

TESTIMONY ARTS LTD

01 JULY 2022 - 30 JUNE 2023

ANNUAL IMPACT REPORT



ACN 655 056 152

ACKNOWLEDGMENT



Testimony Arts Ltd operates on the land of the Gubbi Gubbi (Kabi Kabi) and Batjala (Butchulla) people.

We acknowledge and honour the oldest living culture on our planet and the leadership of First Nations Elders past and present.

Sovereignty has never been ceded. It always was and always will be, Aboriginal land.

We are committed to reconciliation and supporting Aboriginal and Torres Strait Islander young people. We are committed to inclusive nation building.

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ABOUT

Testimony Arts Ltd is a not-for-profit public company, established in 2021.

We design and deliver initiatives and pathways predominantly for young people to address social exclusion, foster positive re-engagement with learning and belonging in the community.

Our approach intersects the potentialities of the creative industries, repair and restoration, circular economy, social enterprise and vocational training opportunities. We strengthen skills and provide training for vulnerable Australians from diverse backgrounds to build self-reliance and entrepreneurship through local community-driven solutions.

We engage with young people, artists, craftspeople, sector leaders, universities, tradespeople, schools, youth justice, government, service organisations, families and the local community in order to create networks and partnerships for strategic and critical change. We embrace the Right to Repair movement by valuing repair practices via transgenerational knowledge exchanges.

Our innovation framework and toolbox integrates place-based change, multi-art forms, enterprise thinking and sustainable practices. We stand to tackle and dismantle the mounting socio-economic problems faced by regional living youth in regional Australia, so they can rise, thrive and shine.



OUR VISION

An Australian society where economic and social rights are reachable and benefitted by all to enable citizen power, participation, and agency.

OUR PURPOSE

Address and shift systemic barriers that cause discrimination, oppression and exploitation that inhibit a person's ability to be seen, heard, contribute meaningfully and feel valued in Australian society.

BOARD OF DIRECTORS

THE FOLLOWING PERSONS WERE DIRECTORS OF THE COMPANY DURING THE WHOLE OF THE FINANCIAL YEAR AND UP TO THE DATE OF THIS REPORT, UNLESS OTHERWISE STATED:

TAMMY BRENNAN - MANAGING DIRECTOR & FOUNDER

Tammy Brennan is a cultural strategist/multidisciplinary arts practitioner and changemaker with experience in designing/managing cultural/creative programs, both nationally and/internationally for which she has received investment and recognition from state/federal/commonwealth funding.

KIEREN GRASSMAYR - DIRECTOR & CHAIRPERSON

Kieren Grassmayr has over 15 years' experience working in the community and creative sectors with a national reputation for developing and delivering cultural projects in multidisciplinary and geographically diverse environments in the Northern Territory.

BEN HUGHES - COMPANY SECRETARY

Ben Hughes is a nationally acclaimed lighting designer for theatre, dance and opera. Ben's lighting designs have appeared on stages throughout Australia, the United Kingdom, United States, China, India & New Zealand. Ben is an Associate Artistic Director of The Danger Ensemble and a founding member of Testimony Arts.

DR GUY KEULEMANS - DIRECTOR

Dr Guy Keulemans is a designer, artist and curator researching repair, reuse and materials in the context of environmental sustainability. Guy has a PhD from the University of New South Wales and is currently Lead Chief Investigator on an Australian Research Council Linkage Project with the Australian Design Centre.

OUTGOING DIRECTORS

KIEREN GRASSMAYR RESIGNED AT THE 2023 ANNUAL GENERAL MEETING.
GUY KEULEMANS RESIGNED ON 7 SEPTEMBER 2023

INCOMING DIRECTORS

SIMON CLOWES APPOINTED AS CHAIRPERSON AT THE 2023 ANNUAL GENERAL MEETING
UNCLE BILL RING APPOINTED AT THE 2023 ANNUAL GENERAL MEETING

CISERR TEAM 2022 - 2023

TAMMY BRENNAN - MANAGING DIRECTOR/FOUNDER

DR ELENI KALANTIDOU - RESEARCH LEAD

SIMONE HORNE - YOUTH FACILITATION LEAD

JANDAMARRA CADD FIRST NATIONS ARTIST VISUAL ARTIST MENTOR

JOSHUA BROWN FIRST NATIONS ARTIST VISUAL ARTIST MENTOR

MANU BUGALLO - REPAIR AND RESTORATION MENTOR

SANDRA ROSS - ARTS EDUCATOR AND VISUAL ARTIST

KEITH KUCH - VISUAL ARTIST

SAM RAVENEAU - FIRST NATIONS VISUAL ARTIST

CINDY VOGELS - RECYCLED FASHION AND DESIGN LEAD

CELIA AND RICHARD WATSON - TUTORS

ROSS SMITH - TUTOR

LISBET WATSON - TUTOR

ANGELA DEKKER - INCLUSIVE EDUCATION LEAD

TROY SULLIVAN - YOUTH WORKER

TONY HODGES - YOUTH SUPPORT

MARYBOROUGH PRINT MAKERS

PAMELA LACK - POWERBOOKEEPING

MORGAN ROBERTS - PHOTOGRAPHER



CISERR ADVISORY GROUP

WE WISH TO ACKNOWLEDGE AND THANK OUR ADVISORS.

**AUNTY JODIE COLLINS - FAMILY & COMMUNITY ENGAGEMENT,
CULTURAL ADVISOR**

KRISTINE ABBOTT - WIDE BAY YOUTH JUSTICE

UNCLE JOSHUA BROWN - CULTURAL ADVISOR

**DR JANDAMARRA CADD - CREATIVE INDUSTRIES & LIVED EXPERIENCE
ADVISOR**

DUNCAN INGLIS - EDUCATION ADVISOR

SANDRA ROSS - COMMUNITY ART EDUCATION ADVISOR

BARRY ARGENT - COMMUNITY ADVISOR

BRAYDEN SMITH AND JOEL STEPHENSON - YOUTH MENTORS

TREVOR SPHOR - COMMUNITY AND CREATIVE ADVISOR

CELIA & RICHARD WATSON - EDUCATION ADVISORS

UNCLE LES RAVENEAU - CULTURAL & COMMUNITY ADVISOR

SIMON CLOWES - TRAUMA INFORMED EDUCATIONAL ADVISOR

**UNCLE BILL RING - FIRST NATIONS YOUTH JUSTICE AND MENTAL HEALTH
ADVISOR**

WE WOULD ALSO LIKE TO ACKNOWLEDGE:

OUR YOUTH PARTICIPANTS, AUNTY DONNA MURDOCH, BILL MURRAY,
ALLEN WEEDON, GARRY CONYERS, MICK MAHER, ROSS ZIMMERLE,
ROWAN MCRAE, DENNIS VOX, BRIAN BONNER, JEFF FORSYTH, JOHN
HAZELTON, ALBERT JONES, ASHLEY BOWER, CYRIL CLARK & THE
CHRISTIAN LIGHT BOOKSHOP.

PARTNERS & CRITICAL FRIENDS

WE COULD NOT DO THIS WORK WITHOUT OUR PARTNERS & CRITICAL FRIENDS

MARYBOROUGH MEN'S SHED

GATAKERS ARTSPACE (GALLERY)

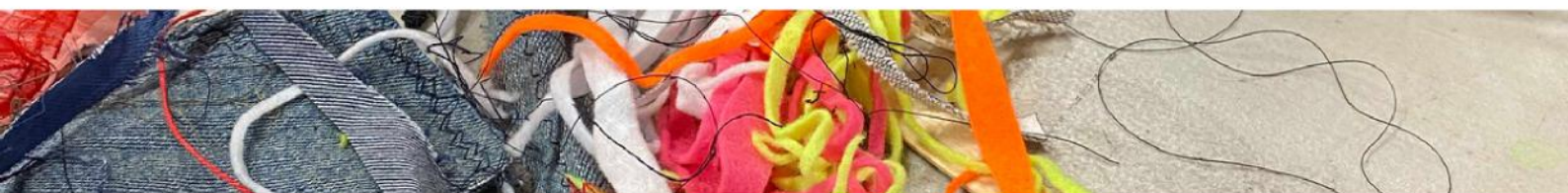
BRISBANE YOUTH TRAINING AND EDUCATION CENTRE (BYTEC)

MARYBOROUGH CIVIC LIBRARY

DOOR OF HOPE CHURCH

GRIFFITH UNIVERSITY

GRIFFITH CENTRE FOR SYSTEMS INNOVATION



WE WOULD LIKE TO ACKNOWLEDGE THE PEOPLE IN THE FOLLOWING ROLES FOR THEIR ONGOING SUPPORT

DEPUTY PRINCIPAL (BYTEC) & GENERAL MANAGER (VTQ)

ALDRIDGE STATE HIGH SCHOOL GUIDANCE OFFICER

MARYBOROUGH STATE HIGH SCHOOL GUIDANCE OFFICER



DIRECTORS' REPORT

THE DIRECTORS PRESENT THIS REPORT TOGETHER WITH THE FINANCIAL STATEMENTS ON THE COMPANY FOR THE YEAR ENDED 30 JUNE 2023.

THIS REPORT DEMONSTRATES THE AGILITY, INNOVATION AND DEDICATION OF THE TEAM AND OUR STAKEHOLDERS, FUNDING PARTNERS, ADVISORS AND COMMUNITY TO ENSURE THAT TESTIMONY ARTS CONTINUES TO SUPPORT THE CHANGING AND GROWING NEEDS OF YOUNG PEOPLE.

Whilst we all continue to recover from the COVID-19 pandemic, 2022 saw Maryborough hit by two floods between January and April. The flood events caused significant damage to about 100 roads in the region and left the Fraser Coast Council with a bill close to \$15 million.

In the first month of the 2023-24 financial year came the shocking news that the federal police had charged a Gold Coast 45-year-old childcare worker with 1,623 sexual abuse offences against 91 children.

There has never been a more critical time for programs that build connection, community, and creativity because we need to shift the dial now more than ever.

In 2018, Tammy Brennan, a passionate multidisciplinary artist, agitator, cultural strategist and changemaker returned home to the South East QLD region from Sydney and became curious about creative repair and its intersectionality of professional artists and crafts people. Tammy worked with Dr Guy Keulemans at UNSW during his Australian Research Council (ARC) application and was introduced to Dr Eleni Kalantidou by Keulemans in late 2020 as Brennan's creative interest and approach was aligned with Kalantidou's practice which encompassed community and repair.

A long-standing professional partnership between Brennan and Kalantidou commenced with them undertaking a scoping a pilot program focused on creative repair practices, social enterprise for regional communities and community building for at risk youth, as a method to address social exclusion. What followed was an extensive community and sector consultation across the Fraser Coast region with a key focus on Maryborough.

In 2020 Brennan secured funding from the Queensland Government, Queensland Arts Showcase Program (2020) to enable the Transformative Repair for Social Change pilot initiative,

Brennan identified a need to assist socially excluded young people in regional QLD communities and the pilot program was designed to identify whether the arts, circular economy and community building approaches to re-engage young people could be successful.

The pilot program was delivered over 6 months in 2021 and aimed to establish through a place-based approach and active research and co-design, whether an interest and participation in community life through hands-on trans-generational learning and training could support early school leavers to become pro-social and build work employment readiness.

The co-designed evaluation of the pilot led to the creation of the *Toolkit for Upskilling At-Risk Youth in Regional Queensland*, supported by an Arts, Education and Law Grant (2021) from Griffith University acquired by Dr Eleni Kalantidou.

Following the success of the pilot, Brennan and Kalantidou recognised that the outcomes of the pilot would not be able to become sustainable only through the support of arts funding. It was at this time Tammy Brennan founded Testimony Arts Ltd.

In late 2021, Tammy Brennan brought Kieren Grassmayr, Dr Guy Keulemans and Ben Hughes together to establish Testimony Arts Ltd to grow the vision and work of Brennan and Kalantidou.

Ben Hughes was appointed as Company Secretary and Kieren Grassmayr as Chairperson on 20 June 2022. Tammy Brennan was appointed to the role of Managing Director on 31 August 2022.

With the guidance and inputs of Brennan and Kalantidou from the pilot findings, Testimony Arts was successful in securing two year funding under Strong and Resilient Communities (SARC) funding program, through Department of Social Services (DSS).

The Toolkit for Upskilling At-Risk Youth in Regional QLD

A CO-DESIGNED RESOURCE AUTHORED BY DR ELENI KALANTIDOU WITH TAMMY BRENNAN, TRSC PILOT PARTICIPANTS AND CONTRIBUTORS.



“The Toolkit is designed for regional communities, organisations and practitioners that want to contribute to the supporting and mentoring of young men and women who have been involved with, or are at risk of being involved in the youth justice system and at high risk of social exclusion, by getting them engaged in creative repair practices.”

The SARC funding has enabled a strong growth cycle following the pilot, and has enabled a clear distinction between the pilot program, Transformative Repair for Social Change (TRSC), and the Testimony Arts SARC funded Creative Industries, Social Enterprise and Repair and Restoration (CISERR) Initiative.

The Maryborough Creative Industries, Social Enterprise, Repair and Restoration (CISERR) Initiative is a program for young people aged 15 to 18 years, who are either disengaged from mainstream learning opportunities due to unresolvable high school disciplinary absence, and/or at risk of entering the youth justice system in regional QLD.

Testimony Arts delivers CISERR which is aimed at developing skills, building capacity around social and economic participation readiness for young people aged 15 to 18 years, who identify as male. The program is bespoke and agile and utilises a mentor-led approach with a focus on building soft skills, resilience and creative problem solving.

2022 to 2023 has seen over 220+ hours of hands-on applied learning experiences provided to 28 young people who met the CISERR criteria in Maryborough, regional, QLD.

As we look to 2024, we are grateful that we continue to work together to achieve our goals to support young people to strive and thrive in their community.

CREATIVE INDUSTRIES, SOCIAL ENTERPRISE, REPAIR AND RESTORATION (CISERR) INITIATIVE

The Creative Industries, Social Enterprise, Repair and Restoration (CISERR) Initiative re-engages young people and introduces them to the arts, social enterprise and circular economy by working with service organisations, the local community, high schools and local and state government agencies to collectively develop a network of supportive relationships.

CISERR was structured around being an engagement and education tool by focusing on four main areas of identified disadvantage, established through the pilot study.

The selection process of the youth participants was based on their age and gender (Indigenous and non-Indigenous young men aged 15-19), being disengaged from school, and possibly having some interaction with the youth justice system.

“...IN 2019-20, OF THE 533,374 CHILDREN AGED 10 TO 17 YEARS LIVING IN QUEENSLAND

- 3,395 HAD AT LEAST ONE PROVEN OFFENCE
- 72% OF YOUNG OFFENDERS WERE MALE
- 48% OF YOUNG OFFENDER WERE ABORIGINAL AND TORRES STRAIT ISLANDER; AND
- 79% OF YOUNG OFFENDERS WERE AGED 15+..”

YOUTH JUSTICE POCKETSTATS



DELIVERING IN COMMUNITY

Engagement in Repair & Restoration
Maryborough Men's Shed

Creative Industries
Gatakers Artspace Gallery

Literacy and Numeracy
Maryborough Civic Library

KEY HIGHLIGHTS 2021 - 2023



* Q1: January - June
Q2: July - December

***The infographic includes data from the 2021 pilot TRSC, and 2022-2023 CISERR information to demonstrate our sustainable growth and achievements. Designed by Skye Smith.**



We value young people
We believe in them
We invest in them



ACHIEVEMENTS 2022 - 2023

Through Tammy Brennan's leadership CISERR flourished during 2022-23 with a 13 person strong advisory group, 18 staff, mentors and volunteers.

- ★ **28 PARTICIPANTS**
- ★ **5 MAJOR COMMUNITY PARTNERS**
- ★ **5 CIVIC VENUES**
- ★ **18 STAFF/MENTORS/VOLUNTEERS**
- ★ **7 REGIONAL ARTIST MENTORS**
- ★ **2 PUBLIC EXHIBITIONS**



ACHIEVEMENTS

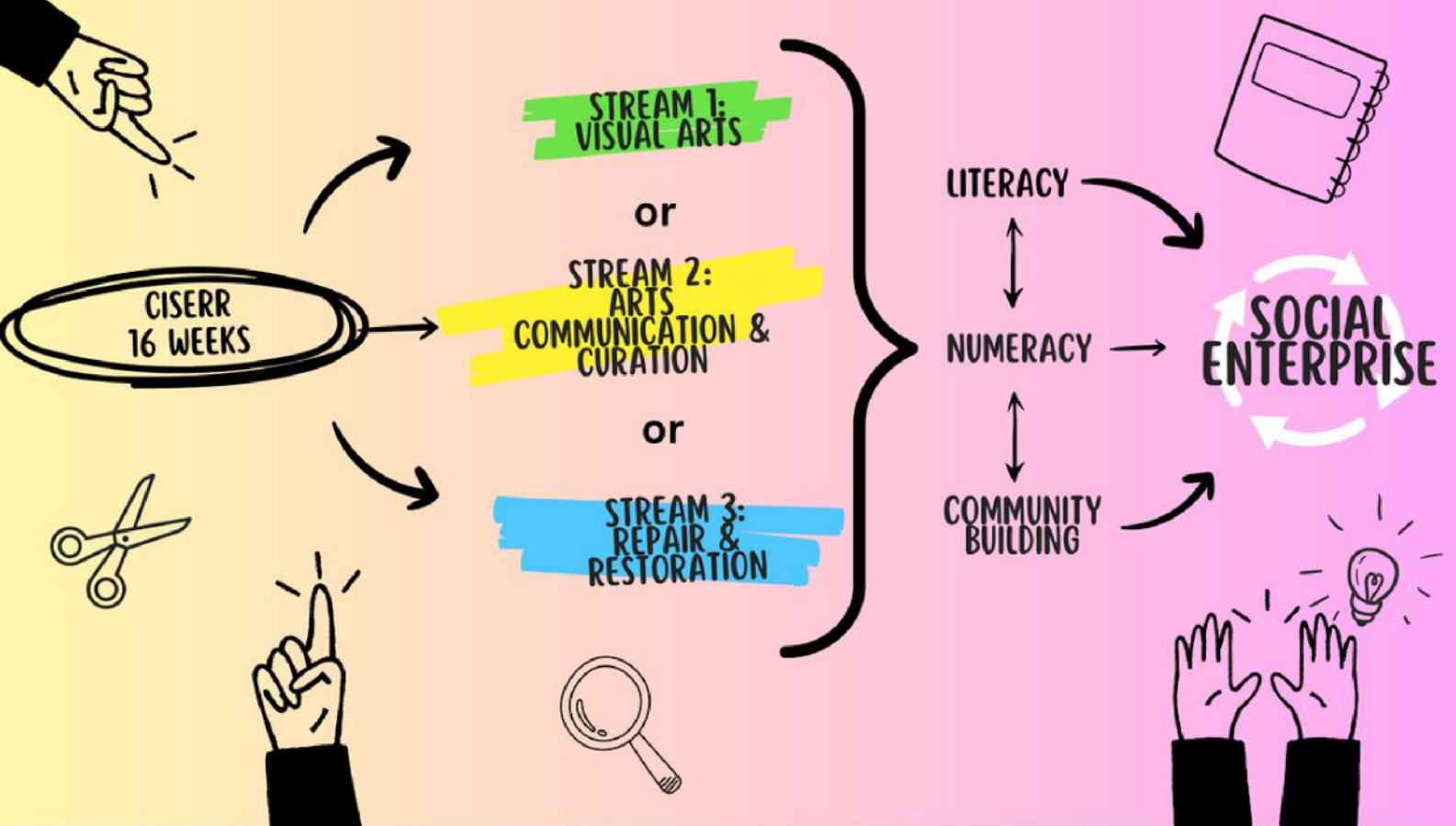
- ★ Cloak art work created by the 2022 cohort displayed in the Fraser Coast Council's 'Waste to Art' exhibition. The outcome was immensely successful, including a two-month exhibition at Gatakers Artspace, and the group coming 3rd in the competition prize.
- ★ The cloak and cohort featured in a Wide Bay Channel 7 news report, which has had over 5000+ views.
- ★ A fast fashion streetwear collection was made and designed to compliment the Cloak, which after its inaugural exhibition, will become a national touring exhibition.



CISERR drives social change and strengthens communities through intersectional arts and cultural education. We mobilise the arts to develop skills in problem solving, constructive risk taking, empathy, critical thinking and teamwork, using a pro-civic embedded education setting.

CISERR RE-ENGAGES DISENGAGED LEARNERS TO FUTURE-THINKING PATHWAYS FOSTERING CONNECTION TO BUILD THRIVING COMMUNITIES.





THE FUTURE

Testimony Arts is a newly established organisation and in our first year, we have worked hard to establish a foundation of good governance and strong financial management through the development of our Management and Governance Procedures.

It is our hope that the next steps for Testimony Arts will be establishing a youth-led social enterprise in central Maryborough. We recognise that further investment is required to increase our capacity and deepen our relationships with community so we can provide more opportunities for at-risk young people in the region.

We would like to extend our immense gratitude for the commitment and hard work of our outgoing Chair Kieren Grassmayr, Founder and Managing Director, Tammy Brennan, Dr Eleni Kalantidou, youth participants, mentors, volunteers, advisors, community partners, critical friends and funders.

FUNDERS 2022 - 2023

Testimony Arts secured \$360,000 in funding from the Australian Government Department of Social Services to support the delivery of the CISERR initiative from 2022 to 2024.

The organisation received \$100,000 in project funding from Creative Australia in June 2023 to support activities into 2024.



Independent to this document are the audited financial statements prepared for 2022 to 2023 which were endorsed by the Testimony Arts Directors at its Annual 2023 AGM.

Additionally please see:

CISERR Measurement, Evaluation and Learning Report by Dr Eleni Kalantidou and Tammy Brennan.

All documents are available on request.

We would not be making change if it were not for you, our funders, partners, volunteers, and supporters.

Thank you.

