

aUSDANCE
QLD

ANNUAL REPORT

2020



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ACKNOWLEDGEMENT

Ausdance QLD office is on the lands of the Yuggera and Turrbal Peoples

The First Peoples of this continent and these islands have lived, taught, healed, celebrated and remembered through dance for over 60,000 years.

Aboriginal and Torres Strait Island People deeply understand science, climate, justice, aged care, economy, agriculture and so much more - through accurate story-retelling using dance, music, art and theatre across thousands of generations.

We respectfully acknowledge the Traditional Custodians of these lands and seas, and Custodians of a Culture which has thrived against all odds. We recognise these lands were never ceded and truth is needed to heal the past.

Ausdance QLD sees, recognises and is committed to caring for Elders; from the past, in the present and in our future.

Nunukul Yuggera
Aboriginal Dance Group
represent Traditional
Owners of Yuggera &
Turrbal Lands





JULIE ENGLEFIELD, EXECUTIVE DIRECTOR

OUR 2022

During 2022, Ausdance QLD increased services, knowledge and influence.

Deeply embedded in 'who we are and what we do' is equity - starting with First Nations Peoples. We worked closely with our members to increase knowledge of business, child safety, WH&S, teaching practice, marketing, fundraising, HR and industrial relations and encouraged them on their own First Nations learning journeys.

We acknowledge Rita Pryce, our First Nations Cultural Coach for guiding us all, including our hardworking staff Stephanie Pokoj, Taylah Karpowicz, Thomas Parer and Sabella Segal during the year. I'd like to say a huge thank you to Dr Jordin Steele, Chair of Ausdance QLD for stewarding the organisation through four very challenging years. Her commitment and competence have been extraordinary.

CULTURAL COACHING



Rita Pryce is a Kukulgal and Kawrareg woman born and raised in Zenadth Kes (Torres Strait Islands) and currently living on Gimuy Barra (Cairns). She has been Ausdance QLD's Cultural Coach for two years.

Coaching is different to 'training'. It is a respectful partnership around a thought-provoking, creative process enabling personal, and thus professional Cultural development. It is enhanced training, executed collaboratively where we are encouraged to question, be vulnerable, accept criticism, reflect and build our knowledge through constant practice.

We are being held to account in everything we do, say, write, or present. We are even holding ourselves to account in what we think!

We know we've progressed because;

- We can introduce ourselves properly
- We have strong and growing relationships with Traditional Owners in Magan-djin (Brisbane), Wulgurukaba Country (Townsville) and Gimuy Barra (Cairns)
- Our board will have 30% First Nations members in 2023
- Our key public program will be led by First Nations educators and features nearly 50% First Nations presenters

"Cultural Coaching has improved every single part of our work and relationships" - Julie Englefield

MISSION & VISION

OUR MISSION

Every Queenslander has the opportunity to participate in dance because our state has a supportive, prosperous and diverse dance ecology.

OUR VISION

We champion innovation, creativity, and diversity in dance by supporting, promoting and enabling dance practitioners, artists, educators and participants to build the capacity of the Queensland dance sector and get everyone dancing!

OUR TEAM

AUSDANCE QLD STAFF

Executive Director

Julie Englefield

Marketing, Design & Communications Coordinator

Stephanie Pokoj (finished August 2022)

Membership Services & Development Officer

Thomas Parer (finished April 2022)

Membership & Marketing Officer

Taylah Karpowicz

Executive & Business Development Support Administrator

Sabella Segal

MANAGEMENT COMMITTEE

Chair

Dr Jordin Steele

Vice Chair

Lindsay Carroll

Treasurer

Allison Bennett

Danielle Stranieri

Sue Fox

Julie Barns

Kerry Redfern

Dr. Nerida Matthaei

AUSDANCE EDUCATORS QUEENSLAND SUB-COMMITTEE

Chair

Helen Mullins PSM

Secretary

Jessica Kavanagh

Treasurer

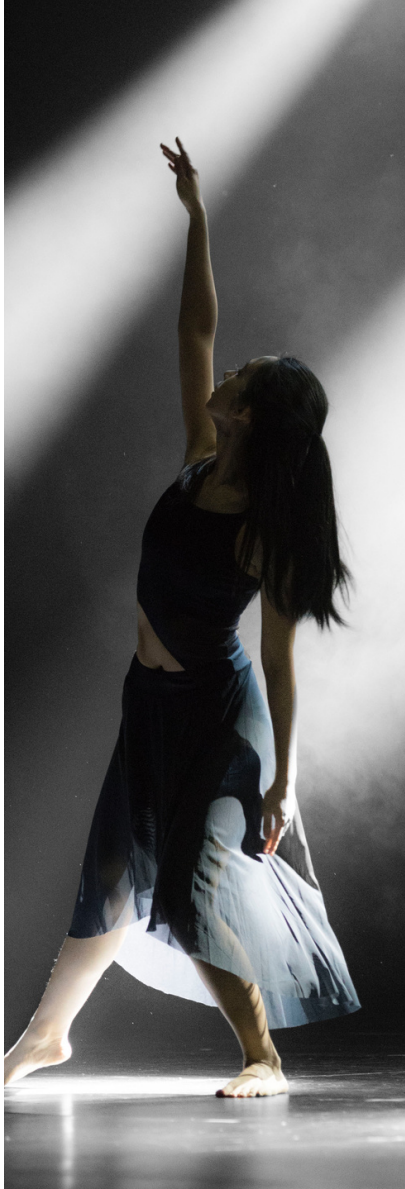
Kath Cadd

Sue Fox

Danielle Stranieri

Breeanna Muirden

WHAT WE DO



Ausdance QLD was established in 1978 and provides professional advocacy and industry development for Queensland dance through strong local, regional, national and international networks.

We work to bring recognition to the many roles that dance plays in the cultural life of Queensland and to maximise opportunities for practitioners.

Our services and programs address the needs of dance companies, independent artists, community dance practitioners, emerging artists, educators, individuals and the broader community.

We act as the peak body for dance in Queensland and advocate for dance across government policy, sector planning and industry initiatives.

Photography Credit: Creative Commons

HOW WE DO IT



1

We consult with our members through surveys, consultation sessions, post-event questionnaires and during general phone/email consultations.

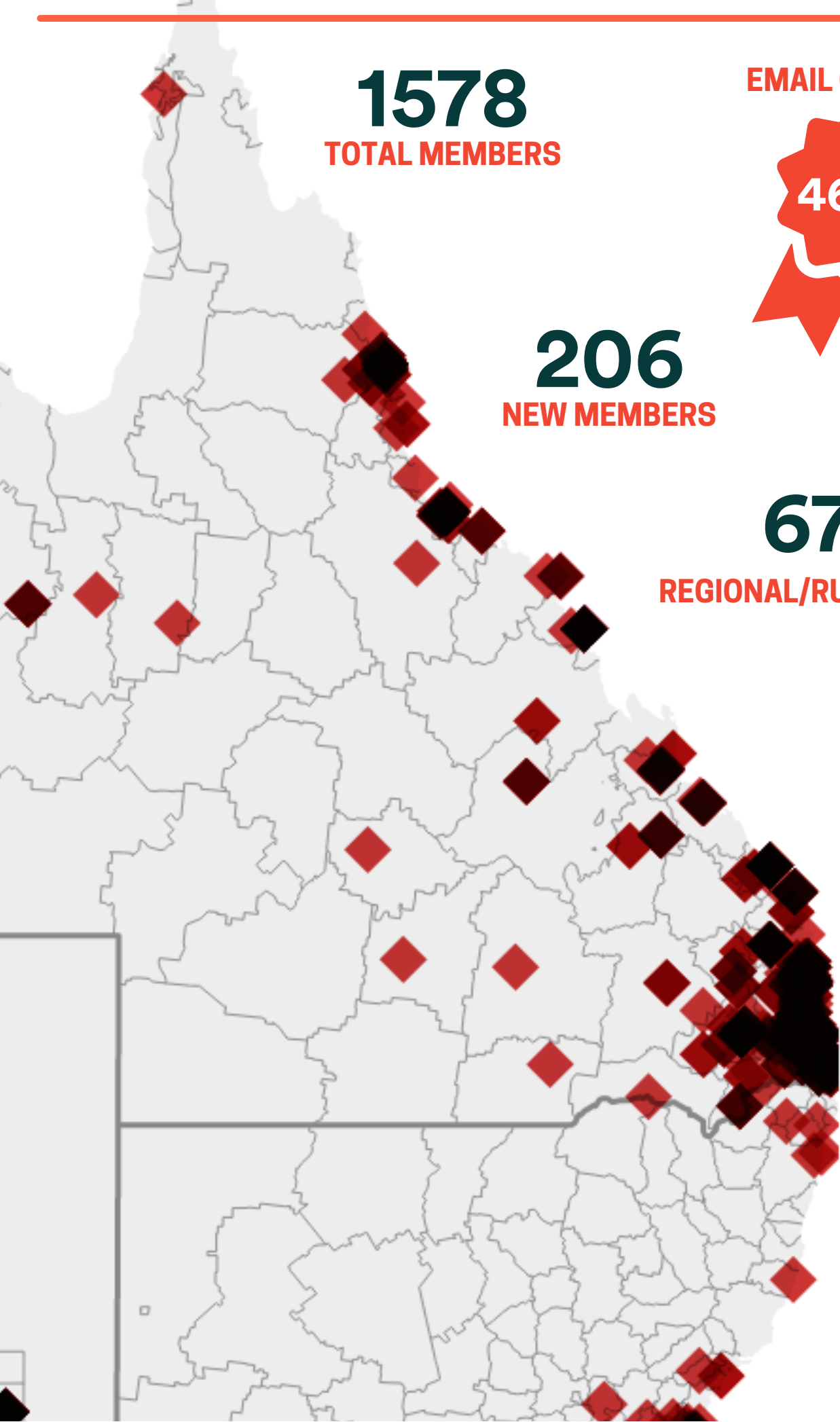
2

This informs our priorities in programming and services. It informs us of our own gaps in knowledge.

3

We deliver services, partners, programs and resources to support our members in direct response to their needs.

OUR MEMBERSHIP



1578
TOTAL MEMBERS

EMAIL OPEN RATE



206
NEW MEMBERS

67%
REGIONAL/RURAL/REMOTE

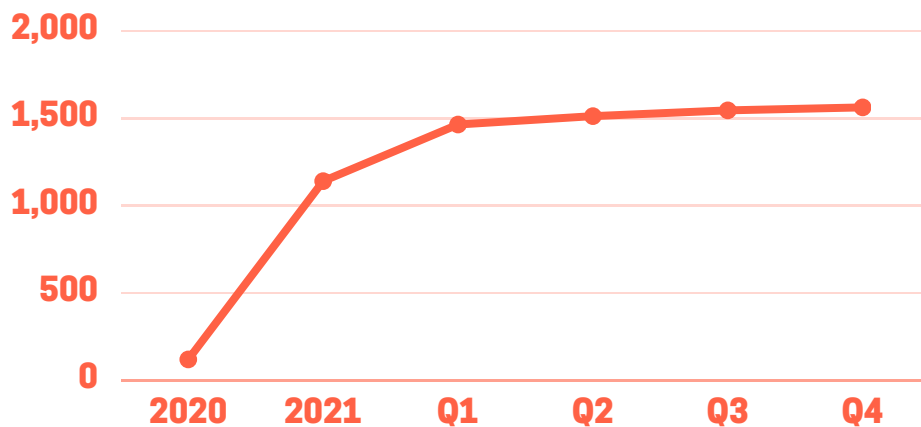
31%
BRISBANE LGA

2%
INTERSTATE &
OVERSEAS

We exist for our members. With a steep growth in membership in the past two years, Ausdance QLD approached 2022 as a year of consolidation, ensuring we met the needs of our existing (expanded) base of members with our limited resources.

MEMBERSHIP

Our membership steadily grew during 2022.



- Membership includes individuals and organisations with a revenue increase of 7.2%
- Regional/Rural/ Remote membership increased by 66% year on year from 2021-2022
- Q2 saw the largest increase in members - direct result of QDEC22

100%

100% of our surveyed members rate the quality of our work as very good or excellent.

OUR COMMUNICATION

13,644

UNIQUE WEBSITE USERS

6,596

SOCIAL MEDIA FOLLOWERS

5169

PARTICIPANTS

23

LETTERS OF SUPPORT
FOR MEMBERS

43,745

EMAILS TO MEMBERS



82% OF OUR MEMBERS ARE WOMEN, 51% ARE AGED BETWEEN 35-54. WE ARE INDIVIDUALS, ORGANISATIONS, COMPANIES, CLUBS AND GROUPS.



OUR MEMBERS ARE PRIMARILY BUSINESS PEOPLE - EITHER SMALL OR MICRO-BUSINESS OWNERS. THEY'RE ACTIVE AND CONNECTED IN THEIR LOCAL COMMUNITIES.



52% ARE METRO, 15% SUNSHINE AND GOLD COAST, 33% REGIONAL, RURAL OR REMOTE. MEMBERS RELATE CLOSELY WITH FAMILIES, SCHOOLS, COUNCILS AND BUSINESSES AROUND THEIR WORK.

OUR ACTIVITIES

1

CONFERENCE

QUEENSLAND DANCE EDUCATION CONFERENCE WAS HELD OVER 4 DAYS IN MAY. 130 DANCE TEACHERS ATTENDED PROFESSIONAL DEVELOPMENT SESSIONS IN BRISBANE, TOWNSVILLE AND CAIRNS.

11

COMMUNITY MEETINGS

ADQ HELD CONSULTATION SESSIONS LIVE AND ONLINE, TO INFORM PROGRAMMING DECISIONS AS WELL AS INFORMATION SESSIONS RELATING TO MUSIC LICENSING, CHARITY REGULATION AND CHILD SAFETY.

34

MEMBER EVENTS

MEMBER EVENTS WERE HELD IN MACKAY, BUNDABERG, BRISBANE. ADQ STAFF DID REGIONAL VISITS IN MACKAY, TOWNSVILLE AND TOOWOOMBA. QDEC22 PRESENTED 30 PROFESSIONAL DEVELOPMENT WORKSHOP SESSIONS

1012

TELEPHONE CONSULTATIONS

CONSULTATIONS ARE DEFINED AS TELEPHONE, EMAIL, OR IN-PERSON CONSULTATIONS TAKING OVER 20 MINUTES. MEMBERS CONSULTED ON HR, INDUSTRIAL RELATIONS, CUSTOMER SERVICE, CHILD SAFETY, MUSIC LICENSING AND GENERAL BUSINESS

6

INTERACTIVE WEBINARS

WEBINARS FOCUSED ON SMALL BUSINESS MANAGEMENT TOPICS INCLUDING SPONSORSHIP, FINANCE, HR/INDUSTRIAL RELATIONS. THESE WERE RECORDED AND MADE AVAILABLE TO MEMBERS.

7

MEMBER REPRESENTATIONS

AUSDANCE QLD REPRESENTED MEMBERS TO LOCAL COUNCILS, STATE GOVERNMENT AND FEDERAL GOVERNMENT ON ISSUES INCLUDING; CHILD SAFETY, MUSIC LICENSING, LOCAL PLANNING LAWS.

WHAT'S NEXT?

In 2023, Ausdance QLD has three primary objectives. All staff and Management Committee are both focused on and dedicated to these objectives.



MEMBERSHIP

Effective communication with and development of members informs and benefits our fundraising strategy



FIRST NATIONS

Ausdance QLD aims to invest in First Nations Cultural capability building on staff.



SAFE DANCE

Ausdance QLD aims to progress 'safe dance' for children and the broader dance sector.

To do this, we need the ongoing support and input of members, of all levels of government and our Management Committee. We all know exactly what needs to be done - now we must do it!

Photography credits: Nicola Sabotino, Nunukul Yuggera Aboriginal Dance Group, Dance Cart

FINANCIAL REPORT

In 2022 Ausdance QLD planned for growth and further diversification of revenue streams. Both of these goals were achieved, but to a lesser extent than planned. Agile adjustments were made to ensure we retained our solid financial position throughout 2022.

Total revenue for 2022 was \$298,167, as compared to \$196,527 in 2021. Expenses grew from \$218,669 in 2021 to \$308,362 in 2022 due to QDEC22 and additional project production costs.

Ausdance QLD has operational funding from Arts Queensland of \$150,000 for the next two years (2023 and 2024). Overall Ausdance QLD's financial results for 2022 are sound and place the organisation in a solid position for future operations and further growth.

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Earned revenue	QDEC22 registrations and paid memberships	<ul style="list-style-type: none">• Earned revenue tripled• 35% increase in paid memberships
Bottom line result	Budgeted deficit of (\$25,000)	<ul style="list-style-type: none">• Tight expense management• Result 60% better than forecast
Cash reserves	Aiming for best practice of six months operating cash reserves	<ul style="list-style-type: none">• \$112,169 in retained equity• Equal to six months' reserves.

AUDITED REPORTS

01 — Statement of Cashflows

Ausdance QLD budgeted to use reserves to invest in additional staffing to provide high quality member services.

AUSTRALIAN DANCE COUNCIL AUSDANCE
(QUEENSLAND) INC.
ABN: 46 089 780 388

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from government and other grants	188,455	185,000
Employment expenses	(157,236)	(155,323)
General administration expenses and direct expenses	(98,781)	(33,302)
Receipts from workshops and other activities	26,936	15,634
Receipts from donors, sponsors, members and others	21,053	10,553
Interest received	449	63
Net cash (used in) provided by operating activities	15	22,625
CASH FLOWS FROM INVESTING ACTIVITIES		
Payment for property, plant and equipment	(2,433)	(1,035)
Cash used in an investing activity	(2,433)	(1,035)
CASH FLOWS FROM FINANCING ACTIVITIES		
Payment of lease liability	(11,173)	(10,900)
Cash used in a financing activity	(11,173)	(10,900)
Net (decrease) increase in cash held	(32,730)	10,690
Cash at beginning of financial year	157,069	146,379
Cash at end of financial year	6	157,069

AUDITED REPORTS

02 — Profit and Loss

Ausdance QLD budgeted a deficit of (\$22,297). We achieved a deficit of (\$10,195) which demonstrates judicious expense management.

**AUSTRALIAN DANCE COUNCIL AUSDANCE
(QUEENSLAND) INC.
ABN: 46 089 780 388**

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	2022 \$	2021 \$
Income			
Revenue	3	298,167	196,527
Total Income		<u>298,167</u>	<u>196,527</u>
Expenditure			
Employee benefits expenses		(153,089)	(157,628)
Depreciation and amortisation expenses		(11,090)	(11,589)
Accountancy expenses		(10,080)	(9,164)
Auditor's remuneration	4	(2,350)	(6,250)
Advertising expenses		(438)	(27)
Other expenses		(131,315)	(34,011)
Total Expenditures		<u>(308,362)</u>	<u>(218,669)</u>
Loss for the year	5	<u>(10,195)</u>	<u>(22,142)</u>

AUDITED REPORTS

03 — Balance Sheet

Ausdance QLD is in a stable financial position with six months' reserve operating funds.

AUSTRALIAN DANCE COUNCIL AUSDANCE
(QUEENSLAND) INC.
ABN: 46 089 780 388

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	124,339	157,069
Trade and other receivables	7	3,170	1,175
Other assets	8	5,177	4,929
TOTAL CURRENT ASSETS		<u>132,686</u>	<u>163,173</u>
NON-CURRENT ASSETS			
Trade and other receivables	7	2,150	2,150
Property, plant and equipment	9	1,897	-
Right-of-Use assets	10	12,313	22,867
TOTAL NON-CURRENT ASSETS		<u>16,360</u>	<u>25,017</u>
TOTAL ASSETS		<u>149,046</u>	<u>188,190</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	23,724	22,205
Interest-bearing liabilities	12	11,229	10,468
Other liabilities	13	-	19,999
TOTAL CURRENT LIABILITIES		<u>34,953</u>	<u>52,672</u>
NON-CURRENT LIABILITIES			
Interest-bearing liabilities	12	1,924	13,154
TOTAL NON-CURRENT LIABILITIES		<u>1,924</u>	<u>13,154</u>
TOTAL LIABILITIES		<u>36,877</u>	<u>65,826</u>
NET ASSETS		<u>112,169</u>	<u>122,364</u>
EQUITY			
Retained earnings	14	112,169	122,364
TOTAL EQUITY		<u>112,169</u>	<u>122,364</u>

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2022

	Retained earnings \$	Total \$
Balance at 1 January 2021	144,506	144,506
Loss attributable to members	(22,142)	(22,142)
Balance at 31 December 2021	<u>122,364</u>	<u>122,364</u>
Loss attributable to members	(10,195)	(10,195)
Balance at 31 December 2022	<u>112,169</u>	<u>112,169</u>

GOVERNANCE

Ausdance QLD aims for best practice governance, and is guided by the Australia Council for the Arts, ' Essential Governance Practice for Arts Organisations' Underpinning our governance is increased understanding of First Nations Peoples and a recognition that governance must be accessible and Culturally relevant. We are open to changing conventions if the outcome is improved overall governance.



01 — FIRST NATIONS

in March 2022, ADQ Management Committee resolved that a minimum of two places would be reserved for First Nations MC. It was agreed at least two First Nations People should sit at the same time to ensure Cultural safety.



02 — CULTURAL CAPABILITY

All Management Committee and staff undertook Cultural Capability training during 2022. Each MC meeting begins with a conversation about First Nations learnings.



03 — HR AND EMPLOYMENT

During 2022 a new employment handbook was produced, in consultation with all staff and MC. This handbook keeps HR management simple, practical, transparent and equitable.

SUPPORTERS

A huge thank you to our donors and paid individual and organisational members.

DONORS

Geetha Sadagopan
Dr Jordin Steele
Danielle Lennon
Kayleigh McMullen
Janet Donald
Kylie Banister Brown
Jaime Redfern
Allison Bennett
Ken Barns

Laurie Baker
Ashleigh Christensen
Mary Ridgway
Clare Michelsen
Jane Davis
Renee Emery
Juanita Englefield
Steven Bock
Leila Mewburn

Jennifer Broadwood
Karen Garrick
Rebecca Wagner
Tracey Jonsson
PayPal Giving Fund
Bernadette Walong-Sene
Sabella Segal
Business Station INC.
Candice Willington

ORGANISATION MEMBERS (paid)

5th Avenue Dance
Amanda Bollinger Dance
Academy
AMMA School of Dance
Ann Roberts School of
Dance
Annie Leeks
Australasian Dance
Collective
Beauesert State High
School
BeLeste Dance
Bella Dance Studio
Bremer State High School
Brisbane School of
Distance Education
Brisbane Sunday Social
Dance Club Inc.
Chadwick Studios
Choreography Inviting
Practice
Corner Pocket Swing
Craigslea State High
School

Creative Academy of
Performing Arts
Creative Dance Industries
Dance Cart
Dancenorth
Dynamite Studios
Ella Pointe Dance Studio
Encore Performing Arts
Geetha's Natyalaya
Genesis Dance and Drama
Academy
Gold Moves Australia
Grange Dance
Harristown State High
School
Hipa Studios
InsideOutside Dance
JS Dance
Jump Dance Challenge
Kelvin Grove State
College
Kick Dance
Mad Dance House
Mountain Creek State
High School

Moura School of Ballet
Premier Dance Academy
Promenade Dance Studio
QCAA
Radiance Dance Academy
Rava Productions
Red Ridge Interior
Queensland LTD
Reilly Dance Academy
Reset Dance Studio
Rio Rhythmics
River City Ballroom
Royal Academy of Dance
Shileena's Dance Academy
Signature Dance
Signature Dance
Somerset College
St Patrick's College
Mackay
Studio 4 Dance
Sunshine Coast Council
The Dancers' Academy od
Ingham
Tribe Dance Studios
Xtreme Dance Company

SUPPORTERS

A huge thank you to our donors and paid individual and organisational members.

INDIVIDUAL MEMBERS (paid)

Adrienne O'Leary	Desiree McGann	Lisa Wilson
Ainsley Grant	Elements Collective	LJProjects
Alexandra Darnley-Stuart	Elizabeth Woods	Lucia Harkin
Alicia De La Fuente	Erika Goldsmith	Lyn Cammack
Allison Bennett	Forever Dance Academy	Margaret Blakey
Amelia Fozard	Gail Hewton	Margaret Cook
Amy Bent	Gene Moyle	Megan Maughan
Amy Holder	George Frampton	Melissa Thomas
Andrew Stokes	Geraldine Petersen	Merge Dance Theatre
Angela Chaplin	Heidi Siemer	Michelle Dursan
Anja Ali-Haapala	Helen Mullins	Michelle Machen
Anne Wilby	Isabella Hood	Nadine Sayers
Annie Burt	Jacob Watton	Natasha King
Anthea Jones	Jaime Redfern	Nicola Sabatino
Aspire Dance Academy	Janet Donald	Peter Cook
Australian Historical Dance	Jenny Broadwood	Phoenix Functions
Beck Phillips	Jessica Baker	Pinnacle Dance Academy
Bernadette Walong-Sene	Jessica Kavanagh	Redlands College
Beth Talty	Jessica Rossberg	Renee Place
Caroline Vandersee	Joanne Butler	Rhythm & Dance Attitude
Cecilia Maza	Joanne Eager	Roderick Budd
Chelsea Clifton	Jordin Steele	Rose Genesis
Claddagh School of Irish Dance	Joseph Carl Binder	Sabella Segal
Claire Marshall	Judy Gaunt	Samantha Parkinson
CM Dance	Julie Barns	Samantha Schulz
Come Dance - For Health & Wellbeing	Julie Englefield	Sarah Callaway
Dance Culture Australia	Julie Ross	Sarah Kirkham
Dance for Parkinson's	Just Danze Studios	Shona Press
Dance Kaleidoscope	Kaitlin Hague	Simone Dawson
Dance Often	Kaitlyn McConnell	Sonia York-Pryce
DANCELAB	Karen Donovan	Stacey Usher
DanCentrix Academy	Kate Stephenson	Sue Fox
Daniella Aceto	Kath Cadd	Tamarah Gannon
Danielle Elden	Kim Pear	Taylah Karpowicz
	Kristy Crome	Tristan Fraser
	Leisa Cooper	Yvette Forrester
	Lilly's Dance Academy	
	Lindsay Carroll	

PARTNERS

Financial and in-kind support enables Ausdance QLD to deliver more for our members. We thank our partners for their commitment to the dance community.

Queensland Government

- Arts Queensland
- Department of Employment, Small Business and Training

John Villiers Trust

Fraser Rehab

Google for Non-Profits

Pryce Centre for Culture and Arts

Queensland Ballet/ Thomas Dixon Centre
Gadens

Creative Crunchers

Bloch Australia

"No act of kindness, however small, is ever wasted." - Aesop

Contact

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Proudly supported by the Queensland
State Government and Arts Queensland



**Queensland
Government**



Photography credit: Nicola Sabatino, Dancer