

ARTS INDUSTRY COUNCIL OF SOUTH AUSTRALIA

*an independent
voice for the arts*

2024 ANNUAL REPORT



Event attendees Lewis and Alyssa, photo by Bri Hammond

ACKNOWLEDGEMENT

AICSA acknowledges that we live, work and make art on Aboriginal Lands, including Kurna Yarta.

We acknowledge Aboriginal people as the traditional owners and continuing custodians of the lands upon which we live and work, in what is now also called South Australia. We recognise that sovereignty was never ceded.

We pay our respect and deep thanks to Elders past, present and emerging, as well as to First Nations leaders in our arts sector.

OUR VISION & PURPOSE

We imagine a future in which South Australian artists, cultural workers and organisations are viable, visible and valued – empowered, connected and able to share South Australian stories and creative practice with each other, audiences and the world.

To achieve our vision, we:

- Connect our members, community and cross-sector allies.
- Communicate, listen and learn, and speak on their behalf.
- Advocate and empower the sector to advocate for themselves.

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FROM THE CO-CHAIRS

2024 has been a busy year for the Arts Industry Council of South Australia, at a time when the arts and cultural sector continues to face many challenges, and advocacy for the sector's value, and the rights of artists, is as important as ever. Firstly, we must recognise the extraordinary support and work of our part time General Manager Kim Roberts who has supported extensive research and administration across the last year and is an integral part of our success.

This year we established some important leadership changes through adopting a Co-Chair model, sharing the role of Chair across three Executive Committee members, which has been highly successful in recognising both the opportunity for sharing labour and responsibilities as well as the benefits of collaboration. We continue to seek new ways to consider shared leadership and to learn from new thinkings around governance by many thought leaders in our sector including Kate Larsen who has contributed greatly to our thinking.

We have found great renewal in welcoming new Executive Committee members, Nick Hayes, Pepper Mickan, Julian Hobba, Caitlin Ellen Moore, Satu Teppo and Dr Tully Barnett at and recently co-opting Dre Ngatokorua and Rebecca Young, building a robust and well rounded Executive Committee. We are also thankful to our retiring Treasurer Sarah Brady and retiring Committee Member Dr Sam Whiting.

As we worked to improve our representation of the arts industry and our members, we dedicated time to develop a new [AICSA Strategic Plan 2025 - 2028](#). Through the process of developing the new strategic plan we evaluated our vision, purpose and values, to create a plan that will inform and guide our work in advocating for our industry and membership.

We delivered a range of workshops for the sector including our July 2024 series

- Young People in the Arts WHS Roundtable
- Addressing Mental Health in the Arts with representatives from Support Act and the Office of the Mental Health Commissioner for South Australia
- Understanding Cultural Safety with Nara Wilson, Esther Anatolitis and Dr Ruth DeSouza

Delivering the [SA Arts Sector, Financial Wellbeing, Mental Health & WHS Report 2024](#) was a necessary and alarming project that has and continues to provide evidence to our advocacy efforts and cements the necessity of AICSA's work in championing an independent voice for the arts.

Much of 2024 was spent contributing to and advocating for the SA Government's new cultural policy. We met regularly with Minister Michaels and her staff, and provided important feedback regarding the consultation process and the urgency of this policy.

While the 2025 policy *A Place to Create* – South Australia's new cultural policy, was very much welcomed, we look forward to working with the SA Government and the sector on its concrete delivery, and await clarity on the funding allocated to this delivery at the upcoming June State Budget.

Three of our Executive Committee members participated on the SA Government's Artists at Work Taskforce that met throughout much of 2024 and made a report to the SA Government with recommendations for addressing work and income precarity and inequality. We continue to advocate for the public release of this report and the implementation of the report's recommendations.

We have continued our efforts to ensure that indexation is passed onto the arts sector through working with colleagues such as the South Australian Council of Social Services, and our advocacy with Minister Michaels and the SA Government. Our advocacy has extended beyond the Arts to ensure representation on the Industry Skills Council and Premier's Civil Society Round Table along with many other submissions and conversations ensuring the Arts continues to be recognised for its contribution to the work force and public good. This advocacy will of course continue as we move towards the March 2026 State Election and members will have an opportunity to contribute to this at future events.

On a Federal level we have contributed to the work of our national colleagues such as National Association for the Visual Arts and Theatre Network Australia, and in early 2025 have been part of the national effort to see the reinstatement of artistic team chosen for the Venice Biennale 2026, artist Khaled Sabsabi and curator Michael Dagostino, after their disgraceful dropping by Creative Australia. Defending artistic freedom, and the democratic rights of artists including their right to protest, is critically important at this time.

We have seen an increase in membership across 2024, and continue to receive positive feedback about our engagements and opportunities for members to connect. As a member organisation whose primary income is through membership we urge you to consider sharing information about AICSA and encourage your friends and colleagues to join. It is through this genuine connection and community that we have collective power and can continue to advocate for the arts and culture, and for artists, in South Australia.

- Co-Chairs Emma Webb OAM, Jo O'Callaghan and Ruth Weldon

2024 ACTIVITIES



*Nara Wilson speaks at AICSA Cultural Safety Workshop
Photo by Bri Hammond*

AICSA continues to express the views of its members to the government, arts funding agencies and political parties, through a variety of means such as forums, newsletters, submissions, reports, and consultations.

An active membership combined with the efforts of the committee give significance to the role of the AICSA as an independent voice for the arts.

2024 saw AICSA engaged in important advocacy work, research, hosted workshops, and undertook key activities to future proof the organisation, such as internal policy development.

These activities are outlined in the following section.

ADVOCACY

GOVERNMENT & SECTOR RELATIONS

AICSA Committee members held regular meetings with Minister Michaels and other representatives of government and the opposition.

Civil Society Roundtable conversations continued, with AICSA participating in the Premier's lunch on Thursday 8 August. This event was held with cross-sector colleagues (Conversation SA, SACOSS, AICSA, SA Unions and SAACCON) with The Honourable Peter Malinauskas MP, Premier of South Australia.

AICSA continued to advocate for the sector during the State Cultural Policy development process, including this letter following a motion at the AGM held in May.

Other submissions and correspondence included:

- [Inquiry into Australia's tourism and international education sectors](#)
- [Submission to Select Committee on Local and Live Creative Venues](#)
- [Submission to Work Health and Safety \(Review Recommendations\) Amendment Bill 2024](#)
- [Statement on Creative Australia's decision regarding Venice Biennale programming](#)

Other deep engagement with the sector involved AICSA attendance/participation in:

- Artists at Work Taskforce
- Reset Art and Culture: Cultural labour and the future of cultural policy making
- SA Unions Industry Skills Committee
- City of Adelaide: Integrated Transport Strategy Workshop and Live Music Forum
- Creative Workplaces workshops
- SACOSS Lobbying and Influence Online Forum
- Creative Australia webinar on state of the music festival industry

OPERATIONS

- Number of members: 149
- Number of staff: General Manager @ 0.4FTE
- 2024 saw constitutional changes approved by the membership with a view to apply for Deductible Gift Recipient status in 2025.
- 2024 also saw the development of new internal policies and procedures.
- AICSA's Strategic Plan was updated, which can be accessed [here](#).
- Facebook followers: 2.1k Instagram followers: 1.5k

RESEARCH

SA Art Sector Financial Wellbeing & WHS Report



Workplace Health and Safety (WHS) is an element of the wellbeing of artists and arts workers. To find out more about the current state of the sector, we surveyed people working in the sector with the aim to support a better understanding about financial wellbeing and WHS issues facing artists, arts workers and arts organisations.

The survey results show that artists and arts workers are overworked and underpaid, with a high proportion of poverty wages, precarity and lack of basic entitlements/protections such as superannuation. This is impacting on their life pathways and financial stability. Combined with a high frequency of exposure to bullying and culturally unsafe practices, the respondents of the survey reported poor mental health, with high indications of anxiety and depression.

[Download report \(pdf\).](#)

The results also highlighted several areas to explore further in the following workshop series.

This project was supported by the Healthy Workplaces Strategy Grants Program, which is funded by Preventive Health SA and administered by the South Australian Business Chamber.

EVENTS



Photo by Bri Hammond

WORKSHOP // Young People in the Arts WHS Roundtable

On 13 July 2024, AICSA hosted a youth focussed workshop at Flinders in the City, to gather qualitative data from artists and arts workers aged 18-30 to address the low number of survey respondents in this age group.

Key themes included:

- the need for more places to gather as a community
- a lack of knowledge around workplace support, policies and procedures
- a wealth of exploitation and lack of WHS process in many independent and small-medium spaces
- lack of knowledge and access to union and legislative support
- constantly needing to choose between paying rent/groceries and work related to chosen field
- underreporting of bullying/harassment

This project was supported by the Healthy Workplaces Strategy Grants Program, which is funded by Preventive Health SA and administered by the South Australian Business Chamber.

EVENTS



WORKSHOP // Addressing Mental Health in the Arts

On Tuesday 16 July 2024, AICSA hosted this mental health workshop at the Mill, which was designed to delve into the results of our research, hear about services available and tailored specifically to the sector, and discuss actions towards addressing the poor mental health in the sector.

Speakers included:

- Welcome to Country from Jack Buckskin (Kuma Kaaru)
- AICSA General Manager, Kim Roberts, spoke to the results of AICSA's WHS and Financial Wellbeing research
- Ash King, Wellbeing Content and Programs Lead / Psychologist, Support Act
- Joanne Knolder, Principal Communications Adviser, Office of the Mental Health Commissioner for South Australia, on behalf of the Mental Health Commissioner for South Australia

[Download the resource pdf](#)

This project was supported by the Healthy Workplaces Strategy Grants Program, which is funded by Preventive Health SA and administered by the South Australian Business Chamber.

EVENTS



Photo by Bri Hammond

WORKSHOP // Understanding Cultural Safety

On 18 July 2024, AICSA hosted a session to discuss Cultural Safety at Nexus Arts. Expert speakers discussed their work and perspectives on organisational change to improve the cultural safety of artists and arts workers. While there is no one single quick fix to a complex issue, this discussion was intended as a conversation-starter around how to drive change. We hope this will be the first in several sessions hosted by AICSA to assist with this crucial work.

Speakers included:

- Welcome to Country from Cliffy Wilson (Kuma Kaaru)
- Facilitator Esther Anatolitis
- Nara Wilson
- Dr. Ruth De Souza

[Download the resource pdf](#)

This project was supported by the Healthy Workplaces Strategy Grants Program, which is funded by Preventive Health SA and administered by the South Australian Business Chamber

FINANCIAL REPORT

1. Profit and Loss
2. Budget Variance
3. Balance Sheet
4. Notes to the Financial Statements

Profit and Loss

Arts Industry Council (SA) Inc For the year ended 31 December 2024

2024

Trading Income

Donations income	150.00
Grant Revenue	32,692.31
Membership	24,210.00
Total Trading Income	57,052.31

Gross Profit

57,052.31

Operating Expenses

Bank Merchant Charges	240.00
Catering	1,253.03
Co-Contributions/Partnership events	1,700.00
Compliance expenses	81.00
Consultant Fees	2,970.00
Insurance	1,588.70
Marketing	2,244.36
Meeting Costs	42.01
Office Equipment & Supplies	380.85
Postage	274.00
Presenter/Performer/Speaker Fees	3,584.50
Printing	74.66
Stripe Fees	201.25
Subscriptions	876.81
Superannuation expense	3,754.61
Travel, Accom & Entertainment	1,947.19
Venue Hire	601.50
Wages and Salaries	33,611.15
Website	176.00
WorkCover Insurance	728.55
Total Operating Expenses	56,330.17

Net Profit

722.14

Budget Variance

Arts Industry Council (SA) Inc For the year ended 31 December 2024

	2024	2024 OVERALL BUDGET	VARIANCE	VARIANCE %	2024	2024 OVERALL BUDGET	VARIANCE	VARIANCE %
Trading Income								
Donations income	150.00	996.00	(846.00) ↓	-84.94% ↓	150.00	996.00	(846.00) ↓	-84.94% ↓
Grant Revenue	32,692.31	34,300.00	(1,607.69) ↓	-4.69% ↓	32,692.31	34,300.00	(1,607.69) ↓	-4.69% ↓
Membership	24,210.00	26,199.00	(1,989.00) ↓	-7.59% ↓	24,210.00	26,199.00	(1,989.00) ↓	-7.59% ↓
Total Trading Income	57,052.31	61,495.00	(4,442.69)	-7.22%	57,052.31	61,495.00	(4,442.69)	-7.22%
Gross Profit	57,052.31	61,495.00	(4,442.69)	-7.22%	57,052.31	61,495.00	(4,442.69)	-7.22%
Operating Expenses								
Bank Merchant Charges	240.00	300.00	(60.00) ↓	-20.00% ↓	240.00	300.00	(60.00) ↓	-20.00% ↓
Catering	1,253.03	800.00	453.03 ↑	56.63% ↑	1,253.03	800.00	453.03 ↑	56.63% ↑
Co-Contributions/Partnership events	1,700.00	-	1,700.00 ↑	-	1,700.00	-	1,700.00 ↑	-
Compliance expenses	81.00	-	81.00 ↑	-	81.00	-	81.00 ↑	-
Consultant Fees	2,970.00	4,000.00	(1,030.00) ↓	-25.75% ↓	2,970.00	4,000.00	(1,030.00) ↓	-25.75% ↓
Insurance	1,588.70	1,600.00	(11.30) ↓	-0.71% ↓	1,588.70	1,600.00	(11.30) ↓	-0.71% ↓
Marketing	2,244.36	504.00	1,740.36 ↑	345.31% ↑	2,244.36	504.00	1,740.36 ↑	345.31% ↑
Meeting Costs	42.01	504.00	(461.99) ↓	-91.66% ↓	42.01	504.00	(461.99) ↓	-91.66% ↓
Miscellaneous Expenses	-	504.00	(504.00) ↓	-100.00% ↓	-	504.00	(504.00) ↓	-100.00% ↓
Office Equipment & Supplies	380.85	575.00	(194.15) ↓	-33.77% ↓	380.85	575.00	(194.15) ↓	-33.77% ↓

Budget Variance

	2024	2024 OVERALL BUDGET	VARIANCE	VARIANCE %	2024	2024 OVERALL BUDGET	VARIANCE	VARIANCE %
Postage	274.00	300.00	(26.00) ↓	-8.67% ↓	274.00	300.00	(26.00) ↓	-8.67% ↓
Presenter/Performer/Speaker Fees	3,584.50	4,000.00	(415.50) ↓	-10.39% ↓	3,584.50	4,000.00	(415.50) ↓	-10.39% ↓
Printing	74.66	156.00	(81.34) ↓	-52.14% ↓	74.66	156.00	(81.34) ↓	-52.14% ↓
Stripe Fees	201.25	204.00	(2.75) ↓	-1.35% ↓	201.25	204.00	(2.75) ↓	-1.35% ↓
Subscriptions	876.81	1,008.00	(131.19) ↓	-13.01% ↓	876.81	1,008.00	(131.19) ↓	-13.01% ↓
Superannuation expense	3,754.61	3,672.00	82.61 ↑	2.25% ↑	3,754.61	3,672.00	82.61 ↑	2.25% ↑
Travel, Accom & Entertainment	1,947.19	2,000.00	(52.81) ↓	-2.64% ↓	1,947.19	2,000.00	(52.81) ↓	-2.64% ↓
Venue Hire	601.50	500.00	101.50 ↑	20.30% ↑	601.50	500.00	101.50 ↑	20.30% ↑
Wages and Salaries	33,611.15	35,887.00	(2,275.85) ↓	-6.34% ↓	33,611.15	35,887.00	(2,275.85) ↓	-6.34% ↓
Website	176.00	504.00	(328.00) ↓	-65.08% ↓	176.00	504.00	(328.00) ↓	-65.08% ↓
WorkCover Insurance	728.55	550.00	178.55 ↑	32.46% ↑	728.55	550.00	178.55 ↑	32.46% ↑
Total Operating Expenses	56,330.17	57,568.00	(1,237.83) ↓	-2.15% ↓	56,330.17	57,568.00	(1,237.83) ↓	-2.15% ↓
Net Profit	722.14	3,927.00	(3,204.86) ↓	-81.61% ↓	722.14	3,927.00	(3,204.86) ↓	-81.61% ↓

Balance Sheet

Arts Industry Council (SA) Inc
As at 31 December 2024

31 DEC 2024

Assets

Bank

Cheque Account	37,487.11
PayPal	1,713.47
Total Bank	39,200.58

Current Assets

Trade Debtors	950.00
Total Current Assets	950.00

Total Assets	40,150.58
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Liabilities

Current Liabilities

Income in Advance - Grants	2,000.00
PAYG Withholding Payable	1,012.05
Rounding	0.02
Superannuation Payable	521.03
Total Current Liabilities	3,533.10

Total Liabilities	3,533.10
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Net Assets	36,617.48
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Equity

Current Year Earnings	722.14
Retained Earnings	35,895.34
Total Equity	36,617.48

NOTES TO THE FINANCIAL STATEMENTS

INCOME:

While AICSA's membership overall grew slightly (141 to 149), the income was less than projected, as 2024 saw the loss of several organisation tier members:

- 5 Organisation Members lapsed
- 12 Individual Arts Worker members lapsed
- 3 artist members lapsed
- 3 Student/Concession members lapsed

Lapsed and cancelled members are asked to complete an [exit survey](#), but the uptake in 2024 was minimal, with only one response.

The decrease in projected grant income is due to a portion being unexpended at the end of 2024, which was carried over to be expended in 2025. This can be seen as a liability on the Balance Sheet.

EXPENSES:

Expenses in excess of the budgeted amount are almost exclusively due to grant funded projects, which were not allocated to expense lines at time of setting the budget.

The exception is the Co-Contributions expense line, which was AICSA's contribution to the Premier's Civil Society Roundtable lunch.

ASSETS:

Trade Debtors exclusively consists of unpaid membership fees at year end.

SURPLUS:

A small surplus of \$722.14 was returned, despite decreased income. This is thanks to careful spending and decreased General Manager hours as activity slowed at the end of the year.

ACKNOWLEDGEMENTS

We acknowledge the hard work from our 2024 Executive Committee, with special thanks to our retiring Treasurer, Sarah Brady and retiring Committee Member Dr Sam Whiting.

- *Emma Webb OAM (Co-Chair)*
 - *Ruth Weldon (Co-Chair)*
 - *Jo O'Callaghan (Co-Chair)*
 - *Julian Hobba (Treasurer)*
 - *Dr Tully Barnett*
 - *Nick Hays*
 - *Pepper Mickan*
 - *Caitlin Ellen Moore*
 - *Satu Teppo*
 - *Dre Ngatokorua (Co-Opted early 2025)*
 - *Bec Young (Co-Opted early 2025)*
-

We thank our 2024 Staff:

- *Kim Roberts (General Manager 0.4FTE, Public Officer)*
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**We thank our members for
their continued support**

Contact:

Arts Industry Council South Australia Inc
PO Box 10334
Adelaide BC SA 5000
aicsa.net.au
info@aicsa.net.au