine, John and Mark I leave knowing you are in the best of hands to be led by the extraordinary Olivia and her exciting vision for the future of the organisation and the arts in the region.

Bonne continuation



Kevin Williams - Executive Director



Our Strategic Plan 2022-2024

In 2022 Arts Mid North Coast was guided by the following key elements of its Strategic Plan 2022-2024. It also assessed its performance standards and KPIs by way of its reporting to Create NSW to secure our 2023 funding.

Positioning Statement

We put the arts and artists front and centre in all we do

Vision

The Mid North Coast, a vibrant and diverse region embracing the creation, understanding and appreciation of the arts in fostering economic, community, cultural and environmental opportunities and benefits.

Purpose

Arts Mid North Coast, the region's peak arts organisation, supports and collaborates with government, communities, organisations, business and individuals to build capacity and create opportunities for the arts and creative industries.

Strategic Intent

- Taking a more active role in collaborating with others to be a leading voice in the region on the importance of the arts
- Broadening the scope of our partnerships and collaboration to include all those that will enhance our knowledge, expertise and collective impact as well as strengthening our connections with existing partners
- Building on our strengths to further enhance the capacity of those involved in the arts and their experiences of us and our services
- Taking practical and systematic steps to improve our profile so that all interested in the arts understand who we are and what we do.

Strategic Priorities/Goals

- *To generate increased opportunities for access, participation, training and education in the arts and creative industries* **(Capacity)**
- *To celebrate through increased visibility and awareness of the region's creative and cultural activity and opportunities* **(Celebrate)**
- *To develop and foster strategic partnerships, projects and networks that benefit the region's arts and cultural sector* **(Collaboration)**
- *To encourage and support the arts, creative industries and cultural development in all strategic processes to provide leadership and ensure positive outcomes for local, community and regional initiatives* **(Advocate)**
- *To be an agile, dynamic, effective, accountable and sustainable organisation utilising relevant best practice technology and skills to promote and achieve excellence* **(Governance)**



Goal 1 - Capacity

To generate increased opportunities for access, participation, training and education in the arts and creative industries.

Expanding the skills and knowledge of those involved in the arts is a major role of Arts Mid North Coast achieved by numerous projects and services throughout the year.

Creative Recovery

Our Creative Recovery program aims to help build our communities resilience and adapt to the challenges of climate-change, adverse weather events and disasters. With previous plans impacted by COVID lockdowns in 2021, we were able to deliver our Creative Recovery Training program in March 2022, ironically during one of the worst recorded flood disasters in Australia. Our Facilitator Training Workshops were delivered in Taree, Kempsey and Bellingen and facilitated by Scotia Monkivitch from the Creative Recovery Network. The program equipped more than 50 creative first responders with disaster recovery and preparedness knowledge and facilitation skills to help their communities.

In the second half of the year, Arts MNC supported 14 Creative Recovery projects delivered by artists who attended the Facilitator Training program.

Smaller communities such as Moorool Creek, Upper Lansdowne, Bellbrook, Wauchope, Ulong, Dorrigo and Toormina, impacted by recent disasters such as bushfires, floods and hail storms took part in a series creative activities that fostered connection and reflection, helping build resilience and adaptability through the arts. The community projects engaged a combined total of just under 700 participants across the region.

Ready Set Go Youth Music Mentorship Program - Macksville

Arts MNC have been coordinating the Ready Set Go Youth Music program in Macksville funded by the Alcohol & Drug Foundation. 2022 saw an overwhelming increase of participants growing to a cohort of 22 young people between the ages of 12 - 18. Through individual feedback and survey responses, young participants reported improvement in knowledge, skills and an inspiration to pursue music as a vocation. They also formed new friendships and connections with the broader community and found music as a way to socialise with others, improve their mental health and express themselves creatively. Building connections with people in the music industry and having access to the venues professional sound and stage production were both highly valued by the youth participants. The program's success is attributed to dedication of our mentors, who were all professional local musicians, and the generosity of the Music Station venue and staff.

CASP Creative Ageing Focus

In 2022 Arts Mid North Coast decided to use its Country Arts Support Program (CASP) funds from Create NSW to focus on the development of small pilot programs with a creative ageing focus in the community. Nine great projects were successful and these were developed and rolled out across the region over the second half of the year. The projects included many art forms from writing and singing to theatre and visual arts.



Artist Development Workshops

Two successful workshops for artists were held in Bellingen with Monica Davidson of Creative Plus Business: Funding Guidelines for Creatives and Networking Tips and Techniques for Creatives. These were supported by the NSW Government's Business Connect program. Our workshops also provided the opportunity for Coffs Harbour City Council to engage Monica while on the Mid North Coast for three workshops in their area. In addition to the above workshops we sought but were unsuccessful in securing funding for various workshops in Wingham, Gloucester, South West Rocks and Dorrigo.

Ongoing Services

During any one year we provide a number of services that enhance the capacity of individual artists, arts organisations and communities. In 2022 these included:

- Our online SmartArt feature providing a one stop shop of tools and resources across ten major topics such as creative business skills, marketing, media & audience development, policy development and digital engagement and how to find funding, professional development and networking opportunities.
- We published quarterly issues of our unique newsletter, Creative Ageing Notebook, which brings together and summarises major studies and practice from around the world.
- Publication through our website, e-newsletter and social media of a myriad of jobs and grant opportunities as well as an increasing number of online workshops and webinars.

Letters of Support

In any one year we write numerous letters in support for individuals, organisations and our Council partners for proposals and projects for which they are seeking funding to enhance their capacity. Examples in 2022 included:

- Bellingen Council for major upgrade of Memorial Hall
- Port Macquarie Museum for Regional Digitisation grant
- Screenwave for Stronger Communities and Our Region, Our Voices grants
- Wauchope Arts Council for Arts Festival funding
- Mid Coast Council for feasibility study for new Aboriginal Keeping Place and Gallery
- Coffs Harbour City Council for the Jetty Memorial Theatre Expansion Project.
- Tortuga Arts Festival Port Macquarie
- Orchestra Diaspora for an exciting new project bringing together some of the region's best virtuoso musicians in a celebration of Australian multicultural identity.
- Wings and Waves - A story of migration, a new contemporary dance and music project.
- Saltwater Freshwater for the 2022 Saltwater Freshwater Festival

Goal 2 - Celebrate

To celebrate through increased visibility and awareness of the region's creative and cultural activity and opportunities.

Arts Mid North Coast utilises a number of strategies to showcase the creativity of our artists and creatives throughout 2022.

MiNi (Digital) Concerts

One of our project highlights for 2022 was our MiNi (digital) Concerts Regional Music Series showcasing some of the best emerging musicians from the Mid North Coast. Arts Mid North Coast partnered with Music NSW, Regional Development Australia MNC and NBN Co to produce a vibrant video series which featured 11 artists/groups and 3 live music venues. This was launched in Bellingen. The project aimed to showcase and lift the online presence of artists by providing professionally produced live recordings and images to help further their career and gig opportunities. Since their release, the videos have clocked over 3,880 views. Musicians and production crew involved in the project have reported receiving work and opportunities as a result of their involvement in the project.

Podcasts - The Arts Remedy

Launched in May 2021, the Art Remedy Podcast explores the benefits that the arts can bring to our health and wellbeing, our spaces and places and our social life and economy. Podcasts produced in 2022 were:

- **Episode 4 featuring Scotia Monkivitch** - Executive Officer at the Creative Recovery Network in Queensland who facilitated our training program in Creative Recovery for the region. It also chats with Dr Emma Gentle, a registered and practising art therapist and researcher in Arts and Mental Health who is evaluating the program.
- **Episode 5 featuring Bernard Kelly-Edwards** - a poet, photographer and digital artist from Gumbaynggirr Country. The workshop he ran provided a unique opportunity for people to connect to Country, themselves and to each other through a creative process using photography, poetry, music and visual art. We also meet Aiden, Janet and Damien who shared their own experiences of the workshop.
- **Episode 6 focuses on the impacted community of Moral Creek**. Mid Coast artist and facilitator Ann McDermott shares what she learnt from our training program and how the Moral Creek community have come together through making art, sharing stories and food at the Fabulous celebration at their local hall. We also hear from community members Lindsay, Robert and Paula.

SHINE Festival

Our annual festival that shines a light on the museums and heritage of the Mid North Coast has not been held as an event based Festival since the 2019 event that was recognised by the NSW Heritage Awards. Being event based it was hard hit by COVID. With still some COVID uncertainty in 2022 we took a different approach and used the months of April and May to feature a weekly story on innovative practices and experiences being offered by our Museums. We also for the first time featured heritage in the region that is to be found under the ground or the sea.

More than a Beach

Another event based activity hit hard by bushfires and COVID has been our annual summer holiday feature showcasing the many creative activities for young people and families over the holiday period. This has now returned and for the 2022/23 summer period had a record 67 events, delivered at more than 100 sessions and workshops.

What's On

Arts Mid North Coast continues to provide the only events calendar covering the whole of the Mid North Coast. It showcases ten categories of events. Events listed during COVID dropped dramatically but as 2022 has progressed there has been a noticeable increase in events, especially music events using a much wider range of venues than previously. Anyone can submit their events in the region online 24/7 and the calendar then also acts as our resource library from which events may also be featured in our social media and Monthly e-newsletter. In 2022 we also produced a comprehensive What's On of NAIDOC activities in the region.

Social Media

We continue to steadily grow our audiences through social media channels on Facebook (3,220 Followers) and Instagram (1,508 Followers). In 2022, we increased our Facebook reach by 65% with posts reaching a total of 57,700 people and on Instagram we increased reach by 72% reaching 8179. We also use Twitter (919 Followers) as a strategic tool to reach key stakeholders in the industry and media. It also provides an opportunity to create a focus for those with a general interest in the arts. These all complement our website which saw in the last year: users increase by 24.4%. new users by 23.6% and the number of sessions increase by 21 percent

Arts Blast

Our monthly newsletter, Arts Blast is distributed to over 1500 subscribers and is a combination of showcasing key events being staged in the region plus opportunities for artists and creative organisations including relevant jobs and grants. It also features major news stories that showcase the work and projects of Arts Mid North Coast and major policy issues impacting the arts.

Venues Guide

With some certainty on Covid restrictions we launched our online directory of over 100 venues to assist those wanting to perform in or tour in the region. This has six featured categories: theatres, clubs, pubs, outdoor venues, cafes and restaurants and halls. We also produced an evocative print guide that can be sent to performers, touring groups and other organisations outside the region. Both link to the Venue Guide online video produced and posted in 2021.

Showcasing our Projects

Funding 14 Creative Recovery Projects and 9 Creative Ageing Projects in 2022 gave us a great resource base as we worked directly with those artists and communities delivering the projects for images and content. This was then showcased through our Facebook, Instagram and Arts Blast channels but also provided incredible content to be used in a variety of ways with dedicated pages on our website and news features.



Music in the Regions, Coramba. Image Lyss Photo Stories



Port Macquarie Museum. Image Lindsay Moller Productions

Goal 3 - Collaboration

To develop and foster strategic partnerships, projects and networks that benefit the region's arts and cultural sector.

Although like 2021 parts of 2022 were impacted by COVID we worked around the challenges to continue to establish and grow partnerships to bring benefits and artists to the region.

Journeys

Continuing our well established relationship with the Mid North Coast Chapter of AMAGA and most museums on the Mid North Coast we are again collaborating on a new online exhibition, Journeys. The purpose of this project is to share more of our region's rich heritage and history through interactive online and physical story telling initiatives. It will connect and reconnect movable cultural heritage items and collections with their associated historic places and events within a Journeys theme using contemporary story telling techniques and platforms such as a website, podcasts and social media posts on both Facebook and Instagram. One of the key goals of this project is to engage new and expanded audiences, particularly young people. It will be launched in 2023 as part of a broader review and strengthening of our cultural tourism platform.

Got Ya Back Productions (GYB)

GYB is one of the few theatre companies in regional NSW producing new works and touring. In 2021 we worked with them to secure funds to develop a new work, *Carnival of the Animals*. A near sell out season in Port Macquarie was unfortunately halted by COVID restrictions as was planned touring. However in 2022 multiple performances were held in Port Macquarie and Coffs Harbour. Over this summer it will play in South West Rocks then tour centres in New England and the Northern Tablelands. Confirming the role of GYB as a major regional production company we have been working with them on their major production, BANJO, for further touring in NSW and interstate in 2023. In 2022 we

also assisted Got Ya Back Jr. extend their season of Chitty Chitty Bang Bang in Port Macquarie and Taree with a tour to Tenterfield in New England.

Music in the Regions

In 2021 we worked closely with this new body that was established by the Minister for the Arts with the specific aim of encouraging the touring of classical music in Regional New South Wales. In 2022 we were one of the first regions in NSW to benefit from this with a 10 day tour by Suite Mágica, featuring celebrated guitarist Andrew Blanch and harpist Emily Granger. With five concerts and three community events they took their music to Coramba, Bowraville, Sawtell, Nambucca Heads, Kempsey, Forster-Tuncurry and Port Macquarie. Later in the year the Nexas Quartet's 'The French Saxophone' music program delighted an audiences in Gloucester.

RADO Network Collaborations Regional Futures

Regional Futures is a two-year (2021/22) state-wide creative project funded by Create NSW and delivered by the NSW Regional Arts Network which represents the 15 member organisations that support and promote artists and creative practice across regional NSW. At the heart of the project is collaboration across sectors bringing artists and other experts together, exploring the future of the regions. An artist was chosen from each region and Arts Mid North Coast. The artists participated in a ten-week self-directed creative development program through weekly online sessions with various thought leaders. Regional Futures will culminate with the showcasing in Sydney in 2023 of new works developed as part of the project.



Mini Digital Concerts Macksville, Image Elize Strydom

Cultural Tourism

In 2022 the RADO Network identified the theme of cultural tourism to be the focus for the Create NSW Strategic funding in 2023 and 2024. As cultural tourism has been a strength of Arts Mid North Coast we contributed considerable background and material to inform the project and were part of the Working Party to present the proposal to Create NSW with a positive outcome expected early in 2023. The project will involve both important research data for the whole Network and the development of various options for product and enhanced capacity that will then be able to be used as relevant by each RADO.

Orana Arts

In 2022 we formed a special partnership with Orana Arts that is based around the region of Dubbo and the Central West. With them we worked to extend the Regional Futures project to a broader From Country to Coast collaboration of four artists that will result in 2023 in an exhibition. We also supported their Writers in Museums program which enabled a Mid North Coast writer to participate in the project. All writers then attended a two day workshop hosted in Port Macquarie. Other collaborations with Orana Arts are in development relating to youth theatre and regional touring.

Music NSW

In late 2022 following a successful trial of Regional Music Officers in selected areas, including the Mid North Coast, the NSW Government has made 4 years funding available for four Music Officers and a Regional Manager across Regional NSW. After consultation across the Network the Mid North Coast will be sharing a successful candidate with

the RADO areas of Arts Upper Hunter and Orana Arts. The role will be to provide on-the-ground tailored support for regional musicians, venues and live music professionals to grow regional touring capacity and opportunities.

Creative Ageing.

Our growing reputation in this important sector has seen us develop relationships with a wide range of organisations overseas where there is much greater awareness of the benefits of and ways of delivering creative ageing programs. Our touchstones are the: Baring Foundation (London) Bealtaine Festival (Ireland) Luminare Festival (Scotland) and the Creative Ageing Development Agency (UK).

Other Key Collaborations

- Dundaloo Support Services for the delivery of arts programs to NDIS approved clients
- Saltwater Freshwater Alliance for letters of support for grants, volunteering at the SWFW Festival, and working on the RADO Review and its draft recommendations on First Nations arts and culture. We will be guided by the final report in the development of an MOU between our two Mid North Coast arts organisations in 2023.
- The Slim Dusty Centre on the development of future events and activities to ensure its success as a major visitor experience now it is owned and managed by Kempsey Shire Council.

Goal 4 - Advocate

To encourage and support the arts, creative industries and cultural development in all strategic processes to provide leadership and ensure positive outcomes for local, community and regional initiatives.

Looking Forward. 2021 to 2024

In early 2022 Arts Mid North Coast released its key strategic document *Looking Forward 2021 to 2024*.

The Strategic Plan highlighted changes made to our Position Statement, Vision, Mission and Strategic Priorities. The Position Statement now has a stronger statement of focus on what we do that differentiates our work from other agencies and organisations, local and regional.

“We put the arts and artists front and centre in all we do”

The new Plan also included the addition of a Statement of Strategic Intent that serves as an inspiration of the longer term direction needed to reach our vision. The document also incorporated our 2021 Annual Report, hence the timeframe.

RADO Network Review

Over the last two years Create NSW has conducted a two stage review of the Regional Arts Network. Stage 1 considered the best approach to core funding. Its conclusions led to the defunding from late 2020 of Regional Arts NSW, establishing the funding agreements and the financial security of the RADO Network for the four years 2021 to 2024 and the creation of a new position of Regional Arts & Partnership Manager to enhance liaison and work between the RADOs and Create NSW. The Review has also already seen additional funding to each RADO both to core annual funding and the devolution of CASP funding.

Through 2022 further discussion has taken place on 10 key recommendations from Create NSW in a Stage 2 of their review.

Arts Mid North Coast made extensive submissions on Stage 2 and has shown a particular interest on reform with local government to provide a stronger partnership. There has also been an ongoing discussion process within the Network of how the RADOs can work more directly with each other as a Network with exciting opportunities for collaboration across regional NSW.

National Cultural Policy

With a change of Federal Government an enquiry was established to deliver a new National Cultural Policy in 2022. It aims to establish a comprehensive roadmap to guide the skills and resources required to transform and safeguard a diverse, vibrant and sustainable arts, entertainment and cultural sector now and into the future. In August 2022 we made written submissions highlighting the importance of addressing structural and cultural issues that have occurred over a number of years. Our submission raised 19 areas for change informed by our regional location and perspective, albeit that some recommendations were national in focus.

NSW Museums Review

In 2022 the NSW State Government established a process to review the issues and challenges facing the museum and heritage sector of NSW. Arts Mid North Coast was fortunate that both its Executive Director, Kevin Williams and Board Member, Debbie Sommers were appointed to the panels working with Create on the review. These appointments were based on their skills in the museum sector rather than as representative of the RADO Network. A Road Map forward is to be published early in 2023.

Destination North Coast

Arts Mid North Coast combined with Arts Northern Rivers share the same boundaries as Destination North Coast, one of seven regional tourism bodies in NSW. In 2022 they published a new Destination Management Plan 2022 to 2030. Arts Mid North Coast made successful submissions to strengthen policies relating to cultural tourism and establish ongoing liaison between the two RADOs and Destination North Coast.

Local Government

There are now many strategic planning requirements and processes in place for local government and AMNC continues to advocate strongly for the Arts in these and to identify ways to further partner with Councils. In 2022 our involvement included submissions or advice on:

- Bellingen Shire Council Economic & Tourism Plan 2022-2026
- Coffs Harbour City Council Community Strategic Plan Review
- Kempsey Council proposed Arts & Cultural Plan
- Port Macquarie Hastings Council Economic Development Strategy 2022-2032

Creative Recovery

The major work undertaken in 2022 through our Creative Recovery Workshops and numerous projects also has a vital strategic role going forward.

Throughout the 2022 project there has been a robust evaluation process led by our researcher Dr Emma Gentle, Adjunct Professional Fellow (Faculty of Health) at Southern Cross University.

This evaluation when published in 2023 will include a series of videos to showcase our program and individual projects as well as case studies to form an extensive publication that supports and advocates for the role of the arts in disaster preparedness and recovery.

Other Advocacy & Support

There are numerous other examples of advocacy and support provided in 2022 including:

- Submissions to a NSW Theatre and Film Infrastructure Review by Create NSW
- Assessment of grant applications for Museums & Galleries NSW and Coffs Harbour City Council
- Submissions on a new regional staffing structure for Music NSW
- Working with Arts On Tour on a variety of touring opportunities and proposals
- Meeting with Office of the Minister for Ageing on creative ageing opportunities
- Strategic Plan Workshop for the Board of the National Cartoon Gallery

Goal 5 - Governance

To be an agile, dynamic, effective, accountable and sustainable organisation utilising best practice technology and skills to promote and achieve excellence.

Arts Mid North Coast operates as an incorporated society with 12 Board members; one appointed by each of our partner Councils and six community representatives. The Board meets quarterly with an Annual General Meeting mid-year to meet various statutory requirements and the election of position holders for the following year. In addition in 2022 the Board Staff Subcommittee met a number of times and reported back to the Board. All Board members received a weekly update from the Executive Director to keep them informed of both governance matters and projects. The Chair attended the AGM of Regional Arts NSW in Sydney in April. In late December 2022 Mid Coast Council withdrew from Arts Mid North Coast.

Board of Directors

Local Body elections were held in NSW in late 2021 resulting in five new Council Board members being appointed for 2022. Newly elected Councillors were appointed from Bellingen Shire, Coffs Harbour City, Kempsey Shire and Mid Coast Council while Port Macquarie Hastings Council appointed a senior staff member. Along with a number of new alternative delegates the Executive Director undertook a series of orientation workshops and briefings before each attended their first meetings.

2022 Board Members

Rob Turner - *Chair*
 Cr. Susan Jenvey - *Deputy and Treasurer*
 Debbie Sommers - *Secretary*
 Cr. Steve Allan
 Donna Ballard
 Cr. Liz Campbell (*until July*)
 Cr. Tony Judge
 Cr. Jeremy Miller (*February to December*)
 Lucilla Marshall
 Lorrae O'Brien
 Shelley O'Keefe
 Cr. Kinne Ring (*from October*)
 Stephanie Sims

Staffing

AMNC has operated for a number of years with one of the lowest staff ratios in the RADO Network. It operates with a full time Executive Director and from 2019 a Manager Projects and Programs four days a week. In 2021 we also engaged a Communications Officer three days a week. Our administration, website and design work is all outsourced to contractors. In late 2022 our Executive Director of nine years resigned for medical reasons. This is effective from January 31 2023.

The Board has appointed Olivia Parker, our Manager Projects and Programs to the position. Training programs attended by staff which has enhanced our understanding of a number of the matters in Goal 5 include:

- A three day leadership course by the Australia Council, Governance Training for Not-for-Profit Directors with the Australian Institute of Company Directors
- A webinar on getting the Most from your Board by David Fishel of Positive Solutions
- A two month Digital Transformation Course for the Creative Industries by the Australia Council.

Finance

Although no longer required legally to have our accounts audited the Board has resolved to continue to do so. The 2021 Annual Accounts were audited by HMM Accountants of Forster and the 2022 accounts have been prepared for audit by the same company who we thank for their ongoing support.

2022 Staff List

Kevin Williams - *Executive Director*
Olivia Parker - *Manager Projects & Programs*
Jasmine Avery - *Communications Officer*
Mark Carpenter - *Designer & Digital Consultant*
John Stewart - *Finance*

arts MID NORTH COAST

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