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Accessible Arts

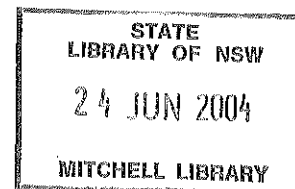
2002 Annual Report



Clint Deverson: 'Sydney Harbour Landmarks'

Accessible Arts is the New South Wales Peak Organisation for Arts & Disability

2002 annual report



The Accessible Arts team is:

Chairperson:

Bernette Redwood
(to May 2003)
Julie Allen (Acting Chair)

Treasurers:

Justin Leibmann with
Jen Waterhouse (Wart)

Management Committee:

John Aland
Julie Allen
Lynne Hancock
Lisa Havilah
Maryanne Ireland
David King
Justin Liebmann
Bernette Redwood
Lisa Schouw
Anita Toft
Jen Waterhouse (Wart)

Executive Officer:

Helen Connors

Program Manager:

Rayce Coyte

Project Officer:

India Zegan

Audience Development Officer:

Kiersten Fishburn

Administrator:

Stella Collier

ACE Production & Graphic Design:

George Khut

Accounts:

Markus Weber

Contents

Vision Statement	4
Objectives	5
Chairperson's Report	6
Treasurer's Report	8
Executive Officer's Report	9
Review Of Operations 2002 -2003	11
Operational Plan 2003-2004	34
Independent Auditor's Report	50
Management Committee Attendance 2002-2003	61

Accessible Arts
Pier 4, The Wharf, Hickson Road
Walsh Bay, NSW 2000
Telephone: 02 9251 6499
Facsimile: 02 9251 6422
E-mail: info@aarts.net.au
Web: www.aarts.net.au

2002 annual report

Key to abbreviations

ADO	Audience Development Officer
ATE	Accessible Theatre Ensemble (previously IPP)
DADHC	Dept. of Ageing, Disability & Home Care
DAT	Disability Awareness Training
IDPWD	International Day of People with a Disability
IOM	Info. & Office Manager (now Administrator)
IPP	Improvised Performance Program
MFA	NSW Ministry for the Arts
OH&S	Occupational Health & Safety
O Plan	Operational Plan
OzCo	Australia Council for Arts
PO	Project Officer (previously APO - Assistant Project Officer)
PYT	Powerhouse Youth Theatre
S Plan	Strategic Plan
VET	Vocational Educational Training

about accessible arts

What we do...

Accessible Arts bridges the gap between people with disabilities and the arts. The organisation uses extensive contacts, networks and alliances within both the arts and disability communities to initiate positive dialogue and collaboration.

Inclusive Practices

Accessible Arts provides opportunities for people with disabilities to develop their skills for creative self expression. Accessible Arts considers and informs the arts industry, disability sector and broader community, of the creative needs, potential and artistic achievements of people with disabilities in all areas of the arts including drama, performance, visual and multimedia arts, dance, music and creative writing.

By assisting individuals and groups to develop and initiate their own art programs, pilot projects, training and workshops Accessible Arts encourages the introduction and development of inclusive practice in New South Wales' arts and cultural life.

Consultancy

Accessible Arts provides a consultancy service which assists individuals, groups and organisations to develop policies that consider the creative needs and artistic contributions of all people with disabilities including physical, intellectual, psychiatric and sensory disabilities.

Membership

Accessible Arts membership is open to any interested individual or organisation. Membership entitles you to free subscription to ACE magazine (Accessing Creative Expression), concession rates for workshops, conferences and publications, invitations to arts and cultural events organised by Accessible Arts and voting rights at the Annual General Meeting.

Visit our web site for details of how to become a member of Accessible Arts.

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about accessible arts



Images from the opening of the 'Seeking Nimbus' exhibition at Casula Powerhouse, 2002. Top image: artist Monique Witsen in front of her work 'Untitled' (glass). Bottom image: artist John Havilah with mother Lyn in front of his paintings.

vision statement

Our Vision:

All people with a disability will be able to fully access and actively participate in Australia's arts and cultural life.

Our Mission:

To act as an agent for change and a bridge between the arts and disability communities.

Accessible Arts therefore facilitates communication, provides expertise and resources, and establishes partnerships to strengthen the voice of people with disabilities in the arts.

In achieving our vision and mission Accessible Arts develops 3 to 5 year strategic plans. Informed by Key Directions of the strategic plan, Accessible Arts identifies priorities, services and projects for the organisation in it's 18 month Operational Plans.

Key Directions

- **Increase participation and access of people with disabilities in arts and cultural activities.**
- **Develop and provide expertise in inclusive arts and cultural practices.**
- **Facilitate communication and initiate collaboration between organisations & individuals**
- **Maintain and develop a responsible, transparent and accountable organisation**

Objectives

Accessible Arts designs, implements and promotes ways for people to identify and develop their creativity – both as audiences and practitioners.

We deliver services and programs to expand awareness of the barriers to inclusion as well as a history of artistic achievement.

Accessible Arts liaises with government and the arts and disability sectors to introduce policy and programs that encourage change and the introduction of inclusive practices.

Accessible Arts implements projects that establish new approaches and methods of art-form practice and documents these as resources for training, advocacy and promotion.

Accessible Arts develops extensive contacts, networks and alliances within both the arts and disability communities to initiate positive dialogue, collaboration and inclusion of people with disabilities in existing arts organisations and cultural services.

objectives

Accessible Arts develops and provides:

- **Major arts initiatives, performances and exhibitions as well as community cultural development projects.**
- **Training Programs – includes disability awareness (accredited and not) skills training in a diversity of art forms as well as undertaking research and development in inclusive practices.**
- **'ACE' magazine, 'ACE' news, specific interest E information and a diversity of resource publications (inclusive art-form practice and audience development).**
- **Accessible web site, as a strategy for effective communication and expansion of creative expression options.**
- **Information resource service, including database, telephone and e-mail inquiry service, artist register and consultancy service (for arts programs, audience development and training).**
- **Contacts, alliances and communication networks throughout New South Wales.**
- **Models, and techniques for inclusion and examples of best practice.**

chairperson's report

I would like to start by acknowledging the traditional owners of the Sydney City region the Gadigal band whose area stretches from the south side of Port Jackson from South Head to Petersham. The 'Eora people' was the name given to the coastal Aborigines around Sydney, and so the Sydney CBD is often referred to as 'Eora Country'.

Being aware my role within the Management Committee has changed from Vice to acting Chairperson during this period I would like to thank the outgoing Chairperson Bernette Redwood for the years she has dedicated to the organisation. On behalf of the Management Committee and Accessible Arts I wish her well for the future.

Throughout the year Management Committee and staff have continued to work together and stay focused on our Vision and Mission Statements.

During the 2002 – 2003 period we have been able to increase the number of staff to full capacity. We welcomed three new staff members - Stella, India and Rayce during this period. All of whom have settled in, working well along Kiersten who has been actively involved in promoting and marketing our service within the community. Not least do I say thank you on behalf of Management to Neridah for her dedication during her time working at Accessible Arts.

Accessible Arts is very fortunate to have such a dedicated and supportive Management Committee all of whom come from within the arts and/ or disability sector. I would like to thank you all for your ongoing commitment throughout this year. We have a good mix on the palette and always space to splash new ideas on the Board (Chair's poetic privilege).

On behalf of the Management of Accessible Arts I would like to thank you Helen and all the staff for your continued enthusiasm and dedication throughout this year. The Management Committee looks forward to supporting the future strategic plan of Accessible Arts as it develops.

Julie Allen
Chairperson

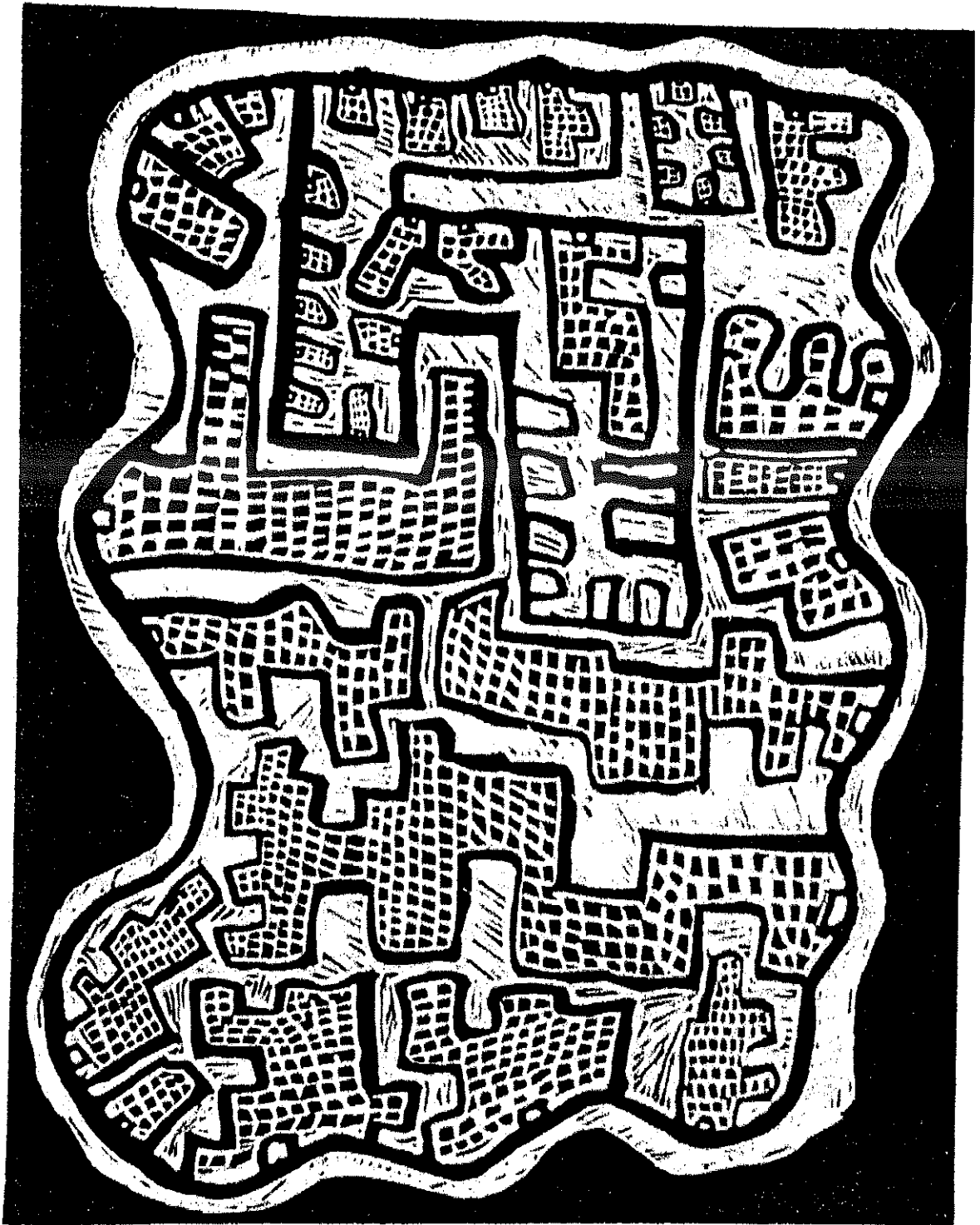


Image above: 'Sydney Harbour City' by Clint Deverson, exhibited in 'Seeking Nimbus' exhibition at Casula Powerhouse, 2002.

treasurer's report

I am pleased to announce that Accessible Arts finances have been managed well and at the end of 2002 the organisation was in a healthy position and able not only to retain adequate holiday, sick and long service leave provisions but was also able to allocate funds to the upgrade of Accessible Arts' web site. I would like to thank, Helen Connors in particular, for overseeing Accessible Arts finances and making sure it kept within its budgets.

In considering the financial position of Accessible Arts it is important to thank the NSW Ministry for the Arts and the Depart of Ageing, Disability and Home Care for their support and contribution to the organisations infrastructure. Without their support for staff and administration expenses the organisation would not be able to achieve the types of significant and on-going outcomes it currently facilitates and coordinates. Accessible Arts also thanks the Australia Council and the NSW Ministry for the Arts for their support for the Audience Development Pilot Project and their on-going commitment to the project for another 3 years.

In terms of Arts Program, Accessible Arts needs to thank the many funding bodies, local government authorities and arts and disability organisations that worked with Accessible Arts to deliver a diverse range of arts initiatives throughout 2002-03. While too many to list here, your support has been essential in facilitating change and inclusive practices in both metropolitan and regional NSW.

While the finances available to the organisation have been well managed Accessible Arts needs to consider its brief – all disabilities, all art forms and all of NSW – and invest the necessary time and resources in 2003-04 to negotiate a more realistic level of funding for a state-wide organisation. Therefore, as Treasurer I hope that the 2003 Report will be able to announce a significant increase in financial support for Accessible Arts' infrastructure.

Justin Liebmann
Treasurer

executive officer's report

In providing an overview of Accessible Arts activities and services my comments have strayed from convention and the protocol of adhering to the period of Accessible Arts' 2002 Annual Report. Instead I provide an overview of Accessible Arts 2002-03 Operational Plan - started in January 2002 and completed in June 2003. This is mainly because Accessible Arts now operates on 18 (not 12) month plans and in gaining an understanding of the organisation it is important to consider the whole period of the 2002-03 Operational Plan. In taking this approach it should be easier to see how the research, groundwork and projects undertaken in 2002-03 have impacted on and informed the recently completed 2003-04 Operational Plan. The successful completion of the 2002-03 Operational Plan meant Accessible Arts was well informed and ideally placed at the June 2003 planning sessions, to design a 2003-04 Operational Plan that not only responded to constituent needs in metropolitan and regional NSW but also supported the long-term development of the organisation.

I therefore encourage you to take the time to read the range of reports presented as part of Accessible Arts 2002 Annual Report- what we have done and what we plan to do. They will not only provide an understanding of the aims and priorities of the organisation but also indicate the types of arts initiatives and projects Accessible Arts supports and delivers in collaboration or partnership with other organisations.

A major priority over the period of the 2002-03 Operational Plan has been to bring staff numbers back to a maximum level and to establish a skilled staff team. Despite the departure in January 2003 of long term staff member Neridah Wyatt-Spratt, Accessible Arts' decision to invest considerable time and effort has paid off and now in July 2003 Accessible Arts has in place an energetic and skilled team. This has significantly enhanced the options available to Accessible Arts for inclusion in its 2003-04 Operational Plan. In addition, the opportunity for all staff to participate in the design of the 2003-04 Operational Plan has meant that team members better understand their role and the skills, agenda and direction of the new team.

The successful completion of the 2002-03 Operational Plan has also placed Accessible Arts in a rare position where it has not needed to include initiatives or projects from the 2002-03 Operational Plan as a significant percentage of the new Operational Plan. This situation therefore provided Accessible Arts with the opportunity to incorporate a range of new initiatives and projects in response to Accessible Arts' brief - all disabilities, all arts practices, all NSW.

As outlined in the section on the 2003-04 Operational Plan, it continues to be essential for Accessible Arts to be strategic in its planning and operate in collaboration or partnership with mainstream arts and disability organisations to facilitate change and inclusive practices in NSW. If you or your organisation are interested in any of the initiatives or projects Accessible Arts plans to undertake over the next 18 months please contact us.

Helen Connors
Executive Officer

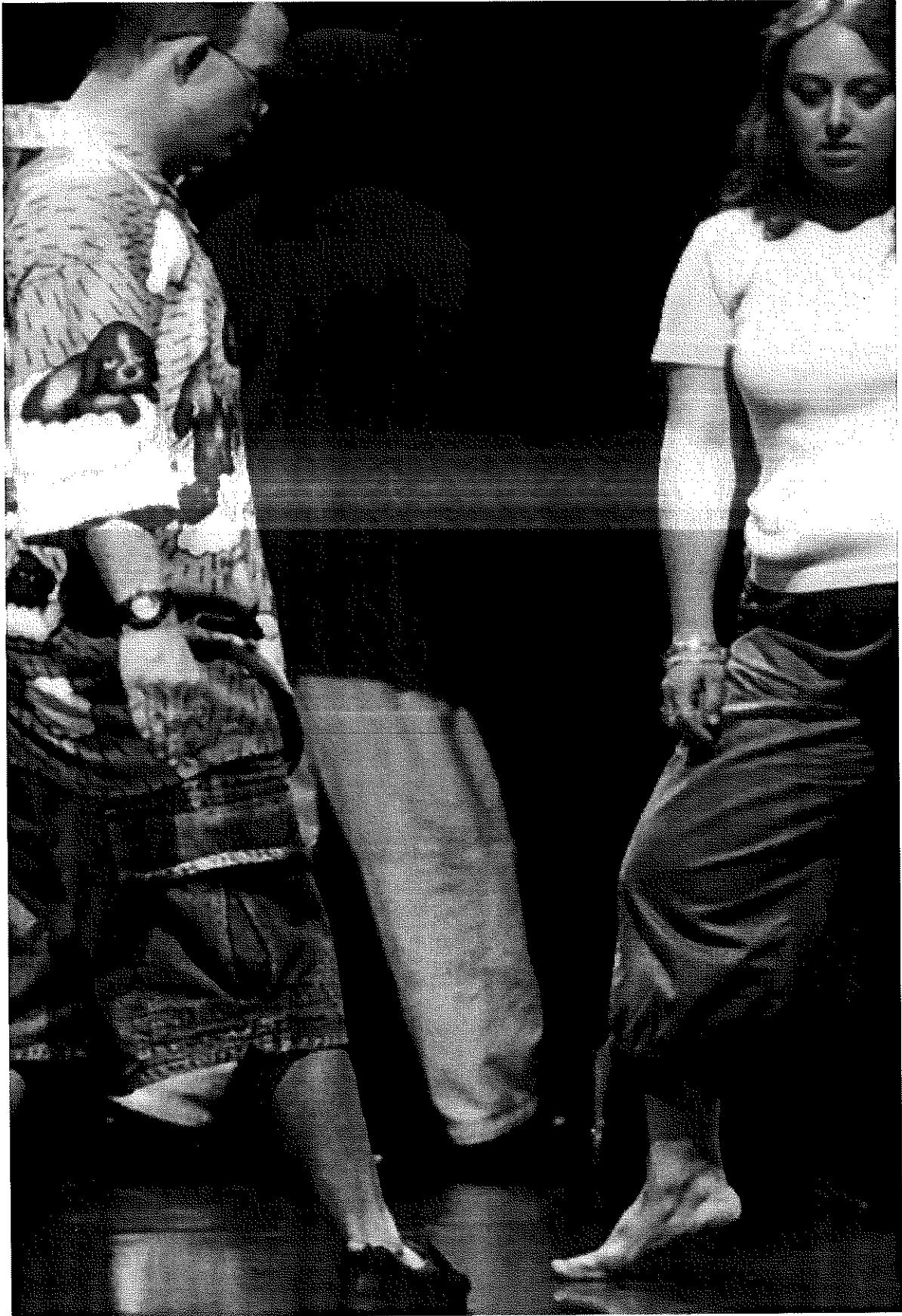


Image above: Nick Hogan and Ruth Cromer performing in the IPP 2002 end of year performance 'Short Shots' at the Bangarra Theatre. Photo by Ian Hobbs.

review of operations 2002 –2003

Report on the 2002–2003 Operational Plan

Many readers will say they are more interested in knowing what Accessible Arts is planning to do than what the organisation has done over the last 18 months. While this is understandable, members are also encouraged to consider what the past might tell you about Accessible Arts. Reading what the 2002-03 Operational Plan involved provides a better understanding of Accessible Arts and the approach it takes to achieve its aims and priorities. Knowledge of how Accessible Arts selected the projects and initiatives to deliver during 2002-03 also indicates the types of arts initiatives and collaborations the organisation supports.

A society where all people with disabilities fully and actively participate in Australia's arts and cultural life is the vision that informs the aims of Accessible Arts. Like most organisations Accessible Arts must identify priority areas, establish goals and develop 3 to 5 year Strategic Plans. Directed by the Key Directions of its Strategic Plan, Accessible Arts identifies the activities and projects it will undertake in 12 to 18 month Operational Plans.

The 2002-03 Operational Plan was informed by the following Key Directions:

- Increase participation and access of people with disabilities in arts and cultural activities
- Develop and provide expertise in inclusive arts and cultural practices
- Facilitate communication and initiate collaboration between organisations and individuals
- Maintain and develop a responsible, transparent and accountable organisation

In preparing an Operational Plan Accessible Arts must always face the situation where the number of projects or services it is invited to initiate exceeds resources and staff time. Setting priorities is therefore crucial. Accessible Arts must identify and select initiatives that achieve the best results and on-going outcomes for significant numbers of people with disabilities in NSW. Selection of projects and services for inclusion in the 2002 –2003 Operational Plan was based on the ability of each proposal to support two or more of Accessible Arts' Key Directions. However, in more general terms, the activities and projects selected for inclusion in the 2002-2003 Operational Plan were primarily directed by 2001 and the many projects that were either initiated or only completed to the first stage.

review of operations 2002 –2003

Accessible Arts continued to manage the organisation within the following structure:

- **Organisational Infrastructure**
- **Information / Resource Service**
- **Arts Program**

Organisational Infrastructure

The 2001 Management Committee decision to consolidate operations and reduce staff numbers (two staff at one stage) had significant impact on the organisation. Evaluation of the 2001 program identified the need for Accessible Arts to recognise staff/ human resources as its most valuable asset and important resource. Staffing was therefore a key issue in 2002 and recruitment was identified as a major priority for 2002-03. However, even as a priority the process to bring staff numbers back to an adequate level has taken nearly 18 months.

In response to this situation Accessible Arts engaged two part-time casual staff in early 2002 until the full-time Information and Office Manager started in August 2002. Part-time positions for a book-keeper, In-house desktop publisher /data entry (1.5 days) were also started. In late 2002 the position of Assistant Project Officer was introduced in response to a lack of creative options available to young people with disabilities and an increase in numbers of disability organisations interested in developing their own arts programs/activities. However, the Project Officer's (PO) resignation in January 2003 meant the APO took on the PO's duties. With the new Program Manager (re-named PO position) starting in mid May 2003 the APO is assisting in their induction.

In mid 2002 and early 2003 Accessible Arts also engaged contractors to design the new data base and new accessible web site respectively. However, at the end of the 2002-2003 Operational Plan staff numbers have returned to their maximum. The benefits of establishing a skilled team are obvious and will greatly enhance Accessible Arts' options in 2003-04.

Negotiating adequate funds remained essential to Accessible Arts' operation and the services and arts program it delivered. In 2002 Accessible Arts negotiated support from a diversity of sources - financial and in-kind - to implement the Operational Plan. In 2002 it was particularly important to negotiate an additional three years funding for the successful Audience Development Pilot Project .

In encouraging action and increased awareness of art and disability issues Accessible Arts continued to play an important role in the area of advocacy. Accessible Arts participated in a range of Advisory Boards and Reference Committees. In 2002 – 03 these included ArtStart, Local Government Cultural Committee, Sydney 2002 Gay Games and Cultural Festival, Arts Training NSW, the organising committee for international conference Synergy – arts, health and design, Sydney Opera House – refurbishment & access committee, Museums and Galleries Foundation -Access Committee and DADHC –International Day Sub-committee.

information & resource services

Accessible Arts also continued to host Disability in the Arts, Disadvantage in the Arts Australia, (DADAA) – and provide space for the National Director and Administrative Assistant. This productive partnership saw DADAA and Accessible Arts working together to prepare arts and disability issues/ discussion papers and make presentations to government and peak organisations e.g. in early 2003 Accessible Arts wrote on the issues associated with touring and presented information to the Playing Australia Committee and DOCITA support staff.

Information and Resource Services

The Information/ Resource Service is considered an essential component of Accessible Arts Operational Plan and important in facilitating change and inclusive practices. Feedback and consultation with the arts and disability sectors during 2001-02 confirmed the need for useful and practical resources. In response, Accessible Arts worked in collaboration with a variety of organisations to develop and expand the outcomes achieved through the Information/ Resource Service.

New Database –Throughout 2002

Accessible Arts worked with contractors to establish a database system that was not only user friendly but also effective in dealing with inquiries, services to members and the distribution of information. Completed in October 2002, Accessible Arts continues to monitor its effectiveness and make adjustments. With the establishment of an effective system, Accessible Arts now needs to focus on the data it contains. Reduced staff numbers over an extended period (2001-02) has meant that information on the database had become out of date. In early 2003 Accessible Arts widely distributed its database questionnaire to 2000 contacts and received an expected response of 20% approx. In 2003-04 Accessible Arts will need to invest considerable time and resources in follow-up to bring this valuable resource back to an adequate standard.

Inquiry Services

2002: Accessible Arts averaged 35 inquiries per week. There was a 60% increase in E-mail inquiries as well as a marked increase in requests for holiday programs, audience development information and assistance in setting up arts programs. There was also an increase in requests from artists with disabilities, peak disability services and the education sector. Requests from experienced arts workers to conduct workshops and for artists with disabilities to present performances, participate in projects, exhibitions or discussion forums were not always met. It is expected that as a priority for 2003-04 this will be rectified with the expansion of the database and the employment of a new Program Manager.

review of operations 2002 –2003

ACE (Accessing Creative Expression) Magazine and Resource Materials

ACE newsletter/magazine continued to provide the public face of Accessible Arts and formed the major part of Accessible Arts' ongoing marketing strategy to promote the aims, services and arts program of Accessible Arts. Evaluation had also been identified as the 2002-03 priority for ACE. Two magazines and two newsletters were designed and delivered to complement the Operational Plan. After initial consultation and feedback sessions in 2002 Accessible Arts expanded the What's On and Grants /Competition components as well as its profiles on artists with disabilities. These changes resulted in increased inquiries. The recent position of desktop publisher (10 hours per week) has and will continue to introduce strategies to clarify the current readership as well as identify potential new audiences, source appropriate content and provide a user friendly format for the magazine.

Resource Development: 'Accessing the Arts' information kit

The 'Accessing the Arts' information kit was prepared primarily by the Audience Development Officer and launched at the International Day of People With a Disability event on 3rd December at the MCA in Sydney. In mid 2003 it has been widely distributed throughout NSW – hard copy, web and web links (e.g. Australia Council, DADAA) and already needs to be re-printed. Aimed at assisting the arts and cultural community to provide access and introduce inclusive experiences 'Accessing the Arts' incorporated the following documents:

- Ticketing and Seating Checklist
- Print and Publication Guidelines
- Marketing to the Disability Community Checklist
- Disability Awareness Information Sheet
- Exhibition Design Checklist
- Disability Media Information Sheet
- Access Audit Checklist

information & resource services

Web site

For some time, it has been crucial for Accessible Arts to overhaul and install a more effective and useful web site. After stake holder consultation Accessible Arts decided to install a smaller but more accessible, informative and easily updated site by the later part of 2003. Accessible Arts is currently working with the contractors to create a web site that is:

- a functional and useful resource for all stake holders/ target groups
- accessible – develop as an example of best practice that demonstrates universal design principles
- updated easily by Accessible Arts staff
- assessed regularly - procedures for evaluation and statistical records incorporated in the Operational Plan to inform decisions on future options and priority areas for development.

Regional Development Plan

Accessible Arts is the only state-wide arts organisation with the inclusion of people with disabilities in NSW arts as its focus. This unique brief requires Accessible Arts to consider all disabilities, all arts practices, and all of NSW. Accessible Arts therefore aims to deliver outcomes, both direct and indirect, for the most significant numbers of people across NSW. However, the majority of Accessible Arts arts activities– projects, workshops, events – happen in Metropolitan & Western Sydney while contact with and projects in regional NSW vary from year to year.

Regional consultation continues to identify an important role for Accessible Arts in facilitating communication and collaboration as well as in providing examples of best practice and information and opportunities for training and skills development. However, on-going evaluation also indicates that Accessible Arts should achieve better on-going results with the regional art and disability networks it sets up e.g. when Accessible Arts withdraws after 3-5 years some networks fall apart relatively quickly and don't achieve proposed outcomes. Evaluation of Accessible Arts' prior work and considerable investment (time and resources) in regional NSW was therefore a priority in the 2002-03 Operational Plan.

While evaluation and future activities were the focus, Accessible Arts also maintained on-going services and activities throughout regional NSW. Accessible Arts continued to establish contacts, networks and collaborations with existing art and disability organisations to collect information, disseminate resource publications and deliver training seminars etc. During 2002/03 Accessible Arts investigated strategies to improve the delivery of services and projects in regional NSW. Accessible Arts introduced strategies/ mechanisms to make services more relevant and more easily accessible to regional communities -e.g. the database and associated enquiry service as well as training modules, web material and resource publications etc.

review of operations 2002 –2003

...Regional Development Plan

In 2002 –03 Accessible Arts worked with peak organisations to identify areas for collaboration to increase the regions' knowledge of Accessible Arts and to expand and improve awareness of access and inclusive practices. In utilising the programs and events of existing organisations Accessible Arts participated in and contributed to numbers of regional industry and professional development programs as well as providing advice on inclusive practices including:

- Museums & Galleries Foundation, – training at Albury, Grafton, Coffs Harbour
- Regional Arts National Conference – deliver seminar at Albury
- LGSA NSW– advice, resource and delivered seminar at conferences etc.
- NSW Regional Arts – Regional Arts Development Officer training
- CCD NSW–advice re: web access.

Training - Delivery and Development Plan

Many stake holders /constituents identify training as a significant area of need that Accessible Arts should consider a priority and take responsibility for in the services and programs it delivers. The majority of requests for training involved: Disability Awareness Training (DAT) for:

- arts organisations/ companies
- art workers/ artists
- arts Practice Training
- arts practice skills and professional development opportunities
- inclusive practices in arts skill training.

Disability Awareness Training (DAT)

As Accessible Arts' services and arts program develop and expand, the arts sector's awareness of disability training as an essential resource for the introduction of inclusive practices has also grown in both metropolitan and regional communities. Prior to the development of 'Arts Accessibility' there was no accredited Disability Awareness Training (DAT) specific to the arts and cultural industry. Inclusion in the Vocational Education Training (VET) system has meant communities in metropolitan and regional NSW as well as across Australia are now able to access and utilise 'Arts Accessibility' as a useful training resource.

As an important resource for inclusive practices Accessible Arts (particularly the ADO & PO) spent considerable time coordinating and delivering DAT (accredited and non-accredited) to a diversity of stake holders. Accessible Arts modified 'Arts Accessibility' in response to the time available and needs of organisations or artists /performers. It also modified selected modules and specific components of modules to provide the most appropriate training for participants.

Initial evaluation of the 2002-03 program indicates that within existing staff resources, time and budget Accessible Arts cannot continue to provide training in the same manner in 2003-04. Demand for DAT is now at a level that greatly exceeds the resources that Accessible Arts is able to allocate to its provision.

arts training

Arts Practice Training

It is well documented and acknowledged that access to and participation in arts skill training, professional development opportunities and career/employment pathways by people with disabilities is extremely limited. Accessible Arts' consultation, member feedback and high numbers of inquiries confirms this lack of training and career pathways in NSW.

In general, the existing creativity and art making programs, arts practice training and CCD projects that are inclusive are limited in number and are poorly promoted and little known of by members of the disability community. Programs and projects that target people with disabilities are usually sporadic, or one-off in nature, non-accredited or delivered at levels that rarely exceed the educational standards

of TAFE, Community Colleges or the Community Art/ Neighbourhood Centre. There are no people with disabilities currently participating in an arts traineeship or mentorship scheme in NSW.

In 2002-03 the opportunities for training remained extremely limited for people with disabilities and Accessible Arts found that school leavers/ young people with disabilities in particular, had little or no options for creative expression and skills development. Feedback in 2002 also indicated an interest amongst larger disability organisations to set up their own arts program while numbers of mainstream arts and disability organisations had shown an interest in taking over or partnering Accessible Arts in the delivery of arts practice workshops on and off-site and in regions.



Image above: participants at work during an Integrated Performance Program beginners program workshop. Left to right: Erin, Vicki, Bonnie, Vicki's son and Paul

review of operations 2002 –2003

...Arts Practice Training cont.

In 2002-03 Accessible Arts ran the following arts practice programs:

Improvised Performance Program (IPP)

With financial support from Accessible Arts, IPP has been an on-going project for over 5 years. Its aim has been to provide training programs, professional development pathways and establish a professional working ensemble. Working with recognised performance artists and practitioners, IPP delivers 4 terms of training (beginners and advanced) and presents performances on several occasions during the year, e.g. Short Shots at Bangarra Theatre on the 3rd – 5th of December 2002. However, despite some individual successes IPP has not achieved its aims. In 2002 the priority has been to clarify participants commitment to an ensemble, investigate potential partners (NIDA) and identify options for future delivery.

Holiday Program

While Accessible Arts delivered two holiday programs in 2002 (Play it Loud – music, Introductory Visual Arts – deaf children) requests for arts activities for children and young people with disabilities continued to increase. In 2003-04 Accessible Arts' main aim will be to encourage organisations and companies offering similar programs (Australian Theatre for Young People, Pine St.) to consider the inclusion of young people with disabilities. Utilising the 2002 program, Accessible Arts will identify organisations and negotiate partnerships or independent delivery of programs in 2003 -04.

Workshop Program

Designed for Accessible Arts' quick response to unexpected opportunities to provide information or training to Accessible Arts target groups (particularly members), the workshop program profiles a diversity of experts / skilled professionals in the field of art and disability. In 2002-03 sessions ranged from short, one-off master classes to introductions to techniques, methods of practice e.g. exhibition design. Examples of this were: an improvisation master-class with Al Wunder and an information seminar with Access Officer from the New York Metropolitan Museum of Art.

arts training



Images from IPP beginners workshops. Top left: Vicki Harris's son with puppet. Top right: Vicki and Jo. Lower image left to right: Erin, Paul, Vicki's son, Vicki, and Jo

review of operations 2002 –2003

Audience Development Pilot Project (ADPP)

While the Audience Development Pilot Project receives separate funding, Accessible Arts also allocates core funds and staff time to the project. Accessible Arts provides office space, computer facilities, administrative support and financial management as well as allocating funds to the costs associated with regional travel and presentations at conferences and seminars. Additional expenses are also covered by specific project grants.

Accessible Arts takes an 'all of organisation' approach to the Pilot and the contribution of Accessible Arts' team has supported the success and significant outcomes achieved by this project. The ADP Pilot has operated as an essential component of Accessible Arts' Strategic Plan and the ADO is a vital member of Accessible Arts staff team. This approach of two-way support and exchange has not only been effective in the development of the ADPP but has also provided support for Accessible Arts services and programs.

The following Audience Development Report provides an outline of 2002-03 ADPP initiatives not detailed in other sections of the Annual Report.



Image above: IPP ensemble performer and Audience Development Officer Kiersten Fishburn at the opening of the IPP 'Short Shots' performance at the Bangarra Theatre in December 2002.

audience development pilot project

Audience Development Officer's (ADO) Report Kiersten Fishburn

The Audience Development officer, Kiersten Fishburn coordinates the Audience Development Pilot Project (ADPP). The following provides an outline of the key projects and priority areas of work during 2002. While a team approach was taken on most project initiatives it is also important to note that a large part of the ADO work involves responding to one-off inquiries, and the ongoing provision of advice and resources to a range of arts organisations

In addition to 'Arts Accessibility' (TAFE disability awareness training program), International Day for People with Disabilities and the 'Accessing the Arts' information kit (see Info /Resource Service), the Audience Development Officer initiated the following projects in 2002:

'Access Busters' Audience Development Seminar, Western Sydney.

This one-day seminar held in Western Sydney during August was supported by Liverpool Council. The ADO and the Project Officer worked together to present a program that provided an overview of inclusive arts practices for both participants and audiences. The day featured two discussion panels, a performance piece and a demonstration of drama workshop techniques. The panel discussions covered audience development and people with disabilities and issues for arts practitioners with disabilities.

Over the day the discussion ranged from the legal obligations of arts companies, best practice projects, different models of teaching and learning and the need for many different pathways for people with disabilities working in the arts. Yvette Forster presented a performance piece based around her experiences as a dance practitioner with a disability. Members of the IPP crew worked with Marc Carra to highlight some of the ways to develop drama work. The PO talked about exhibition design and standards for accessibility.

Sydney 2002 Gay Games and Cultural Festival Specific Needs & Disability Committee

The ADO worked with the Sydney 2002 Gay Games and Cultural Festival to assist them to develop and implement access and inclusion policies for people with disabilities and specific needs. This work provided some excellent models of practice for large festivals wishing to communicate with and service the disability community.

Key aspects of the policies and work undertaken included:

- Access audits of all the venues used by the Games and the Cultural Festival.
- Carer's ticketing policy.
- Access advice to all Gay Games and Cultural Festival venues.
- Expert advice provided on attracting and servicing the disability community.

review of operations 2002 –2003

Seminar presentations and training

In 2002, presentations were given at the following conferences/organisations:

- Museums & Galleries Foundation
 - Grafton
 - Albury
 - Coffs Harbour
- Regional Arts National conference
 - Albury
- National Performing Arts Conference
 - Brisbane

The ADO also runs training sessions for arts organisations (and cultural institutions). The focus of the training is developed in conjunction with each individual organisation and is intended to directly address the particular needs as well as raising general awareness. In 2002, training was provided to the following organisations:

- Sydney Opera House
- Willoughby City Council
- Museum of Contemporary Art
- Art Gallery of New South Wales
- Penrith Regional Gallery & The Lewers Bequest
- Historic Houses Trust

On-going projects & collaborations

The ADO continued to work with the following organisations in 2002:

- Casula Powerhouse
- Sydney Theatre Company
- Sydney Opera House
- Museums and Galleries Foundation
- Historic Houses Trust
- TAFE NSW
- Regional Arts NSW
- Museum of Contemporary Art
- Local Government NSW

The type of projects and collaborations that are developed for each organisation vary significantly depending on the needs and interests of the organisation and their general access for the disability community (access should be read here in the broadest sense including access to information and services as well as physical access).

audience development officer's report

General Activities

In addition to the specific projects or collaborations detailed above, the ADO continued to undertake the following general activities in 2002:

- Continued provision of expert advice to arts organisations upon request or where needs are identified by the disability sector/people with disabilities
- Remaining up to date on current best practice, identifying critical issues in the field of audience development for people with disabilities, identifying resources both national and international
- Continued provision of expert advice to all tiers of government and to ADO funding agencies the NSW Ministry for the Arts and the Australia Council
- Responding to general audience development and access enquiries
- Writing and presenting information on audience development for people with disabilities in a range of formats
- Providing advice and assistance for people with disabilities who have identified issues for themselves as audience members; continuing to act proactively in an advocacy role.
- Developing and undertaking evaluation
- Participating in general Accessible Arts business

review of operations 2002 –2003

Arts Program

All projects included in Accessible Arts' Arts Program receive grants / finance and in-kind support separate to Core/Organisation Grants. However, Accessible Arts administers and manages the program and provides staff to facilitate co-ordinate, promote, evaluate and support any on-going outcomes. In the selection of projects for inclusion in the Arts Program it is a priority to identify projects that support Key Directions – in particular, projects that provide the opportunity to develop new techniques in inclusive arts practice or provide ways for people with disabilities to creatively express and present their ideas feelings and aspirations. Accessible Arts Art Program included the following projects in 2002-2003:

International Day for People with Disabilities – IDPWD

The IDPWD project was presented as Accessible Arts' major event for 2002. The project brought together 22 different arts and cultural organisations that contributed to the IDPWD Program launched at the MCA in Sydney on 3rd December 2002. Each organisation involved in IDPWD provided an event, activity or policy in support of the day. The types of projects/initiatives presented reflected the interests, resources and specialities of each organisation. Accessible Arts encouraged the commitment of a range of arts and cultural organisations to ensure a diversity of experiences and opportunities were available to the disability community.

The project was endorsed and launched by the NSW Premier, the Hon. Bob Carr MP. The IDPWD project was extremely successful, meeting or exceeding all performance indicators. Participating organisations have indicated their interest in being involved in future projects. The launch event was attended by over 200 people from both the arts and disability communities and provided an excellent opportunity for networking and establishing contacts.

arts projects



Images from the 2002 IDPWD launch at MCA. Top image from left to right: Kiruna Stammell, Helen Conors, Kiersten Fishburn and the Hon. Bob Carr MP. Bottom image: Arne with friends performing at the launch. Photos by Ian Hobbs

review of operations 2002 –2003

ArtNode – Newcastle (administered grant)

Project Partners - the University of Newcastle, Trees in Newcastle (TIN) & Accessible Arts. Many other organisations and businesses have also contribute to the project. ArtNode has aimed to actively involve the arts and disability communities in the design and installation of an accessible Sculptural Trail in the grounds of Newcastle University. Throughout 2002 the project ran a workshop program designed by the Co-ordinator to facilitate communication between project artists and people with disabilities living in Newcastle. This ensured that different groups within the disability community contributed to the design of a specific work and participated in the execution of three sandstone works.

As an important component of the Project ArtNode also provided professional development opportunities for two emerging artists to work with a skilled stone carver to design and construct works for the Sculptural Trail. The Steering Committee, artists, Project Co-ordinator and community members have worked together to consider access and implement effective solutions through the use of universal design principles. The ArtNode project will be completed and launched in June 2003 by the local federal Minister.

Although ArtNode is an administered project, Accessible Arts has needed to allocate significant time to administer grants, manage the project and introduce strategies to achieve proposed outcomes. Participation in the role as administrator brought attention to the varying/ contradictory requirements of the Ministry and Australia Council in regards to administered grants and the problems this may cause for organisations taking on this role. As a result Accessible Arts will need to give more detailed and serious consideration to this situation before it accepts this role in the future.

arts projects



Image from the development of the ArtNode project. Top left: Maryanne Ireland with carving mentor Willi Haas. Top right: Sculpture by Tim Hodge. Image below: sculptor and workshop presenter Tim Hodge (far left) with son James and members of the Waratah / Mayfield Living With Memory Loss Group.

review of operations 2002 –2003

Moving the Goals Posts

Started in August 2002, Moving the Goal Posts developed a new approach to physical activity that was not available in mainstream sports or rehabilitation environments. The project challenged the perception that the arts is not a physical activity and created an awareness within the disability sports sector of the work of Accessible Arts. Utilising integrated movement techniques, Moving the Goal Posts devised a physical training program that focused on increasing flexibility, body alignment and strength. In mid 2003 Accessible Arts is negotiating with the NSW Disabled Sports Association on whether to further develop these techniques and exercises for accreditation by the association.



Image above. from left to right: Ellin Krinsly with Moving the Goal Posts participant Sarah and Neridah Wyatt Spratt

arts projects

Sucked In - Western Sydney

Sucked In (known as Market to Me in 2002) ran from January to June 2003 and involved young people with and without disabilities in Western Sydney. Project partner Powerhouse Youth Theatre provided the work space for participants to explore the social and sensory barriers in a consumer driven market place.

Sucked In provided participants with the opportunity to learn about the global environment and develop skills to evaluate, express ideas and communicate their opinions on the 'youth market' in a public forum.

Young people with and without disabilities drew upon text, movement, visual imaginary, music and new technologies to develop a multimedia performance was presented over 4 nights at the Fairfield School of Arts from the 18th to the 22nd June. Evaluation of the project will involve project partners, participants and artists and will inform future activities in the region.



Image from the performance 'Sucked In': left to right:
INDIA/RAYCE please list full names and photographer.

review of operations 2002 –2003

Gazing Out

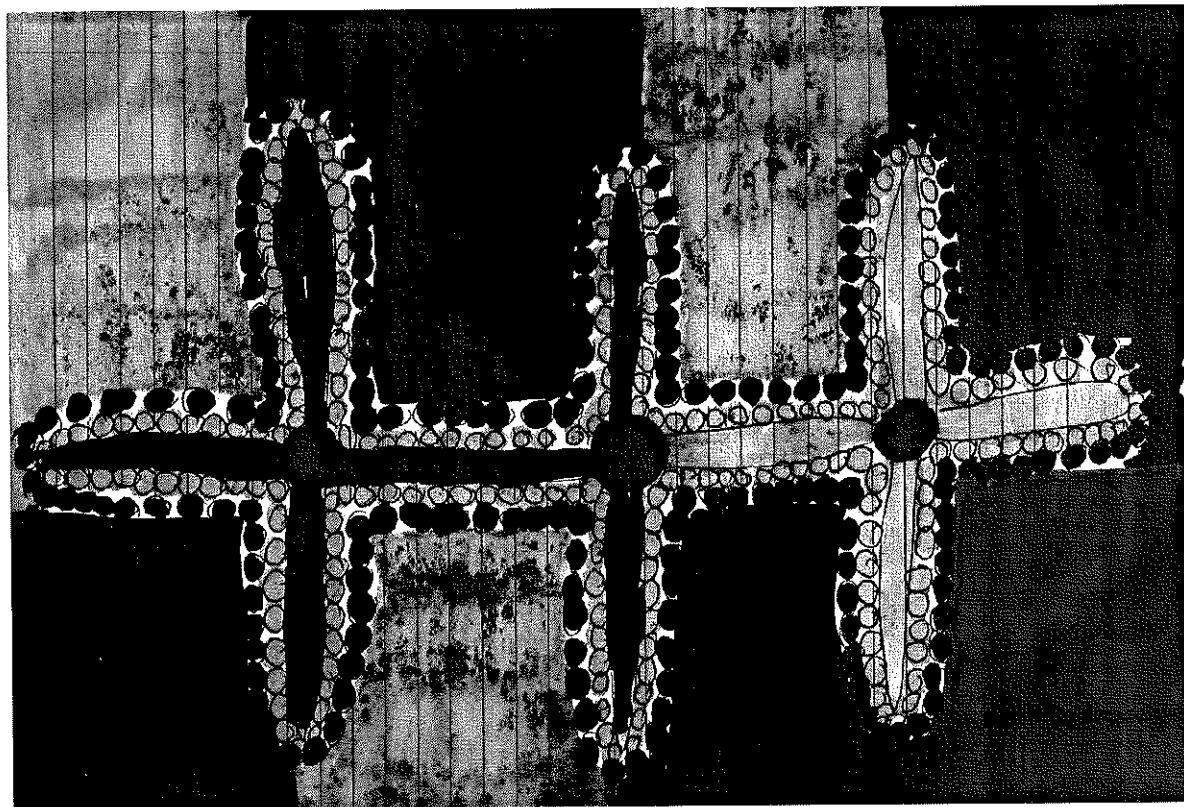
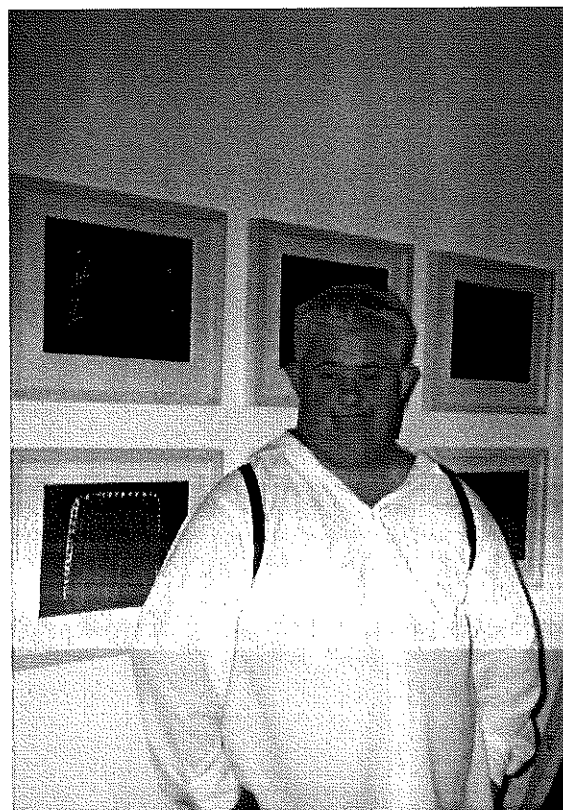
A visual arts exhibition at First Draft gallery in April 2003, Gazing Out aimed to:

- Initiate critical debate and discussion on the many issues that surround arts and disability.
- Showcase the works of artist with disabilities in the presentation of a diversified and informative exhibition. This was documented through the exhibition catalogue.
- Provide a model of accessible exhibition design. (See comments under 'Seeking Nimbus' exhibition)
- Offer audiences the opportunity to not only see art and disability practice but also to challenge any misconceptions that art produced by people with a disability is 'mere craft' or 'art therapy'. This was supported through the exhibition catalogue.

Outcomes: Gazing Out provided recognition and promotion of artists with disabilities and their work. The exhibition presented a diverse range of works - from those starting out in art to MA candidates. Artists with less 'hanging' experience benefited from seeing their work hung alongside much more experienced artists/ peers. Gazing Out also helped to squash the myths surrounding art and people with disabilities. This was supported through the Gazing Out catalogue.

The success of Gazing Out was essentially due to the good management of the installation and lead up time to the exhibition. Through careful installation of the work into the gallery, the overall feel of the exhibition was most professional. A uniform labelling system, professional preparators and the curatorial assistance from Russell Storer (MCA) greatly assisted in presenting a very polished exhibition to the public. By presenting such a polished and professional exhibition experience for the audience, memories of poorly prepared, poorly resourced, 'scout hall' exhibitions were effectively squashed for the period of this exhibition.

arts projects



Top row: artists at the opening of the 'Gazing Out' exhibition at First Draft gallery.
Top left : Marian Campbell and Gerald Soworka. Top right: John Havilah. Bottom
image: work on paper by John Havilah from the series 'My Drawings nos. 1-10

operational plan implementation 02-03

Seeking Nimbus

Casula Powerhouse Museum had been working with the Audience Development Officer in regards to access and audience development and in developing strategies to improve access. Casula decided to co-ordinate an exhibition for artists with disabilities and asked Accessible Arts to act as access consultant. Despite already holding the Gazing Out exhibition earlier in the year Accessible Arts thought it was important to support Casula's motivation and agreed to take on this role. In reality however, Seeking Nimbus ended up being a partnership project between Accessible Arts and Casula Powerhouse Museum.

The aims of Seeking Nimbus were to:

- Provide artists with disabilities from both regional and metropolitan NSW with an opportunity for professional development and exposure in the Western Sydney region. This required artists to submit exhibition proposals and develop and produce new works.
- Demonstrate access in exhibition design and presentation. The exhibition planned to incorporate access solutions and inclusive practices to provide audiences with a first-hand experience of an accessible and inclusive gallery experience
- Further develop the relationship between Accessible Arts and Casula. Through this collaborative process Accessible Arts hoped to encourage Casula to consider the on-going inclusion and promotion of accessible methods and practices.
- Raise the profile of Accessible Arts and Casula and develop new audiences for both organisations.

Though Seeking Nimbus Accessible Arts made contact with five new artists from regional NSW and Western Sydney for inclusion on the artists' register. All of the artists were assisted in developing a portfolio of their work and all received good, detailed slides of their work. Gallery SP at the Dank Street Gallery expressed interest in both Luis Vidal and Wart's work and if they decide to pursue the matter Accessible Arts will provide support.

Held in an accessible space, Seeking Nimbus successfully demonstrated a model for accessible exhibition design/presentation that was both practical and achievable. Seeking Nimbus also introduced the wider community to inclusive and accessible exhibition design and the visitor evaluation forms clearly indicated that all audiences appreciated this design concept.

Accessible Arts believes that both partners benefited from the 'on the job' experiences and access solutions that were gained as a result of participating in this exhibition. The exhibition provided a good opportunity for Accessible Arts to strengthen its relationship with Casula Powerhouse. It was agreed that future options would be investigated by both partners.

arts program

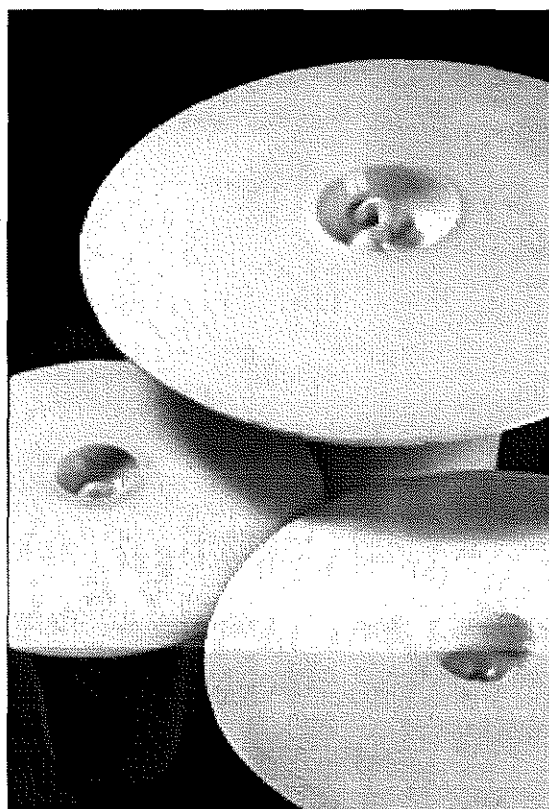
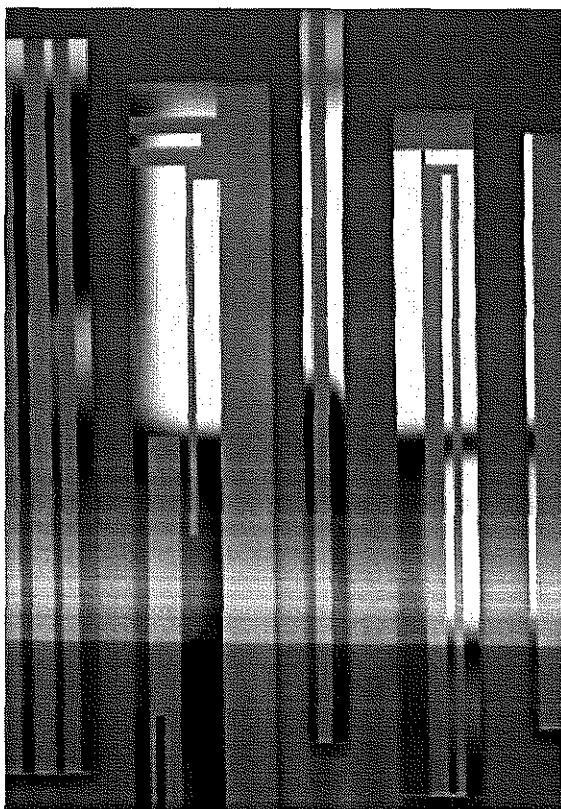


Image above: art works exhibited in the exhibition 'Seeking Nimbus'.
Top left: 'Untitled' by Monique Witsen. Top right: 'Belly Button Vortex' by Evan Wills. Bottom left: 'Untitled' by Luis Vidal. Bottom right: 'Sydney Opera on Side' by Clint Deverson

2003-2004 operational plan



Top image IPP beginners program workshop participants, left to right: Erin Callanan, Bonnie Colling and Vicki Harris. Bottom image: Powerhouse Youth Theatre performers resting during the production 'Sucked In'.

2003-2004 operational plan

July 2003 to December 2004 Operational Plan

As detailed earlier, the Key Directions of Accessible Arts' Strategic Plan are considered and incorporated in the next 18 months. In designing a realistic 2003-04 Operational Plan it was also important to allocate adequate staff time, resources and funds for the successful implementation of proposed strategies and initiatives. However, if Accessible Arts is to undertake and incorporate most activities/ initiatives identified in the proposed 2003-04 Operational Plan, Accessible Arts will also be required to negotiate additional core funds.

Organisational Infrastructure

Accessible Arts will continue to negotiate cash and in-kind support from a diversity of sources and carry out all associated administrative, legal and financial requirements of funding bodies and an incorporated association. Implementation of the changes and requirements of Occupational Health & Safety legislation and key staff undertaking risk management training are considered priorities for the 2003-4 Operational Plan. In addition Accessible Arts will also develop a Disability Action Plan and this, in conjunction with the Aboriginal and Torres Strait Islander Policy, will be incorporated into Accessible Arts' Operational and Strategic Plans.

The support of the NSW Ministry for the Arts and DADHC are important for Accessible Arts as they influence the organisation's ability to undertake the proposed activities of any Operational Plan. Other than minor percentage increases for CPI and other adjustments, the last increase Accessible Arts received from the Department of Aged, Disability & Home Care (DADHC) for its Infrastructure/Core grant was in 1997. While the Department over these 6 years, has gained a better understanding of Accessible Arts and its achievements, Accessible Arts expects that any significant increase will require Accessible Arts to invest considerable time and resources. Therefore, in facilitating positive results Accessible Arts plans to seek the advice and endorsement of the Ministry for the Arts for Accessible Arts' request. Accessible Arts also plans to raise its own funds/equity to research, develop and introduce new methods in inclusive practices which would otherwise not be funded.

The groundwork and evaluation reports of 2002-03 identified an important role for Accessible Arts in the area of advocacy.

Evaluation suggested that Accessible Arts should develop and implement a range of advocacy strategies in achieving outcomes for significant numbers of constituents in NSW. Reports on 2002-03 identified a range of opportunities for Accessible Arts to partner /collaborate with the arts and disability communities to advocate for change in support of Accessible Arts' aims and objectives.

2003-2004 operational plan

The decision to take an advocacy focus for the 2003-2004 Operational Plan means that advocacy strategies will be incorporated across the organisation in the various initiatives /projects identified within Accessible Arts management structure

- Organisational Infrastructure
- Information/ Resource Service
- Arts Program.

Within this framework the initiatives listed here under the title of Advocacy only include those activities identified as part of the Organisational Infrastructure.

As an effective strategy in facilitating inclusive practices and the recognition of the value of the arts, Accessible Arts will continue to participate on similar numbers of advisory bodies and reference committees. Through this process Accessible Arts also expects to establish partnerships and develop areas of collaboration with both arts and disability organisations on a diversity of initiatives e.g. acting as consultant to the Gay Games led to Accessible Arts collaboration with the photographic exhibition Intimate Encounters. In 2003-04 Accessible Arts and the artist will work together to gain support for a national and international tour and a diversity of venues to exhibit the works and upgrade the exhibition text to an accessible format.

In 2003-04 Accessible Arts will continue to host DADAA and provide support for staff. Accessible Arts will actively contribute to the national network and identified lobbying strategies and advocacy initiatives. In 2003-04 Accessible Arts will assist to complete 'Making the Journey' (a publication) as well as contribute to a national network photographic exhibition (for Office of Disability) and two major festivals and associated discussion forums hosted by DADAA members in Western Australia (24/7 multi-arts Festival) and Queensland (International Wataboshi Music Festival).

Introduced by Accessible Arts in 2002, the International Day of People With a Disability (IDPWD) project has been identified as a significant advocacy strategy that should extend to a national project. In 2003 DADAA will co-ordinate an Australia-wide program of events to coincide with December 3rd activities in NSW. DADAA and Accessible Arts will of course not only utilise the publicity /promotional machine of participating organisations but will also seek the support of peak bodies and government agencies to distribute and promote the program e.g. Office of Disability, Ministry for the Arts, Australia Co., DADHC and NICAN (see also IDPWD project).

In early 2003 Accessible Arts was approached to assist and resource plans to negotiate approval for the art works of students with disabilities to be considered in the selection process for Arts Express. The challenge in successfully negotiating support for inclusion of works produced in the Year 12 Creative Arts/ Life Skills course will be identify flexible accountable process for choosing the works of students from a diverse range of schools.

information & resource services

Information & Resource Services

Database & Inquiry Service

The database will remain an essential resource in the delivery of Accessible Arts services and programs. In particular, it will continue to inform and provide the basis of the inquiry service. Follow-up of questionnaires, expansion of regional contacts and identification of appropriate contacts and information for all target groups (not just people with disabilities) will also be work priorities in 2003-04. Accessible Arts will evaluate the new database system in early 2004 to assess its effectiveness as a useful resource in dealing with inquiries from all target groups in metropolitan and regional NSW. The evaluation process will include stakeholder discussion and feedback sessions to inform areas for adjustment and development.

ACE and Resource Materials 2003-2004 Promotion & Distribution

Accessible Arts plans to utilise its partners and reciprocal memberships to provide a diversity of outlets for the implementation of Accessible Arts' 2003-04 marketing policy and distribution plans. Through a variety of sector magazines (both print and e-mail) Accessible Arts plans to promote Accessible Arts resources to a diversity of audiences in regional and metropolitan communities. In addition to ACE, 'Accessing the Arts' and earlier Accessible Arts publications, the organisation will also promote and assist in the distribution of numbers of other art and disability resources produced by outside organisations and groups.

ACE stakeholder feedback and evaluation procedures introduced in late 2002 will continue to inform audience focus and content for ACE during the 2003-4 Operational Plan. In recognising the value of ACE, Accessible Arts introduced a part time position for in-house desk top publishing (10 to 14 hours a week) in early 2003. In 2004 Accessible Arts will assess the position and evaluate its success in coordinating the production and distribution of ACE and in responding to in-house desktop publishing requests.

Accessible Arts started to develop a range of resources for audience development and the introduction of inclusive practices. However, the other high demand priority area – artists with and without disabilities – continues to be poorly resourced. Accessible Arts plans to address this situation and produce a number of resources throughout 2003-2004. In considering an effective framework for the presentation of information, Accessible Arts will utilise the Check List/ Fact Sheet format as it continues to receive positive feedback as a quick and easily to use guide for the introduction of inclusive practices. In responding to the gap in resources this format also provides Accessible Arts with a cost effective strategy for providing information.

2003-2004 operational plan

Throughout 2002-2003 Accessible Arts completed the groundwork on a number of resources that Accessible Arts plans to finalise and publish as part of the 2003-04 Operational Plan. Resources developed will focus on either:

- **people with disabilities and professional arts practice or**
- **artists with and without disabilities working with people with disabilities in the area of creative skills development.**

Artists Guide

Designed to resource artists in the preparation of exhibition proposals, artist statements, portfolio of work, responses to 'calls of interest'. During 2002 Accessible Arts prepared a draft, ran artist feedback sessions and is currently making adjustments prior to production before the Guide is finalised in late 2003 – early 2004.

Arts tutors /Artist - Checklist/ Fact sheet – Disability Awareness and inclusive arts practices.

Few opportunities for arts focused disability awareness training and increasing demands for experienced and skilled artists to work with people with disabilities continued to demonstrate the need for Accessible Arts to focus on the development of resource material for arts tutors/ artists in metropolitan and regional NSW. As a first in addressing the needs of this significant target group the fact sheet will take a broad approach to provide basic disability awareness as well as a definition of inclusive practices and strategies for inclusion.

Arts Tutors /Artist – Checklist for employees and contractors.

The introduction of GST and ABN numbers as well as changes in insurance and Occupational Health & Safety has resulted in varying levels of confusion amongst arts tutors regarding employee /employer vs independent contractor rights and responsibilities. In 2002, Accessible Arts started on a kit for artists/ arts tutors engaged on short term contracts that aims to provide a useful resource for artists /arts tutors and resources Accessible Arts to streamline employment procedures and save time. The kit will provide definitions of employee, contractor etc. and outline rights and responsibilities. It will also include a contract, forms for staff records, Australian Tax Office and superannuation and provide details of payment procedures. Accessible Arts plans to have the kit in operation by September 2003 and then will continue to adjust and develop content throughout 2003-2004.

Audience Development Festival Checklist

With the experience of working with the Sydney 2000 Paralympics Cultural Festival, Centenary of Federation, Sydney Festival and Sydney 2002 Gay Games and Cultural Festival, Accessible Arts (the ADO in particular) will develop resources appropriate to the needs of organisers and people with disabilities. In early 2004 Accessible Arts will seek the endorsement of Festivals Australia and collaborate with major festival and cultural organisers to produce and launch a Festival Checklist in late 2004 as the first initiative of the partnership. Throughout 2004 Accessible Arts will also identify additional opportunities to provide resources considered as priorities by the sector.

information & resource services

Accessible Web Design Checklist

Developing an Accessible Arts web site that demonstrates 'best practice' access as well as meeting the organisational requirements of Accessible Arts' brief has meant the web site developer has decided to invest time in the design phase of the project. Directed by the web-site developer, Accessible Arts is currently going through an in-depth process to identify priorities for the web site with regards to a diverse range of stake holders and the various elements that make up the web site. This process will not only inform the look and the message, it will also consider and address the issues of access within this framework. As one of the outcomes of this research, Accessible Arts plans to collaborate with the developer to produce an Accessible Web Design Checklist that will be launched in late 2003 or early 2004.

House Gang - TV Comedy Drama Series

2x6 part Series –SBS, Film Australia. Alfred Rd. Productions and Accessible Arts). In 2002 the rights for the series were taken up by the Children's Film and TV Foundation (CF&TF) who plan to have video copies of the House Gang series and education program in every primary school library in Australia by the end of 2005. Throughout 2003-04 Accessible Arts will collaborate with CF&TF to ensure this significant advocacy initiative effectively promotes awareness, advocates inclusion and encourages inclusive arts practices to large numbers of people in regional and metropolitan Australia.

ArtNode

As part of ArtNode, project partners (particularly the project co-ordinator) aimed to develop a model for outdoor locations in the provision of audio described tours. In developing a useful audio description for the sculptural trail ArtNode had to identify new technologies and methods for the delivery of this service. The knowledge gained through the development process will be documented as a resource for future outdoor initiatives or arts projects. Information on the project as well as a description of the works will be incorporated as part of the ArtNode CD to be launched July 2003. Distribution and promotion will occur throughout 2003-2004.

Media Guidelines and associated Education Campaign

In general, the lack of awareness or use of inclusive practice within the media sector continues to support stereotypes and negative attitudes. Guidelines previously developed are little utilised and out of date. In 2004 Accessible Arts (particularly the ADO) will focus on Arts Media and work with DADAA to identify strategies to facilitate change. As an initial strategy Accessible Arts will publish Media Guidelines (early 2004) as well as implement an associated Education Campaign (mid 2004 to mid 2005). Plans for the 2003-04 Operational Plan will also aim to identify suitable events and appropriate partners so that Accessible Arts is able to launch the Guidelines material at high profile /major art events and run forums at key industry conferences or seminars. Accessible Arts will also investigate reinstatement of the Media Awards in association with DADHC.

2003-2004 operational plan

Web site

As outlined, it has been decided that the best approach to developing Accessible Arts' site is to invest time and resources in the development and design phase. The developer is currently leading staff through an extensive process that Accessible Arts does not expect to complete until August. Once this process is finalised, Accessible Arts will need to invest significant staff time in the preparation of text and selection of photos/ previous graphics and print material. Installation is expected to be completed by late 2003 and after running a number of trials in both regional and metropolitan communities with people with varying disabilities, final adjustments will be finished by early 2004. Accessible Arts plans to launch the new site and associated Checklist (see above) at a profiled event held in the first half of 2004. If financially possible Accessible Arts will work with the IT sector to run a seminar and/ or discussion panel in association with the launch.

In late 2004 Accessible Arts will evaluate the new site and use the results to refine the site and prepare a development plan. Accessible Arts will then investigate the costs associated with implementation of the plan and negotiate with the developer on a realistic time frame for its installation.

Training Development Plan

The diversity of Accessible Arts stakeholders is reflected in the diverse range of training needs Accessible Arts is asked to consider when developing its Operational Plan. Accessible Arts is unable, within existing staff resources, time and budget, to take a role in training at the level required to meet current demands. With an agenda broader than the provision of training and the current program (DAT and arts practice) demonstrating its potential to be a full time activity, it is essential for Accessible Arts to develop a plan of action in 2003-04.

Any response to the demands for training will be greatly influenced by available funds, in particular funds to train artists/ arts workers with disabilities as presenters, coordinate Accessible Arts' training program, implement development strategies and support alternative training options that primarily operate outside Accessible Arts. The 2003-04 Operational Plan will allocate time to develop proposals and negotiate funds for Accessible Arts to undertake strategies /initiatives that respond to the high level of demand in both regional and metropolitan communities.

Throughout 2003-04 it will be a priority to identify potential training partners and negotiate strategies / initiatives to provide as many options for the delivery of training (preferably, involving artists with disabilities) in metropolitan and regional NSW.

information & resource services

The two training development priority areas are:

Disability Awareness Training (DAT) for:

- Arts organisations/ companies
- Art workers/ artists

Arts Practice / Professional Development Training for:

- arts practice skills
- professional development e.g. opportunities to exhibit /perform work, and for mentorship.

Disability Awareness Training (DAT)

In 2003-04 it is more appropriate for Accessible Arts to develop a plan that supports the setting-up of an alternative structure for the delivery of DAT. In addition, Accessible Arts must give more attention to the promotion, identification and engagement of individuals / organisations for the future delivery of Accessibility Awareness. It will be a priority of the 2003-04 Operational Plan to widely promote a 'call of interest' for DAT presenters in both the arts and disability communities. Accessible Arts will prepare a detailed kit to explain the roles, responsibilities and obligations of both parties and clarify the potential for training/ qualifications, employment and possible establishment of a small business. Success in the establishment of an alternative structure and /or qualified group to deliver DAT will be strongly influenced by Accessible Arts' ability to gain financial support at this initial stage.

For the period of the 2003 -04 Operational Plan the priority will be to:

- Identify options and negotiate funds for staff time.
- Identify potential training partners and negotiate support to implement strategies or initiatives to establish alternative training structure.
- Identify individuals/ artists with disabilities suitable for the future delivery of Accessibility Awareness and negotiate their support/ agreement and the conditions of their engagement.
- Identify the training required to upgrade potential presenters' qualifications to the standard approved for the delivery of DAT and prepare individual training plans.
- Identify potential organisations for the delivery of DAT and provide support for the inclusion of Accessibility Awareness in their program.
- Deliver a DAT program that provides the largest numbers of people with training. The ADO, Program Manager and Project Officer will identify the most productive occasions to provide Arts organisations/ companies with DAT. The Operational Plan will also identify key locations for the delivery of DAT to Art workers/ artists – this includes artists/ project workers in the Tweed Shire.
- Evaluate Accessible Arts activities in the area of DAT and as identified in the 2003 -04 Operational Plan. In particular, evaluate the effectiveness of Accessibility Awareness in meeting the needs of a diverse range of stake holders.

2003-2004 operational plan

Arts Practice / Professional Development Training

The 2003-04 Operational Plan will continue to design an arts practice /arts skills program that responds to the needs and interests of Accessible Arts' target groups. Accessible Arts will identify and encourage mainstream arts and disability organisations to take-over or partner the delivery and the introduction of inclusive programs off-site, particularly in regions. With the support of existing mainstream programs to integrate and provide inclusive programs (e.g. Sydney Dance Co. integrated dance program) In 2003 -04 Accessible Arts will develop a training program that bridges community and formal training as well as develops and expands opportunities for training and professional development e.g. to exhibit/perform work, participate in trainee mentorship programs.

In particular, Accessible Arts plans to incorporate the following initiatives in the 2003-04 Operational Plan:

Improvised Performance Program – (IPP)

As outlined, Accessible Arts (PM and APO) prepared a detailed report and recommendations on future areas for development, potential partners as well as mapping the specific actions required to achieve proposed outcomes. IPP has been renamed the "Accessible Theatre Ensemble (ATE).

Accessible Arts plans to present ATE within a similar structure, and program content will aim to the program described below:

- Develop theatre skills level so that mainstream and professional theatre opportunities can be accessed.
- Develop short theatre works, to a public performance level, and seek new and diverse audiences for these works.

Participants work through core theatre skills workshops that develop and enhance their personal confidence in movement, voice and improvisation and take those skills to performance level. As the core skills are developed, more advanced theatre skills will be introduced including mask work, character development, script work and costumes and props. The theatre skills elements which will be explored in the workshop program have been identified by participants of the 2002-2003 IPP programs. An important outcome for participants of the program is to gain the confidence and experience to gain access to professional industry opportunities as well develop and perform their own self-devised short pieces.

It is envisaged that several performance opportunities will be coordinated so that the participants are exposed to a variety of audiences. These will include presenting work within a theatre context, in public spaces and places, as well as meeting the increasing requests for short performances pieces for sector conferences, network training and celebrations.

information & resource services

Visual Arts Studio

Accessible Arts is currently seeking separate funds from the Ministry and DADHC to undertake a scoping study to develop Strategic and Business Plans for the establishment of a visual arts studio and gallery space for people with disabilities.

It is well documented that opportunities for people with disabilities to access qualified training and participate in professional arts practice are extremely limited in the visual arts. The concept for the studio has developed in response to these issues and in recognition of the need for creative art making/arts practice opportunities as well as improved employment / professional development prospects for people with disabilities in the arts, Accessible Arts has identified the studio as a priority for inclusion in the 2003-04 Operational Plan. Accessible Arts will invest staff time and resources in the development of a visual arts studio that targets people with disabilities to produce visual art works and participate in professional exhibitions.

Accessible Arts proposes to act as the lead agency in scoping a model of practice for the introduction of a visual art studio. With financial assistance Accessible Arts plans to prepare the project brief, commission qualified personnel to undertake the study, establish/ co-ordinate a reference group/ project committee and oversee the study. The model Accessible Arts proposes to scope and utilise as the basis for the study is one in which a studio is established in a suitable location and promoted to people with disabilities as an access point to develop new skills and produce art work.

The studio would aim to provide artists with disabilities with:

- art practice training and /or professional development opportunities
- exhibition and sales opportunities
- career and/ or employment opportunities
- access to high standard equipment and quality materials and qualified art tutors.

2003-2004 operational plan

...Visual Arts Studio

With financial support Accessible Arts plans to co-ordinate the proposed scoping study and prepare associated reports. In considering the brief and proposed study on the viability of a visual arts studio Accessible Arts has identified specific items or tasks to be considered by the commission and included or incorporated into the final report and recommendations.

The scoping study will:

- Assess the feasibility of the studio concept.
- Identify potential partners and areas of financial and in-kind support.
- Identify a preferred location for the establishment of a studio and gallery space.
- Outline a model of practice and the most effective infrastructure for its operation.
- Prepare a Strategic and Business Plan.
- Prepare a Final Report – this includes a development plan and details on a proposed pilot, strategies to establish studio, models of practice, operational infra-structure and evaluation procedures.

If the commissioned report and later pilot project indicates that the project is feasible and should go ahead, the visual arts studio and proposed model will provide an extremely valuable and effective resource for people with disabilities in NSW. The studio also has the potential to play a significant advocacy role in encouraging change and the introduction of inclusive practices. Successful negotiations with disability/ health agencies to fund arts training and professional practice/ employment has the potential to achieve significant outcomes. The positive results which are achieved will significantly impact on the arts options available accessible to people with disabilities. These changes in health and disability support for the arts and funding would provide a precedent, a significant breakthrough in recognition and the potential to provide on-going support. These outcomes would drastically change the face of arts and disability across NSW.

arts training & development

Holiday Program

Throughout 2002-03 Accessible Arts became increasingly aware of a severe lack of opportunities for young people with disabilities to participate in creative expression as well as arts skills and professional development training. Accessible Arts will consider this situation in plans for the 2003-04 Operational Plan. It will be particularly important to target young people in the design of Accessible Arts' arts skill program and preparation of the Operational Plan. In 2003-04 Accessible Arts will undertake all procedures to acquire the necessary certificates and qualifications to deliver arts programs to young people. Accessible Arts will also investigate the professional development opportunities available to experienced members of the Accessible Theatre Ensemble (previously known as IPP) for mentorship and professional support.

However, the priority for Accessible Arts during 2003-04 will be to focus on mainstream arts organisations and the provision of inclusive holiday programs and arts activities. In encouraging and facilitating the introduction and development of inclusive practices Accessible Arts will resource and provide assistance to mainstream programs. Accessible Arts will partner organisations and companies or support them to operate independently to offer arts programs and creative activities that consider the inclusion of people with disabilities. Links commenced in 2002 e.g. with Local Governments (Ashfield, Fairfield, Woollahra Councils) Australian Theatre of Young People, Pine St. Community Arts Centre, Sydney Dance Co., Powerhouse Youth Theatre – will be further developed throughout 2003-04. In particular, Accessible Arts will utilise the positive outcomes of Accessible Arts program to negotiate the support and agreement of organisations to deliver similar inclusive programs.

Short or one-off workshops

In response to numbers of unexpected opportunities presented throughout 2003-2004 Accessible Arts will continue to present, profile and utilise the skills and expertise of visiting artists/performers and arts professionals to provide information and skills exchange sessions.

2003-2004 operational plan

Regional Plan

During 2002-03 Accessible Arts developed strategies for the better delivery of services and resources to regional NSW. In 2003-04 Accessible Arts will continue to develop links with existing regional organisations and peak agencies (in particular, LGSA, Museums and Galleries Foundation, NSW Regional Arts) to identify areas of collaboration and partnership for the effective distribution of information and resources and to increase knowledge of Accessible Arts and its services. Accessible Arts will continue to consider the needs of regional communities in plans to develop the database, ACE magazine and the new web site as well as in the delivery of training and production of resources. In particular, the ADO will continue to consult with peak agencies in the areas of audience development and inclusive practices and utilise regional conferences/ events to present and distribute resources.

During the 2002-03 Operational Plan Accessible Arts formulated a model for future regional operations and the establishment of art and disability networks. Initial evaluation and stakeholder consultation in 2002 resulted in minor adjustments and the model now involves a minimum 2 year commitment between Accessible Arts and the regional partner, an initial 2 day planning session an 'hands-on' art and disability seminar at the beginning of the project and the inclusion of opportunities for artist exchanges/ skills development, CCD projects and high profile arts events in the final development plan. The two year partnership with Tweed Council for the City of the Arts initiative will allocate time and resources to plan and implement strategies/ projects to achieve a fully operational art and disability network in the region. In addition,

Accessible Arts plans to utilise the Tweed project to support and resource a longer term advocacy agenda. Accessible Arts proposes to trial its model and introduce procedures to fully evaluate its performance both during the partnership and at its completion.

Accessible Arts also proposes to work with the LGSA and Tweed RAF Board to trial the effectiveness and value of the representation people with disabilities on Regional Boards. Evaluation of the outcomes and results achieved over the two years and assessment of the support and services required to achieve effective representation will provide useful information for all Boards. The trials and outcomes achieved as well as lessons learnt during the two year partnership will provide the basis for Accessible Arts' future activities in the regions. If indicated, it may be appropriate to produce a kit or guide for the establishment of regional art and disability networks.

arts training & development

Audience Development Pilot Project - ADPP

While funded through a different grant program the ADPP will also be supported by Accessible Arts core staff and resources. In 2003-04 Accessible Arts will support the Audience Development Officer to focus on the distribution of 'Accessing the Arts', seminar presentations, provision of Arts Accessibility training and co-ordination of the International Day of People with a Disability project. In September 2003 the ADO will also undertake an international tour visiting best practice examples in audience development. The ADO will utilise this visit and professional development opportunity to resource the activities of the pilot and support the collaborations established with arts organisations and disability services.

Priorities for the ADPP and major project areas for the ADO during 2003-04 will include the:

- Development of appropriate ticketing strategies for the Performing Arts.
- Development of Carer's policies for the Arts and cultural sector in NSW.
- Establishment of a cross-arts practice access committee.
- Development of resources for festivals and large event organisers.
- Co-ordination of the delivery of the International Day of People with Disabilities Project – support a regional focus in the NSW program and the national program of DADAA.
- Presentations at conferences and seminars.
- Identification of marketing strategies for people with disabilities and the preparation of media guidelines.
- Investigation and preparation of an overview a report on the issues effecting people with disabilities in the performing arts.
- International research and tour by the ADO to visit best practice examples of disability arts and inclusive practices.
- Evaluation of the 2003-04 Project Plan and preparation of a report with recommendations on future priorities and activities.

2003-2004 operational plan

Arts Program 2003-04

The 2003-04 Operational Plan identifies processes and delivers procedures to establish an Arts Program that will expand the numbers of potential participants known to the organisation and numbers of arts tutors and registered with Accessible Arts. In 2003-04, Accessible Arts will introduce and streamline procedures for the employment of arts tutors/ project staff and develop plans for the provision of D.A. Training and inclusive practices training. It will also be a priority to visit large disability organisations/ institutions to develop better working relationships and encourage the introduction of inclusive arts skills practice.

While Accessible Arts or its partners negotiate separate grants to fund the arts projects and initiatives selected for inclusion in the Arts Program, Accessible Arts finds that, in general, Accessible Arts' team is still required to manage projects, administer grants, investigate/ develop inclusive arts practices and support on-going outcomes. The following initiatives and projects will be considered for inclusion in the 2003-04 Arts Program. (The final selection of projects will be based on Accessible Arts' and project partners ability to raise the funds required to deliver the proposed project.)

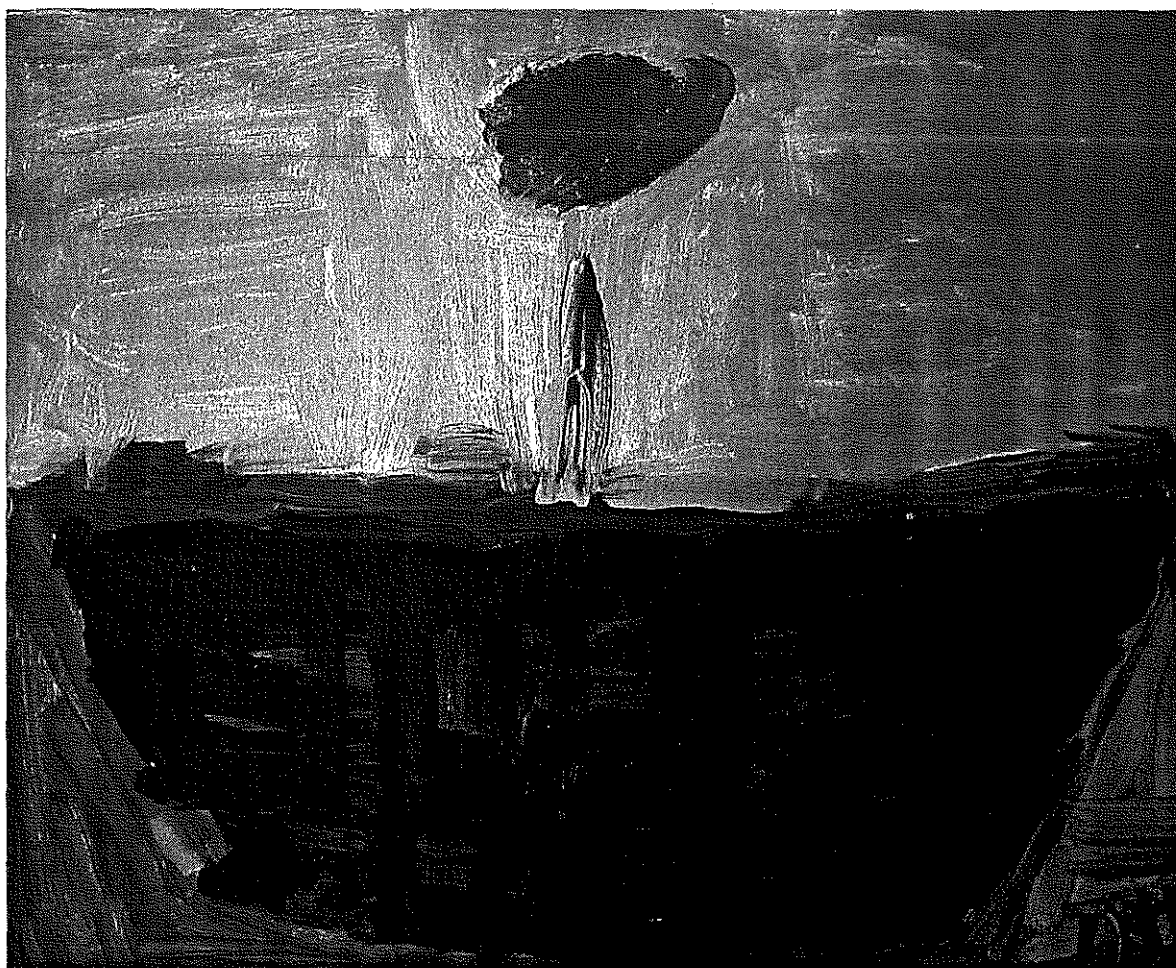


Image above: 'Boat' work on paper by Jim Malone, exhibited in the Accessible Arts exhibition 'Gazing Out' at First Draft Gallery.

arts training & development

Partnership with Tweed Shire Council

For the City of the Arts Initiative, Accessible Arts will design and deliver a number of projects in partnership with Arts Access Queensland over a two year partnership. These projects will culminate in a major exhibition, performances and seminar that will be presented as part of International Day for People with Disabilities celebrations in December 2004.

Partnership with Writers' Centres (grant application submitted)

In 2004 Accessible Arts will support the Writers' Centres to run creative writing /autobiographical workshops through Centres in Newcastle, Orange, Wagga Wagga and possibly Sydney for people with varying levels of dyslexia. Co-ordinated by the Newcastle Writers Centre this project will be unique in its approach and exploration of practices to make creative writing accessible to this significant group of people. As a major initiative of the Centres the stories and inclusive practices developed through the project will be documented and extensively promoted throughout the arts and disability communities. As project consultant/adviser, Accessible Arts will also utilise the project to further develop relationships with these Centres and encourage the expansion of inclusive practices within the Centres.

Partnerships with Local Government

Accessible Arts has been approached by significant numbers of Councils (Fairfield, Parramatta, Ashfield, Dubbo etc.) to assist in the design and implementation of a range of projects aimed at improving the participation of people with disabilities in local arts and cultural events. While Accessible Arts will attempt to resource all requests, it will be important for Accessible Arts to assess the significance and quality of proposed projects in terms of on-going outcomes and the inclusion of people with disabilities before the organisation agrees to take a more active role.

Moving the Goal Posts

In mid 2003 Accessible Arts is negotiating with the NSW Disabled Sports Association in regards to accreditation and the approval process.

independent auditor's report

Independent Auditor's report to the members of Accessible Arts Inc.

Scope

We have audited the financial report, being a special purpose financial report of Accessible Arts Incorporated, for the year ended 31 December 2002 as set out on the following pages. The Committee is responsible for the financial report and has determined that the accounting policies used are appropriate to meet the needs of the Associations Incorporations Act of New South Wales and the needs of the members. We have conducted an independent audit of this financial report in order to express an opinion on it to the members. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for the purpose of fulfilling the requirements of the Associations Incorporation Act of New South Wales. We disclaim any assumption of the responsibility for any reliance on this report or the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

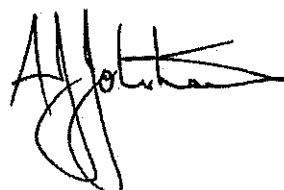
Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 so as to present a view which

is consistent with our understanding of the Association's financial position, and performance as represented by the results of its operations and its cash flows. These policies do not require the application of all Australian Accounting Standards and other mandatory professional reporting requirements

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 to the financial statements the financial position of Accessible Arts Incorporated as at 31 December 2002 and the results of its operations for the year then ended.



Page Harrison & Co.
15 Northcliff Street
Milsons Point NSW 2061
Jake Johnstone (Partner)

Dated this 25th day of June, 2003

independent auditor's report

Report Of The Executive Committee 31st December 2002

Your executive committee members present their report on the accounts of the association for the year ended 31 December 2002.

The following persons hold office as executive committee members at the date of the report:

- Bernette Redwood
- John Aland
- Jen Waterhouse
- Julie Allen
- Justin Liebmann
- Lynne Hancock
- Lisa Havilah
- Maryanne Ireland
- David King
- Lisa Schouw
- Anita Toft

Activities

The principal continuing activity of the association is to promote and encourage access to and participation in all cultural experiences and art forms for people with physical, intellectual, psychiatric and sensory disabilities.

No significant change in the nature of these activities occurred during the year.

Results

The net result of operations for the year was a surplus of \$8,184.14.

Dividends

The association is prohibited from paying dividends.

Executive Committee Benefits

No committee member has received or become entitled to receive, during or since the financial year, a benefit because of a contract made by the association, controlled entity or a related body corporate with a director, a firm of which a director is a member or an entity in which a director has a substantial financial interest. This statement excludes a benefit included in the aggregate amount of emoluments received or due and receivable by the Executive Committee shown in the association's accounts, prepared in accordance with Schedule 5 of the Corporations Regulations, or the fixed salary of a full-time employee of the association, controlled entity or related body corporate.

Signed in accordance with a resolution of Executive Committee.



Julie Allen
Acting Chairperson



Justin Liebmann
Committee Member

independent auditor's report

Accounts – 31 December 2002

Statements by Executive Committee Members

The Executive Committee have determined that the association is not a reporting entity as defined in Statement of Accounting Concepts 1: Definition of the Reporting Entity, and therefore there is no requirement to apply accounting concepts or standards in the preparation of these financial statements. The Executive Committee have determined that this special purpose financial report should be prepared in accordance with those accounting standards and the basis of accounting outlined in Note 1 to the accounts.

1. In the opinion of the executive committee members:
 - 1a. The accompanying Statement of Financial Performance is drawn up so as to present fairly the financial position of Accessible Arts as at 31 December 2002 and its performance for the year ended on that date.
 - 1b. The Statement of Financial Position is drawn up so as to give a true and fair view of the state of affairs of the association as at the end of that financial year.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

3a. The association has such accounting records which correctly record and explain the transactions and financial position of the association.

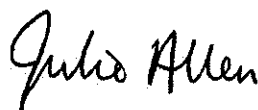
3b. The association has kept its accounting records in such a manner as would enable the accounts of the association to be prepared from time to time.

3c. The association has kept its accounts in such a manner as would enable the accounts to be conveniently and properly audited in accordance with the Corporation Law.

3d. The Accounts have been properly prepared by a competent person.

This statement is made in accordance with the resolution of the Executive Committee and is signed for and on behalf of the Executive Committee by:

Signed



**Julie Allen
Acting Chairprson**



**Justin Leibmann
Committee Member**

independent auditor's report

Accessible Arts Incorporated, Statement Of Financial Position as at 31st December 2002

	Note	2002	2001
		\$	\$
Current Assets	5		
Cash		106,480.33	164,356.14
Receivables		44,640.91	12,777.31
Other		17,115.12	10,173.92
Total Current Assets		168,236.36	187,307.37
Non Current Assets	6		
Property, Plant & Equipment		29,131.55	22,871.65
Total Non Current Assets		29,131.55	22,871.65
Total Assets		197,367.91	210,179.02
Current Liabilities	7		
Creditors & Borrowings		66,064.99	84,677.55
G.S.T.		9,290.88	0.00
Provisions		74,678.02	86,351.59
Total Current Liabilities		150,033.89	171,029.14
Total Liabilities		150,033.89	171,029.14
Net Assets		47,334.02	39,149.88
Equity			
Retained Earnings		47,334.02	39,149.88
TOTAL EQUITY		47,334.02	39,149.88

independent auditor's report

Accessible Arts Incorporated, Statement of Financial Performance For the Year Ended 31st December 2002

	2002	2001
	\$	\$
Net Profit for the Year	8,184.14	20,242.50
Add: Retained earnings at Beginning of Year	39,149.88	18,907.38
Retained Earnings at End of Year	\$ 47,334.02	\$ 39,149.88

independent auditor's report

Notes to, & forming part of the Accounts for the Year Ended 31 December 2002

1. Summary Of Significant Accounting Policies

1a. These financial statements are a special purpose financial report prepared in order to satisfy the accounts preparation requirements of the Associations Incorporation Act (NSW). The committee have determined that the association is not a reporting entity as defined in Statement of Accounting Concepts 1: Definition of the Reporting Entity, and therefore there is no requirement to apply accounting concepts or standards in the preparation and presentation of these statements.

The statements have been prepared in accordance with the requirements of the Associations Incorporation Act (NSW), and the following accounting standards:

AASB: 1001:

Accounting Policies

AASB: 1002:

Events Occurring After
Reporting Date

AASB: 1018:

Statement of Financial Position

AASB: 1019:

Inventories

AASB: 1021:

Depreciation

AASB: 1025:

Application of the Reporting Entity
Concept and other Amendments.

No other statements of accounting concepts or accounting standards have been applied.

The statements are prepared on an accruals basis from the records of the association. They are based on historic costs and do not take into account changing money values or, except where specifically stated current values of non-current assets.

The following specific policies, which are consistent with prior periods unless stated otherwise, have been applied in the preparation of these statements

1b. Depreciation

Depreciation is charged and provided at the rates considered applicable by the committee to depreciate the cost of the non current assets over their useful lives commencing from the time the assets is held ready for use.

1c. Plant and Equipment

Plant and equipment, where applicable, are recorded in the financial statements at cost unless otherwise noted.

1d. Employee Benefits

The amounts expected to be paid to employees for their pro-rata entitlement to long service and annual leave are accrued annually at current pay rates having regard to experience of employees departures and period of service.

independent auditor's report

Notes to, and forming part of the accounts for the year ended 31 December 2002

2. Financial Reporting by Segments

The association operates predominately in one industry. The principal activity of the company is the production of live entertainment.

The association operates in one geographical area being Sydney, Australia.

3. Contingent Liabilities

No contingent liabilities exist at balance sheet date which should be provided for the accounts.

4. Capital Expenditure Commitments

There are no commitments for any capital expenditure which should be brought to account at balance date. A provision is being accumulated for the replacement of the motor vehicle and computer systems.

independent auditor's report

Notes to, and forming part of the accounts for the year ended 31 December 2002

5. Currents Assets	2002	2001
Cash	\$	\$
Cheque account	\$ 9,281.30	\$ (-) 18,636.97
Cash management account	97,192.08	182,745.15
Cash on hand	6.95	247.96
	\$ 106,480.33	\$ 164,356.14
Receivables		
GST receivable	1338.00	2,297.68
Trade debtors	6,178.15	10,479.63
Sundry Debtor – Grants Recieveable	35,000.00	0.00
Sundry Debtor – PAYG Withholding	2,124.76	0.00
	\$44,640.91	\$12,777.31
Other		
Prepaid expenses	\$ 17,115.12	\$ 10,173.92
TOTAL CURRENT ASSETS	\$ 168,236.36	\$ 187,307.37

independent auditor's report

Notes to, and forming part of the accounts for the year ended 31 December 2002

6. Non-current Assets	2002	2001
PROPERTY, PLANT AND EQUIPMENT	\$	\$
Furniture and fittings	2,997.75	2,997.75
Less: accumulated depreciation	2,170.38	1,826.38
	\$827.37	\$1,171.37
Office equipment	88,364.39	70,157.49
Less: accumulated depreciation	60,060.21	48,457.21
	\$ 28,304.18	\$ 21,700.28
Total Property, Plant & Equipment	\$ 29,131.55	\$ 22,871.65

7. Current Liabilities

Creditors And Borrowings

Trade creditors	1,762.37	20.00
Superannuation accrual	1,183.10	4,423.24
Employee benefit #1	28.71	0.00
Employee benefit #2	0.00	478.84
Employee benefit #3	0.00	737.90
Grants in advance	0.00	0.00
Unexpended project funding	63,090.81	79,017.57
	\$ 66,064.99	\$ 84,677.55

GST Liabilities

GST Payable	\$ 9,290.88	\$ 0.00
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7. Provisions

	2002	2001
Provision for annual leave	\$ 16,549.50	\$ 14,129.21
Provision for sick leave	9,461.57	2,307.70
Provision for long service leave	15,842.65	4,990.38
Provision for motor vehicle replacement	21,100.00	21,100.00
Provision database design & construction	2,824.30	14,824.30
Provision for projects	8,900.00	29,000.00
	\$ 74,678.02	\$ 86,351.5

TOTAL CURRENT LIABILITIES	\$ 150,033.89	\$ 171,029.14
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independent auditor's report

Accessible Arts Incorporated, Detailed Statement of Financial Performance For the Year Ended 31st December 2002

Income	2002 \$	2001 \$
Grants received		
- NSW Ministry for Arts (MFA) Core	108,661.57	116,000.00
- DADHC	104,816.00	0.00
- MFA Information resource	0.00	60.00
- MFA ADO	30,000.00	15,356.41
- ADD	0.00	99,365.75
- Australia Council for ADO	39,000.00	19,000.00
- Other	47,000.00	0.00
Administration fees	1,000.00	138.36
Membership subscriptions	1,840.69	2,713.05
Project income	64,888.94	23,246.10
Performance fees	0.00	240.00
Resources Hire	2,638.68	4,200.82
Interest received	8,183.82	10,027.84
Consultancy fees	10,969.56	14,387.18
Services to DADAA	2,727.27	0.00
Sundry income	1,913.31	1,889.80
Donations	1,052.85	3.00
TOTAL INCOME	\$ 424,692.69	\$ 306,628.31

independent auditor's report

Accessible Arts Incorporated, Detailed Statement of Financial Performance For the Year Ended 31st December 2002

Income	2002 \$	2001 \$
Accountancy fees	18,187.26	1,705.24
ACE Magazine	8,184.37	0.00
Audit fees	4,550.00	4,281.88
Bank charges	271.28	906.69
Computer expenses	589.87	4,067.88
Consultants fees	4,301.09	0.00
Database design & construction	0.00	2,925.00
Depreciation	11,947.00	14,984.74
Documentation	2,349.96	34.55
Freight, cartage & couriers	93.50	18.19
General expenses	829.85	228.95
Insurance	15,038.62	6,375.10
Interest	17.19	10.00
Loss on disposal of asset	0.00	875.51
Management committee expenses	619.73	192.87
Office supplies	7,151.82	382.64
Printing, Postage & Stationery	3,662.79	6,039.77
Project costs	43,521.20	21,037.81
Publications	4,133.91	6,259.73
Promotion & Fund-raising	1,223.09	252.45
Rent	10,227.45	8,341.66
Repairs & maintenance	0.00	3,208.59
Replacements	1,695.27	0.00
Salaries & wages	221,317.07	179,807.54
Staff expenses	23,571.18	3,220.29
Subscriptions	462.55	302.36
Superannuation	18,576.50	13,388.66
Telephone etc.	4,915.76	4,096.84
Travel expenses	6,576.85	3,440.87
Venue Hire	2,493.39	0.00
TOTAL EXPENSES	\$ 416,508.55	\$ 286,385.81
NET PROFIT / (LOSS)	\$ 8,184.14	\$ 20,242.50

committee attendance 2002–2003

Management Committee Meeting Attendance 2002-2003

There were 11 meetings of the Accessible Arts Management Committee held between July 2002 and July 2003.

Name	Meetings Attended	Apologies	Not attended
John Aland (resigned January 2003)	3	1	
Julie Allen	5	2	3
Lynne Hancock	6	2	3
Lisa Havilah	2	1	8
Maryanne Ireland	6	5	
David King	8	2	1
Justin Liebmann	10	0	1
Bernette Redwood (resigned May 03)	5	4	
Lisa Schouw (resigned January 2003)	0	5	
Anita Toft	8	3	
Wart (Jen Waterhouse)	6	5	