

Guidelines

Introduction

First Nations Pathways - Performing Arts Emerging Organisations Fund 2022-2025 (The Fund) is a key part of the Queensland Government's [Creative Together 2020 – 2030](#) Roadmap for arts, culture and creativity in Queensland. This 10-year vision places focus on growing strong and sustainable Queensland arts and cultural sectors that are adaptive to shifts in audience demand, embrace innovative delivery models, build capacity within First Nations organisations, and attract new income streams.

The *Creative Together* priorities are to:

- Elevate First Nations arts
- Activate Queensland's local places and global digital spaces
- Drive social change across the state
- Strengthen Queensland communities
- Share our stories and celebrate our storytellers.

The Fund works to realise the vision of *Creative Together 2020 – 2030* particularly the Elevate First Nations arts priority, delivering on key focus areas including;

- Increase career and development opportunities for Aboriginal and Torres Strait Islander practitioners across the state.
- Grow opportunities for audiences to experience authentic First Nations arts and cultures.
- Foster the role of arts in celebrating and sharing the many cultures, languages and traditions of Queensland Aboriginal and Torres Strait Islander peoples.

Funding through the First Nations Pathways - Performing Arts Emerging Organisations Fund 2022-2025 is to support activities from 1 January 2022 to 31 December 2025.

Arts Queensland reserves the right to modify the Fund Guidelines at any time. Applicants will be notified of any changes.

Note: Applications meeting all elements of the Assessment Criteria may be recommended by the Organisations Fund Assessment Panel for funding below that requested in the application.

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Queensland Government Commitments

In addition to the delivery of *Creative Together 2020-2030*, the Queensland Government also has clear objectives for the community built around *Unite and Recover – Queensland Economic Recovery Plan*, including:

- Safeguarding our health
- Supporting jobs
- Backing small business
- Building Queensland
- Growing our regions
- Investing in skills
- Backing our frontline services
- Protecting the environment.

Arts Queensland is committed to realising the ambitions of the Queensland *Aboriginal and Torres Strait Islander Economic Participation Framework*, the *Queensland Cultural Diversity Policy*, the *Queensland Youth Strategy* and the *National Arts and Disability Strategy*.

Applications that include the following target groups as creators, participants or audiences will strengthen the implementation of the Queensland Government's commitments:

- Aboriginal peoples and Torres Strait Islander peoples*
- people from a culturally and linguistically diverse background, including Australian South Sea Islanders
- older people (over 55 years)
- children and young people (0-25 years old)
- people with disability**
- LGBTIQ+

Applicants are encouraged to explore how they might direct their activities to these specific target groups as well as to regional Queenslanders, where appropriate.

*Note: * Where applicable, applicants must demonstrate evidence of adhering to appropriate cultural protocols for activities that engage and respect the work of Aboriginal and Torres Strait Islander peoples.*

***Funding recipients are expected to meet all legal obligations in relation to accessibility including access to web content.*

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Program objectives

First Nations Pathways - Performing Arts Emerging Organisations Fund 2022-2025 provides four-year funding for emerging First Nations performing arts organisations based in Queensland.

The Fund provides core funding to:

- support First Nations emerging performing arts organisations' artistic achievement and ambition
- create and increase employment opportunities and career pathways for First Nations artists and arts workers
- enable opportunities for the development of new work by Aboriginal and Torres Strait Islander artists, organisations and communities
- broaden audiences' access to high quality First Nations arts and cultural experiences
- support First Nations emerging performing arts organisations' entrepreneurial and business operations.

* Arts Queensland recognises that First Nations organisations hold culture at the core of their businesses and share stories of Aboriginal and Torres Strait Islander peoples through various art forms. This fund supports emerging organisations that have performing arts as their primary business focus.

Key Dates

Program Stage	Date
Fund opens	22 July 2021
Fund closes	4pm, 16 September 2021
Applications assessed	24 September 2021
Fund outcomes announced	November 2021

How much can organisations apply for?

Eligible First Nations performing arts organisations can apply for:

- \$60,000 up to \$100,000 per annum over four-years to support operational costs of the organisation, and in addition must apply for
- up to \$30,000 per annum to support business development needs.

A business needs analysis will be undertaken by a First Nations business consultant in collaboration with successful organisations in the first three months of funding. This analysis will assist

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organisations to identify relevant business support and services for expenditure of the \$30,000 annual business development grant allocation.

In the emerging phase organisations are generally heavily reliant on government support and project funding. In making an application the percentage of The Fund's investment in the overall cash turnover of each applicant will be considered by the Assessment Panel. The expectation is that over the four-year term, applicants will develop and grow a diversified revenue model to support employment and programming or service delivery outcomes.

Eligibility

To be eligible, applicants must:

- be a legally constituted for-profit or not-for-profit Queensland-based First Nations emerging arts or cultural organisation* at the time of application, with the primary or strategic focus on the development and presentation of performing arts programming
- provide evidence of the organisation's operations for a minimum two years prior to making application to The Fund
- provide examples of development of work, partnerships and programming in the previous two years
- not request 100% of the organisations' operational expenses
- have an active Australian Business Number (ABN) and bank account in the name of the organisation
- not already receive multi-year funding from Arts Queensland
- have satisfied the reporting requirements of any previous Arts Queensland funding.

*For the purposes of The Fund, a First Nations emerging organisation is one that is at least 50% owned and led by Aboriginal and/or Torres Strait Islander peoples, who have formal authority to make decisions in operations and governance of the organisation, and is within the first ten years of its operations.

The Fund does *not* support:

- organisations that are already approved for multi-year funding from Arts Queensland for any time between January 2022 to December 2025*
- organisations funded under the National Performing Arts Partnership Framework
- organisations that are not legal entities, such as unincorporated associations
- Arts Queensland shareholder companies or Arts Statutory Bodies
- any government entity, or any entities owned or controlled by local, state or federal governments
- organisations that do not have a primary, strategic or significant commitment to high quality arts and cultural activities, particularly performing arts, or that do not employ artists and arts workers**
- organisations with a focus on screen, streaming or television content development activities, gaming, or film making or presentation activities.

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* Arts Queensland acknowledges that some applicants may choose to apply to multiple funding opportunities. If successful in being offered funding through the First Nations Pathways Fund 2022-2025, any applicants that have an existing multi-year funding agreement with Arts Queensland that includes a funding allocation anytime between 2022 and 2025 will be required to relinquish the existing multi-year funding or decline the new offer of funding.

**Arts Queensland will also consider, on a case by case basis, applications from arts and cultural organisations that are directly supported or owned by an academic and/or training institution. To be considered, an organisation must provide a statement from an authorising officer of the institution confirming the separation of activity from core business of the institution and demonstrate the presentation of professional and/or curated arts and cultural programs that meet The Fund objectives.

NOTE: Arts Queensland may request additional documentation to confirm eligibility.

Assessment Criteria

All applications will be assessed against the following, equally weighted criteria:

Artistic quality or ambition

- Demonstrates arts and cultural achievement and commitment to strengthening artistic quality or service delivery, as well as cultural and community benefits.
- Contributes to Queensland's cultural reputation and profile.

Impact

- Demonstrates capacity to sustain and grow arts business and employment opportunities for First Nations peoples over the four-year funding period.

Audience and community reach

- Demonstrates strong community and audience engagement, and has strategies to increase reach.
- Capacity to present and distribute arts and cultural works through an annual program.

Viability

- Current financial position is sound and future budgeting is appropriate to the scale and impact of the proposed artistic program and evidences strong strategies to attract revenue from sources other than Arts Queensland.
- Demonstrates commitment to best practice business planning, governance and evaluation.

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Assessment process

Arts Queensland is committed to ensuring the integrity of the Fund assessment process and ensuring that all applicants receive fair and equitable consideration. A Probity Advisor has been appointed and will provide advice and assistance before and during the assessment process to ensure transparent and equitable decision making.

Applications to The Fund will be assessed by a panel of independent experts, who identify as Aboriginal and/or Torres Strait Islander peoples. The assessment process is as follows:

1. Submitted applications are checked by Arts Queensland for eligibility.
2. The Assessment Panel (The Panel) assesses eligible applications against the Assessment Criteria.
3. The Panel meets to moderate the round, which includes consideration of available funding, balance across geographic spread, target groups, and government priorities. Note: applications meeting all elements of the Assessment Criteria may be recommended by The Panel for funding below that requested in the application.
4. Recommendations for funding will be provided to the Department's Director-General to consider and approve successful applications.
5. Applicants notified of outcomes.

Please note: Arts Queensland may contact applicants via the online system for clarification on information provided in the application.

Application process

Applicants are required to complete and submit an online application form and provide mandatory support material.

Information required for the application will include:

- a summary of key achievements of the organisation and examples of recent work over the previous 2 years
- statements demonstrating the organisation's ability to contribute to the objectives of The Fund, and Queensland Government priorities including those outlined in the *Creative Together* 10-year roadmap
- a strategic or business plan appropriate to the scale of the organisation and the funding request (maximum 20 pages plan, including supporting imagery and documentation, where appropriate)
- a detailed program of activity for 2022 and a program outline for 2023 including the anticipated reach and impact of the program
- list of key management staff and the board or governing committee
- a summary of the organisation's recent financial results (including signed audited statements as an attachment*), current financial position and future two-year forecasts
- cultural protocols and permissions policy
- confirmation of partnerships and community support in the form of letters of support

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- a copy of the organisation's constitution that evidences not-for-profit status (where applicable).

* For applicants that do not currently complete a full independent audit, financial statements must be accompanied by an independent accountant letter verifying the accuracy and completeness of financial statements.

Application Outcomes

All successful and unsuccessful applicants will receive an email advising of the result of their funding applications when the funding outcomes are announced.

Ineligible applications will be notified once the application has been deemed ineligible by Arts Queensland staff. You are strongly encouraged to discuss your application with Arts Queensland prior to submitting to minimise the risk of your application being deemed ineligible.

Reporting you will need to do if successful

Successful funding recipients are required to collaborate with the First Nations business consultant and agree on proposed business development strategies prior to receiving business support funding of up to \$30,000 per annum.

Funding recipients are required to submit progress and outcome reports to Arts Queensland by the deadlines specified in the funding agreement.

As recipients of multi-year public funding, successful applicants are expected to support the delivery of the key priority areas of *Creative Together*, and other Queensland Government policy initiatives for the community that may change over the period of funding.

Acknowledgement of Funding

All recipients of funding programs must correctly acknowledge the Queensland Government's contribution, details can be found on the Arts Queensland [webpage](#).

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Rules, breaches and enforcement

Breaches of these funding guidelines will result in:

- the applicant/organisation being ineligible for future funding from Arts Queensland.
- grant funds being recalled.

Client survey

From time to time Arts Queensland conducts client surveys. These surveys are voluntary and may be emailed to applicants. They support continuous improvement of programs and processes. All responses will remain confidential.

Translating and interpreting service

If you have difficulty understanding this information and would like to talk to staff in your first language:

- Phone the Translating and Interpreting service on 13 14 50 during business hours.
- Contact Arts Queensland about speaking with an interpreter.

Where can I find support in preparing my application?

You can find further information about the First Nations Pathways Fund 2022 - 2025, including Important Information for Applicants and other information on the Arts Queensland website at [insert link here](https://www.arts.qld.gov.au/)

<https://www.arts.qld.gov.au/>

It is recommended that you review and familiarise yourself with these key documents prior to submitting your application.

Explore Arts Acumen

Arts Acumen is an online resource provided by Arts Queensland, which includes a range of information and opportunities to foster knowledge growth, connections and access to industry intelligence. Toolkits on application writing, budget preparation and selection criteria are available from www.arts.qld.gov.au/arts-acumen

Creative Business Champions Hub

The Creative Business Champions Hub provides free, expert, personalised online support to Queensland artists and arts workers. Covering a range of discipline areas, this service can help you develop arts business skills, competencies and networks to support business sustainability and growth. Find out more

at: <https://rasn.org.au/cbc/>

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Protocols for working with First Nations artists and communities

Guidance on best practice approach for working with First Nations artists and communities can be found on the Australia Council for the Arts website: [Protocols for using First Nations Cultural and Intellectual Property in the Arts](#)

Contact Us

Arts Queensland is happy to provide support wherever it can to applicants. Business hours are 9:00am to 5:00pm; Monday to Friday.

- Phone: (07) 3034 4016 or toll free 1800 175 531
- email: firstnationspathways@arts.qld.gov.au
- website: www.arts.qld.gov.au