

# Annual Report 2021



## yadah gayi-gu darkinjung ngura

**NAISDA would like to acknowledge that we live, learn and dance on Darkinjung Land.**

We pay our respects to our ancestors and Elders, past and present who are our knowledge holders. We acknowledge our Aboriginal and Torres Strait Islander young people who are our future leaders. We acknowledge and pay respect to our NAISDA mentors, innovators and leaders who have passed and who forged the NAISDA legacy. We recognise and honour their deep and lasting contributions.



Whilst at NAISDA, students are referred to as Developing Artists and Practising Artists. This terminology is used throughout this document.

NAISDA recognises that the words 'Aboriginal and Torres Strait Islander', 'Indigenous' and 'First Nations' have come to take on different meanings to different people. We respect the choice of individuals, families and communities to use definitions with which they are most comfortable.

In this report we refer to Aboriginal and Torres Strait Islander people of Australia, their arts and cultures where possible. When referencing external sources, Indigenous or First Nations may be used.

NAISDA recognises that the use of respectful and inclusive language and terminology is an essential component of building self-determination, empowerment and reconciliation.

This report may contain the names or images of people who are now deceased. Some Aboriginal and Torres Strait Islander communities may be distressed by seeing the name, or image of a community member who has passed away.

Photography by Lisa Haymes.



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# Vision, Principles and Values

## VISION

That NAISDA is a dynamic cultural organisation creating and celebrating Aboriginal and Torres Strait Islander Knowings and wisdom through excellence and innovation in dance and performing arts education and training.

## PRINCIPLES

**We are shaped by, and respond to:**

- Embodiment of the most ancient Indigenous Knowings and their diversity and complexity.
- The needs and aspirations of today's Aboriginal and Torres Strait Islander youth and communities across Australia; and
- Celebrating diversity, while fostering belonging and relatedness in an artistic environment that nourishes community inside and outside.

**Central to these are our:**

- Relationship with our communities across Australia;
- Provision of dynamic, relevant and excellence in our training programs;
- Provision of quality facilities;
- Recruitment of highly skilled and experienced staff; and
- Sound leadership and governance to fulfil the vision, sustainability and outcomes of the organisation.
- Our commitment to creatively embodying Indigenous Knowings in all teaching, learning and practice.

## VALUES

- Cultural Integrity and Continuity
- Pursuit of Excellence
- Wisdom and Respect
- Creativity
- Rigour



# NAISDA Dance College Mission

(Prepared by the NAISDA Board of Studies)

## MISSION

To challenge our Developing and Practising Artists to learn, create, aspire, so as to be the artists and cultural leaders for tomorrow.

## PRINCIPLES

**Include a commitment to:**

- The provision of a learning environment that culturally affirms, supports and contributes to the artistic, intellectual and performance skills of our Developing and Practising Artists; and
- Explore, facilitate and grow Aboriginal and Torres Strait Islander people's sense of identity through dance and culture in a running, challenging and inspiring educational environment.

## KEY MESSAGES

- Nourish our future artists, expanding their technique and practice with a greater sense of culture, innovation, justice and humanity.
- Grow creative, informed and reflective practice in an environment of listening, collaboration and respect.
- Partner with Indigenous communities, empowering them through performative expressions of Australian Aboriginal and Torres Strait Islander cultures.
- Partner with international arts, educational and Indigenous organisations to facilitate understanding and to grow international Indigenous arts perspectives.



## From the Chair

In another year when the COVID-19 pandemic continued to disrupt and dominate, I'd like to start by paying tribute to the innovation and endurance of the NAISDA Executive, Staff and our Developing and Practising Artists. Whilst dealing with the residual effects of COVID 2020, as well as the regularly changing 2021 COVID regulations and directives, they maintained robust training excellence and an overriding priority of keeping our NAISDA community safe.

I would also like to thank the Directors of the NAISDA Board, Foundation and Board of Studies who continued to lead and govern proactively during the period, ensuring the stability and growth of the organisation.

The year's prolonged uncertainty made our successes all the more significant. This was particularly evident as we came together to celebrate a highlight on the NAISDA calendar – Graduation. Squeezed in just before the NSW COVID lockdown was announced that very day, the Class of 2020 Graduation Ceremony gave us the opportunity to acknowledge the achievements of staff and students during this challenging time. It also gives us an opportunity to honour and publicly thank two NAISDA Board Directors:

A Board Director since 2003, Robyn Heras was during that time both Deputy Chair and Board Secretary. Broadly regarded as the corporate knowledge-holder of the Board, Robyn is well known to NAISDA students and staff through her familial links to the Dätiwuy clan, Ganambarr family and the Nyinyikay homeland. She has been instrumental in the success of the remote cultural residency program in North East Arnhem Land.

Sharon Burnett from law firm Clayton Utz generously brought to the Board a wealth of experience, an incisive legal view and invaluable advice in matters relating to contracts and Work Health and Safety. We are grateful to them both for their strong and insightful contributions and know they will remain important members of the NAISDA family.

Throughout the year, the NAISDA Board and Foundation maintained traction towards NAISDA's long term goal – the development of Naya Wa Yugali a national centre of First Nations creative and cultural learning. This included the rollout of the strategic business case and advocacy with key stakeholders, corporates, government and State and Federal elected members.

In a year when NAIDOC's *Heal Country!* theme called for stronger measures to recognise, protect, and maintain all aspects of Aboriginal and Torres Strait Islander culture and heritage, Naya Wa Yugali was developed in powerful alignment with our communities' cultural connection, ownership and needs. In June, we were delighted by the NSW Government's commitment of \$530,000 to

realise Naya Wa Yugali's detailed business case. Led by Project Managers RP Infrastructure and Indigenous architect Kevin O'Brien from BVN Architects, this work embeds the capital development within the practice of Designing with Country. Stakeholder engagement, particularly with our Elders, Darkinjung Local Aboriginal Land Council and community was the first important step in ensuring the infrastructure enriches and draws deeply from stories of place, ancestry and belonging.

As we plan and build towards this exciting and sustainable future, my sincere thanks to our corporate, philanthropic and community supporters and to our funders, the Australian and NSW Governments particularly the Department of Infrastructure, Transport, Regional Development and Communications for recurrent funding which allows our young people to aspire and achieve.

2021 will remain a memorable year, a year defined by adaption and adjustment, but also by the strength of our connections to each other, to Darkinjung Country and our unwavering commitment to learning, innovating and creating.



**Mayrah Sonter**  
Chair, NAISDA Limited







## From the CEO

2021 continued to pepper us with COVID uncertainty. As well as maintaining stringent preventative measures, the second sequential year of the pandemic was one in which we learnt to live with, and look after each other during illness. Our COVID-safe procedures and policy provided the organisation framework to respond swiftly and confidently. Whilst our restorative connection back to Darkinjung Country sustained 2021 training, creativity and achievements, we recognised the prolonged human impact of constant adjustment and change. Our provision of increased holistic emotional, wellbeing and support strategies for students and staff throughout the year was critical.

NAISDA's Advanced Diploma which launched in January, also recognised how challenging the last two years have been for our artists and creative industry as a whole. The latest qualification on NAISDA's unique curriculum

scope joined a newly re-accredited Certificate III; with submissions to the Australian Skills Quality Authority (ASQA) made later in the year for the reaccreditation of the Certificate IV and Diploma courses.

Focusing on retraining, enhancing and diversifying skills, the Advanced Diploma is delivered with the support of some of our leading arts companies including Bangarra Dance Theatre, Lucy Guerin Inc, DanceNorth and NT Dance Company. My thanks to all our academic partnerships including the ARTS8 national training organisations and NAISDA Artist-in-Residence, NT Dance Company Creative Director Gary Lang. Gary was our inaugural Advanced Diploma industry placement partner. This unique learning partnership afforded NAISDA Practising Artists the opportunity to perform with NT Dance at Darwin Festival – one of the few live performance venues operating in Australia at the time.

Our training and events calendar was reframed to accommodate the residual and ongoing effects of COVID. This included the completion of the deferred 2020 remote cultural residency to Nyingikay; postponement of plans for the year's Cultural residency to Moa Island, though we look forward to returning next year; and organisation of our first NSW Remote Residency on Darkinjung and Wonnarua Country. We also delayed the Graduation ceremony until midyear and cancelled or reworked performance and engagement activities to online forums including NAISDA's first livestreamed end of year performance. This proved to be a huge success and an approach likely to continue next year.

We anticipated and experienced hesitancy in communities and individuals to commit to future planning and travel. This was particularly apparent in our 2021 audition and engagement process which again pivoted midyear to an online forum. Travel restrictions and understandable caution in Indigenous communities required us to implement a revised approach to marketing with additional resources committed to an expanded strategy. Unfortunately, it could still not achieve pre-COVID engagement numbers.

As the pandemic stretched with increased intensity into the second half of the year, we acknowledged that our "new normal" of vigilance and social distancing was not really normal. With students returning to training after breaks, repeating years, or withdrawing from studies altogether, we recognised that there was not one single journey, experience or 'one-size-fits-all' approach to COVID. We sought to manage stress, apathy, anxiety and exhaustion, and anticipate that recovery and impact will resonate into future years.

Despite these continual demands, we were proud to celebrate our end of year performance *yadhaba ngura* which echoed with the year's NAIDOC *Heal Country!* theme. Meaning *Get Well Land* in Darkinjung language, *yadhaba ngura*'s positive message of care for Mother Earth and Self never felt more relevant. I would like to thank our Elders, knowledge holders and communities who maintained and nourished our learning and NAISDA staff and Boards for their guiding direction and development throughout the year.

We were delighted by the NSW Government's endorsement of our longterm vision through their commitment of \$530,000 in June towards Naya Wa Yugali's detailed business case. This will allow us to progress the capital development's robust framework. I also extend gratitude to all our funders, donors and



advocates supporting our work and young people, particularly the NSW Government and Australian Government through our primary funding body the Department of Infrastructure, Transport, Regional Development and Communications.

Although 2021 was a year of readjustment and some loss, we refused to be derailed or diminished. We continued to innovate and guide the development of tomorrow's creative performers, artists and leaders and completed the year exploring expression, telling stories, dancing, moving and sharing through creative responses which were visceral, original, raw and empowering.

**Kim Walker**  
CEO, NAISDA Dance College



## 2021 in Review

### FEBRUARY

- Term One begins 25 January for Certificate III Developing Artists and 1 February for the remaining cohort
- Cultural Tutors from Moa Island, Torres Strait and New South Wales deliver NAISDA's week-long onsite Cultural Residency which culminates in a public showing at Nhangara Barayi
- NAISDA Developing and Practising Artists attend Bangarra Dance Theatre's performance of *Spirit*

### MARCH

- NAISDA Developing and Practising Artists perform at the 2021 Sydney Gay and Lesbian Mardi Gras.
- Collaboration Exchange Week between NAISDA and NIDA

### APRIL

- NAISDA's application and auditions process opens for the 2022 intake
- Three-week onsite collaboration with NT Dance company and NAISDA's 2021 Artist-in-residence, Artistic Director Gary Lang
- NAISDA graduate Emily Flannery joins Bangarra as a company dancer

### MAY

- NAISDA delivers its delayed 2020 remote cultural residency in partnership with the community of Nyinyikay
- Excursion for Certificate IV Developing Artists to the Australian Museum to see the exhibition *Unsettled* as part of their My Mob unit
- NAISDA Practising Artist Janaya Lamb performs at *Ocean Spirit Rising*, Darling Harbour
- NAISDA Developing and Practising Artists attend Sydney Theatre Company's performance of *The 7 Stages of Grieving*

### JUNE

- The NSW Government announces \$530,000 commitment towards Naya Wa Yugali's detailed business case
- NAISDA hosts its Graduation Ceremony for the Graduating Class of 2020
- Two sold out performances of NAISDA's mid-year show are cancelled due to the sudden introduction of NSW COVID restrictions



### SEPTEMBER

- Practising Artists James Boyd, Brianna Kemmering and Kiara Malcolm perform in NT Dance Company's premiere of *Forbidden* at Darwin Entertainment Centre
- NAISDA hosts a successful online Aboriginal and Torres Strait Islander Youth Dance Workshop for schools and school children during lockdown

### OCTOBER

- Term 4 learning commences onsite

### NOVEMBER

- NAISDA's three-week assessment period begins
- NAISDA graduate Amy Flannery is announced as Bangarra's 2021 David Page Music Fellowship recipient
- NAISDA's end of year performance *yadhaba ngura* is performed onsite to a restricted COVID-safe audience and shared nationally by livestream
- NAISDA launches *Nyangga Ngura: Give Camp*, the 2022 Homestay Program
- NAISDA delivers its first remote cultural residency on Darkinjung and Wonnarua Country
- Online auditions are held

### DECEMBER

- The Hon Ken Wyatt AM, MP Minister for Indigenous Australians attends a meeting to learn of the College's progress towards Naya Wa Yugali
- Janaya Lamb and Jesse Murray are announced as Bangarra company dancers as part of the Russell Page Graduate Program
- Applications open for the 2022 Lucy Guerin Inc and NAISDA First Nations Graduate internship



### JULY

- The start of Term 3 is delayed a week and training delivered remotely in response to the NSW lockdown. A small number of students remain on campus and observe COVID-safe, restrictions, supported by a skeleton staff
- Practising Artists James Boyd, Brianna Kemmering and Kiara Malcolm who flew to Darwin pre-lockdown, commence a three-month secondment with NT Dance Company

### AUGUST

- NAISDA's application and audition program pivots to being delivered online



# Curriculum Delivery

## CURRICULUM DEVELOPMENT

NAISDA's training and qualifications are embedded with rich cultural practice and experiential learning. This forges a potent environment for creative and cultural output and achievement. NAISDA's commitment to academic excellence is guided by the NAISDA Board of Studies in consultation with industry experts, peak bodies, dance professionals and arts training organisations.

The 2021 academic year began on Monday 25 January for Certificate III students, joined the following Monday by the full NAISDA cohort for the simultaneous delivery of the following four qualifications.

- **10988NAT Certificate III** in Dance Practice for Aboriginal and Torres Strait Islander Peoples.
- **10628NAT Certificate IV** in Dance Practice for Aboriginal and Torres Strait Islander Peoples.
- **10629NAT Diploma** of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples.
- **10841NAT Advanced Diploma** of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples.

NAISDA's new Advanced Diploma qualification was delivered for the first time in 2021, commencing with a cohort of six students.

As part of its continuous improvement approach, curriculum development is ongoing in consultation with NAISDA's Board of Studies. In 2021 NAISDA successfully applied for re-accreditation of its Certificate III qualification in Dance Practice for Aboriginal and Torres Strait Islander Peoples. The Certificate IV and Diploma courses were also submitted to Australian Skills Quality Authority (ASQA) for reaccreditation in 2022.

## RESPONDING TO COVID-19

The delivery of NAISDA training and operations in 2021 continued to be disrupted by the ongoing COVID-19 pandemic. The safety of students, staff and communities remained

paramount. Significant COVID-19 responses in 2021 included:

- Considerable resources devoted to planning and maintaining COVID-safe training, including WHS and risk assessments, cleaning regimes, healthcare checks and provisions and room density restrictions for all activities.
- An adapted training program to allow for the delivery of the postponed 2020 remote cultural residency units to Nyinyikay, North East Arnhem Land for Certificate IV and Diploma Developing Artists.
- The rescheduling of the graduation ceremony for the class of 2020 to June 2021 so that the full qualification could be conferred after the Nyinyikay remote residency unit of competency has been completed.
- The cancellation of June's mid-year show performances.
- The cancellation of the 2021 remote cultural residency to Moa Island, replaced by the first residency on Darkinjung Country and Wonnarua Country in November.
- The adaptation of NAISDA's onsite audition and selection process to online platforms for a second sequential year. The extreme caution in Indigenous communities required a revised approach to marketing with additional resources committed to an expanded communication strategy.
- The July holidays were extended by a week. Term 3 began Monday 19 July with full delivery retuning to online learning. Many students remained onsite during lockdown in the NAISDA cottages. The majority of NAISDA staff transitioned to working from home arrangements with a skeleton staff maintained for duty-of-care student services and other critical business. WHS advice, risk assessments and support were undertaken for staff working from home. All onsite facilities were maintained during the period with the NAISDA COVID-safe plan maintained across the campus.
- Onsite learning returned for Term 4, with a capacity to deliver classes online maintained



as required. Dancefilm and Music Composition classes returned with intensive block training. A number of assessments were able to commence in Term 3 in the online environment, with the majority completed early in Term 4.

- The cancellation of NAISDA's end of year performance at the Sydney Opera House meant performances were rescheduled to the NAISDA campus and delivered nationally through livestream.

## HOLISTIC AND HEALTHCARE SUPPORT

NAISDA's Developing Artist Support Team assists, guides and mentors Developing and Practising Artists in a range of support services and ensures a safe environment to discuss issues in a culturally appropriate and confident manner. Ongoing physical and emotional wellbeing throughout 2021 included body conditioning, referrals to specialist health services to manage injuries or illnesses and confidential and independent counselling assistance and services.

Support strategies delivered in conjunction with community service organisations included free annual health and dental checks with Yerin Eleanor

Duncan Aboriginal Health Services, wellness and support services, regular check-ins, information provision, COVID testing and physical and emotional caring strategies.

During online learning, telehealth counselling and injury management were provided. With the return to onsite learning in Term 4, care was taken to reintroduce the level of training in accordance with safe dance principles. An onsite weekly physiotherapy clinic was implemented and weekly counselling provided by Yerin also recommenced.

## THE 2021 COHORT

2020 Auditions were held online for the first time. 22 applications were received and 14 applicants offered a place to begin studies at NAISDA in 2021. 11 places were accepted, joining 23 continuing Developing Artists and one returning Developing Artist. The 2021 cohort therefore comprised 35 Developing and Practising Artists.



# Statistics

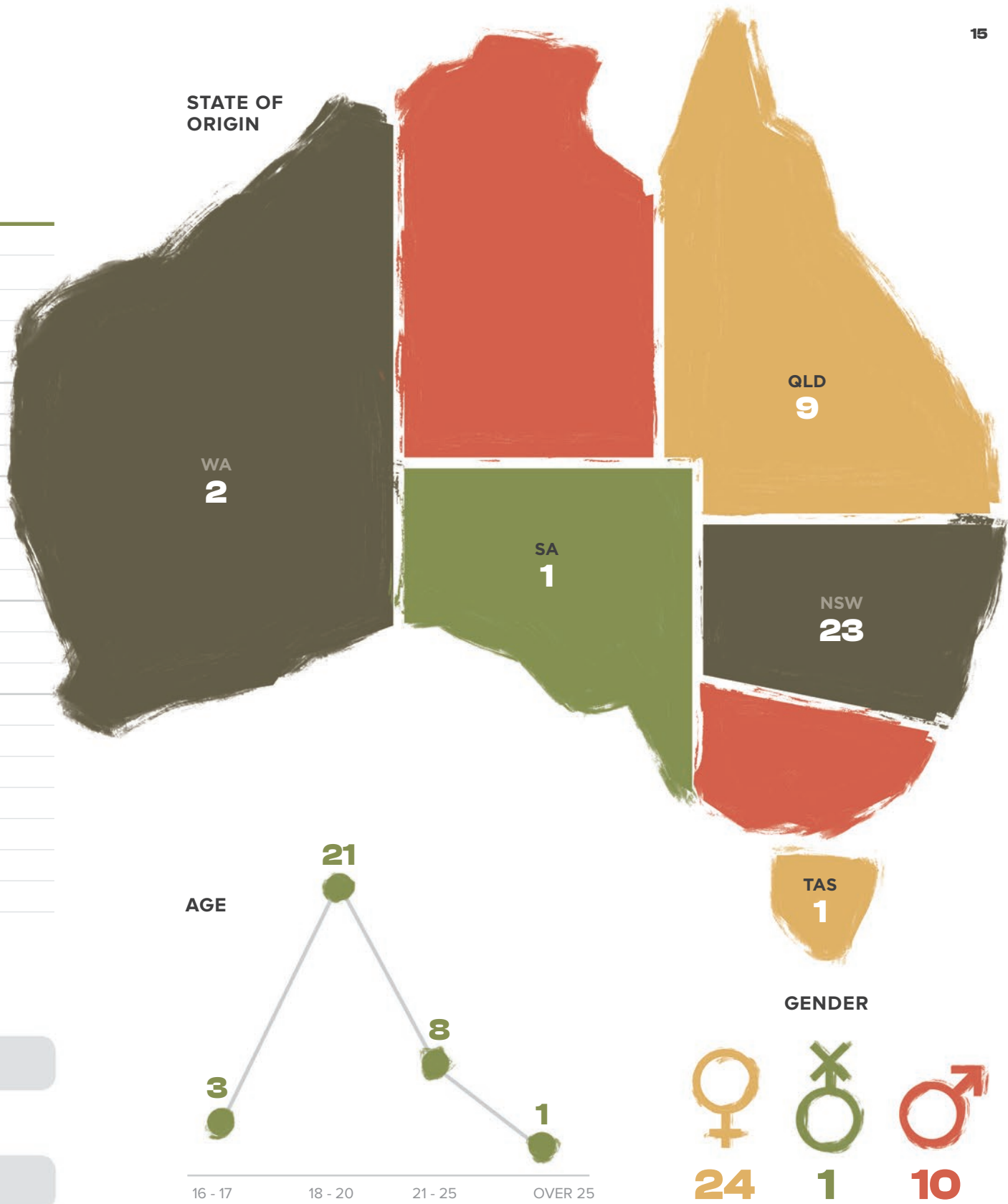
## 2021 STUDENT ENROLMENT BY QUALIFICATION

Total Developing Artists		35
	Certificate III	14
	Certificate IV	9
	Diploma	6
	Advanced Diploma	6
Developing Artist Heritage		
	Aboriginal	31
	Torres Strait Islander	2
	Aboriginal and Torres Strait Islander	2
Age		
	16-17	3
	18 - 20	10
	21-25	19
	Over 25	3
Gender		
	Female	24
	Male	10
	Non-binary	1
State Of Origin		
	Queensland	9
	New South Wales	23
	Victoria	0
	Tasmania	1
	South Australia	0
	Western Australia	2
	Northern Territory	0
	ACT	0

## 2021 AVERAGE STUDENT ATTENDANCE



## 2021 AVERAGE STUDENT COMPLETION





# Five Year Snapshot

DEVELOPING AND PRACTISING ARTIST STATISTICS		2017	2018	2019	2020	2021
Developing/ Practising Artists continuing from previous year		22	25	19	14	23
Developing/ Practising Artists returning after a break		0	1	2	1	1
New Developing/ Practising Artists		15	11	10	19	11
Total Intake		37	37	31	34	35
Developing/ Practising Artists withdrawn		10	11	10	12	15
Developing/ Practising Artists withdrawn by Qualification	Cert III	9	4	7	10	4
	Cert IV	1	6	2	2	4
	Diploma	0	1	1	0	3
	Advanced Diploma	N/A	N/A	N/A	N/A	4
End of Year Completions by Qualification	Cert III	15	8	7	9	10
	Cert IV	7	11	5	7	4
	Diploma	5	7	9	6	3
	Advanced Diploma	N/A	N/A	N/A	N/A	3
End of Year Completions Total		27	26	21	22	20
End of Year Completions Total %		72.97	70.27	67.74	64.70	57.14
End of Year Completions Average %		83.30	72.95	70	75.04	53.97
Average Attendance %		91.25	85.8	88.15	86.02	87.6







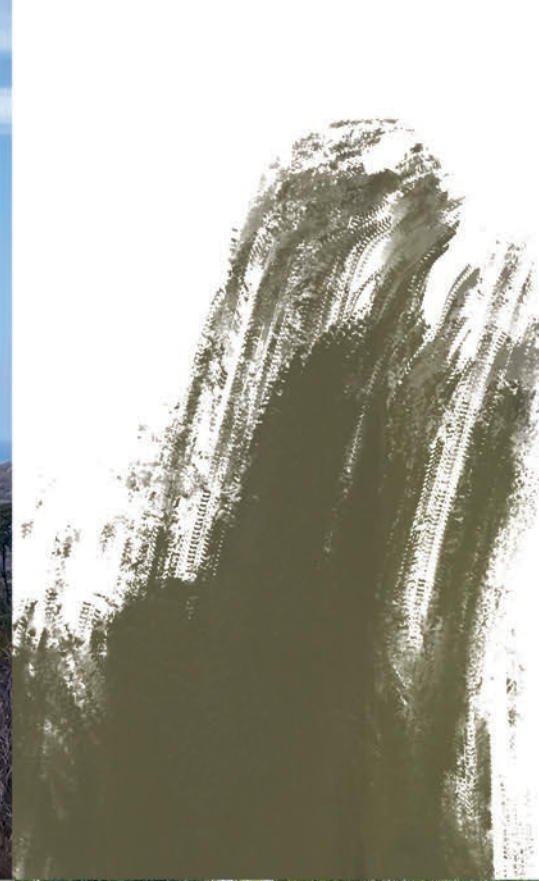
## Effects of COVID-19 on Completion Rates

The effects of the COVID pandemic on NAISDA operations showed no significant signs of abatement – but rather a number of nuanced changes and impacts triggered by the virus itself. Government regulations that restricted movement or moderated behaviours, and the on-going pressure of possible ill health, uncertainty of income, work and welfare, manifested in mental health concerns experienced by a high percentage of the population.

At the start of the pandemic in March 2020, NAISDA's swift action to return Developing and Practising Artists to their home communities was recognised as pivotal in ensuring their safety. After five months of lockdown, there was understandable reluctance in a world of turmoil for Developing and Practising Artists to return to the NAISDA campus. Despite improved online-delivery measures, the pivot to remote training where possible could not ameliorate the impact of the pandemic and 35% of the cohort, principally from remote areas and enrolled in the Certificate III course, did not return to NAISDA. This also had a flow-on effect to course numbers in subsequent qualifications, and will take a full four-year cycle to reinstate.

In 2021, only four of the 2020 Certificate III Developing Artists returned to studies, successfully repeating the Certificate III course. Five of the 2020 Certificate III Developing Artists, who returned to site and graduated to Certificate IV in 2021, felt the accumulated pressure of the pandemic disruption and withdrew from the College. Two of which returned in 2022, as did three Developing Artists from the 2020 Certificate III cohort. Their sustained effort over the past two years sees them currently in their Diploma year (2022).

2021 also saw the largest number of withdrawals across the full cohort since the campus moved to Darkinjung Country. Unlike the universal trend to date – the withdrawals were not confined to the Certificate III cohort. The ongoing uncertainty and disruption has therefore significantly affected the students across all qualifications – including the Advanced Diploma which commenced delivery in 2021.





## The Graduating Class of 2020

NAISDA's graduation ceremony for the class of 2020 was rescheduled from April to June. This was in response to the postponement of NAISDA's remote 2020 cultural residency to Nyinyikay until May 2021. The new midyear date for graduation meant that full qualifications could be conferred once students had completed all remote residency units.

NAISDA was delighted to welcome graduate, Lily Shearer, a proud citizen of the Murrwarri Republic and Ngemba Nation woman, co-founder and artistic director of Moogahlin Performing Arts as its keynote speaker; along with Lola Forester, Yuwibara, South Sea Islander woman and one of Australia's most experienced broadcasters, as Master of Ceremonies.

The day recognised the commitment, skills and achievements of graduating Developing and Practising Artists who attained the following professional qualifications:

### 10277NAT Certificate III in Dance Practice for Aboriginal and Torres Strait Islander Peoples:

Brooklyn Bond  
Josef Graf-Cooper  
Kahlia Illin  
Olivia Kirkman  
Justine Priest  
Peta-Louise Rixom  
Riley Warner

#### Statement of Attainment:

Jaydn Bin-Garape  
Mykelle Bin-Garape  
Mae Ganambarr  
Tiana Ganambarr  
Jericho Lacey  
Rihanna Lacey  
Jacob Mathieson  
Oseyahn Monck-O'Meara  
Hartisha Newie  
Tanya Seaton  
Jack Williams



### 10628NAT Certificate IV in Dance Practice for Aboriginal and Torres Strait Islander Peoples:

Lacey Bilger  
Djirri Desmond  
Jye Jackson  
Stephanie Kitchener

#### Statement of Attainment:

Georgina Bagiri  
Cody Cosson  
D'arcy Maguire  
Cleopatra Pryce

### 10629NAT Diploma of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples:

James Boyd  
Janaya Lamb  
Jesse Murray

#### Statement of Attainment:

Chandler Connell  
Brianna Kemmerling  
Daniel Mateo



## NAISDA AWARDS

Each year, Developing Artists who display outstanding effort throughout their training and learning are awarded a NAISDA Distinction Award or High Distinction Award for their studies. To receive a NAISDA Award, Developing Artists are nominated for their outstanding skills, knowledge, attitude, and performance during the summative assessment period by the NAISDA assessor team or by their trainer.

### Distinction Criteria

- Attendance (90-95% for each unit of study)
- Positive and committed attitude
- Dance and Academic performance
- Contribution to NAISDA culture
- Contribution as a leader in the student cohort

### High Distinction Criteria

A Developing Artist nominated by an assessor or teacher will be awarded a High Distinction if they meet the below criteria:

- Nominated to receive an award
- Excellent general attitude
- Excellent dance and academic performance
- Contribution to NAISDA culture
- 95% (or above) attendance overall

### 2021 Award recipients were:

#### Certificate III

**Riley Warner:** Distinction for the unit DPRCSD301 Develop and Apply Physical Theatre Skills

**Justine Priest:** High Distinction for the unit DPRCSD302 Develop and Apply Musicianship Skills to Dance Performance

**Brooklyn Bond:** Distinction for the unit DPRCSD302 Develop and Apply Musicianship Skills to Dance Performance

**Josef Graf Cooper:** Distinction for the unit DPRDCK302 The History of the Development of Contemporary Indigenous Dance

#### Certificate IV

**Lacey Bilger:** Distinction for the unit DPRCSD401 Increase Depth of Physical Theatre Skills

### Diploma

**Daniel Mateo:** High Distinction for the unit CUAPRF304 Develop Audition Techniques

**Chandler Connell:** Distinction for the unit CUAIND502 Maintain and Apply Creative Arts Industry Knowledge; and PDPCSD502: Produce and Direct DanceFilm

**Janaya Lamb:** Distinction for the unit PDPCSD502 Produce and Direct DanceFilm

**James Boyd:** High Distinction for the unit CUADAN408 Develop Expertise in Ballet Technique



## THE CHAIRPERSON'S EXCELLENCE AWARD

This award is generously sponsored by the Commonwealth Bank of Australia in recognition of a Diploma Developing Artist who makes a positive contribution to college life and highly distinguished artistic and academic performance.

The NAISDA 2020 Chairperson's Award was awarded to James Boyd.

## THE JOANNE HARRIS SCHOLARSHIP FUND

NAISDA is deeply grateful for the support of the Joanne Harris Scholarship Fund Estate executors, Chris and Kathy Harris and Tanya O'Shea, and their commitment of time and genuine interest in the journey of all the Developing and Practising Artists - and in particular the Scholarship recipients.

The Joanne Harris Scholarship Program took the unprecedented approach to reframe the scholarship provision in 2021 so that all Developing and Practising Artists received scholarship support through the Bursary Awards program during their

studies at NAISDA in light of the highly disruptive impact of COVID-19.

## WILLIAM RUBENSOHN FOUNDATION NAISDA SCHOLARSHIP

2021 marked the first year of a three-year program established with the support of the William Rubensohn Foundation. The scholarship helps remove some barriers and stresses that young Developing Artists experience as they commit themselves to the first year of a very rigorous training regime. 2021 inaugural recipients were Certificate III Developing Artists Lena Parkes and Joshua Doctor. They each received a \$1,600 scholarship to support them through their first year at NAISDA.

## THE ZONTA SCHOLARSHIP

The Zonta Scholarship is generously donated by the Zonta Club of Central Coast and is awarded annually to a female Developing Artist studying at NAISDA to support her studies, help her work toward her goals and alleviate some financial stress. The application and selection process is completed in Term 1 by the Zonta interview panel. The 2021 Zonta Award recipient was Djirri Desmond Webb.



## Embedded Cultural Learning

Cultural learning and knowledge systems are at the forefront of NAISDA training, providing opportunities for students to connect with Country, community and culture. Cultural Residency and Cultural Repertoire programs in 2021 were delivered by Wiradjuri woman and Head of Cultural Practice Jo Clancy, Kamilaroi man Casey Natty and Peiudu and Samsep woman Berthalia Selina Reuben, in partnership with Cultural Tutors, Elders, Knowledge Holders and communities.

### CULTURAL RESIDENCY PROGRAM

NAISDA's long-standing cultural residency program has been developed and delivered in close partnership with Aboriginal and Torres Strait Islander communities for over four decades.

NAISDA began its 2021 training year by welcoming Cultural Tutors Dujon Niue and Jeanette Fabila to share songs and dances from Moa Island in the Torres Strait; and Dharug and Wakka Wakka man Stuart McMinn to share NSW Aboriginal song, dance and cultural practice. The week-long onsite cultural residency began with a cleansing ceremony led by Stuart McMinn and culminated with a small showing for Central Coast community members and organisations at Nhangara Barayi, NAISDA's outdoor dancing ground and living learning space.

As part of the residency program, the NAISDA cohort had intended travel to Moa later in the academic year to be welcomed by the community. This had to be cancelled in response to the pandemic and instead, NAISDA hosted its first NSW remote cultural residency with a four-day residency on Darkinjung and Wonnarua Country.

As well as ongoing disruption to the 2021 cultural residency program, the previous year's 2020 cultural residency program also experienced significant impact due to the pandemic and could not be completed. The 2020 residency to Nyinyikay to deliver the cultural learning program in partnership with Cultural Tutors Heather Mitjangba Burarrwanga, Tony Mudalyun Ganambarr and Marcus Lacey and the Dätiwuy Clan, was therefore completed in May 2021.



**“These baskets were made to represent the impact both the Yolngu and Torres Strait Islander cultures and communities have had on me during my time at NAISDA. During our cultural residency trips to Nyinyikay my adopted Amala (mum) Balatj taught me to weave and I feel so blessed to be able to continue this practice away from Country.”**

**D'arcy Maguire**  
Diploma Developing Artist



### CULTURAL REPERTOIRE

Cultural practice is constant at NAISDA delivered by the Cultural Team; Head of Cultural Practice Jo Clancy and Cultural Trainers Berthalia Selina Reuben and Casey Natty. The cultural space remained rich with Darkinjung, Dharug and Wiradjuri song and dance and on Country learning experiences and excursions. Developing and Practising Artists remained connected with Cultural Tutors Dujon Niue and Jeanette Fabila through Zoom learning throughout the year and via a Masterclass in May.

During lockdown, Developing and Practising Artists worked individually on cultural artworks as part of assessment tasks. Asked to complete in any medium, some painted, some sketched, one made a beeswax hand cream. Diploma Developing Artist D'arcy Maguire wove three baskets (see above).





# Performance and Engagement

## CULTURAL REPERTOIRE PERFORMANCE

Friday 12 February

To mark the culmination of NAISDA's 2021 onsite cultural residency Cultural Tutors Dujon Niue and Jeanette Fabila and Stuart McMinn along with NAISDA Developing and Practising Artists shared song, dance and cultural learnings from Moa Island in the Torres Strait and NSW Aboriginal song and dance at Nhangara Barayi.

## MID YEAR PERFORMANCE CELEBRATING NAIDOC 2021

Planned for 26 June

In response to NSW COVID restrictions being introduced three days prior, the midyear show performances, aligned with NAIDOC 2021's *Heal Country!* theme were unfortunately cancelled.



## 2021 END OF YEAR PERFORMANCE: YADHABA NGURA

19 November

*yadhaba ngura*, meaning "Get Well Land" in Darkinjung language, featured a vibrant collection of cultural dance; new contemporary works choreographed by NAISDA Diploma Developing Artists; urban dance; and physical theatre works exploring Country, truth-telling and life journeys. It celebrated students' connection back to Darkinjung Country after lockdown and remote learning.

*yadhaba ngura* was directed by NAISDA Physical Theatre Unit Manager Angie Diaz, with cultural dance delivered by the Cultural Team; Head of Cultural Practice Jo Clancy, Cultural Trainers Berthalia Selina Reuben and Casey Natty and Cultural Tutors Dujon Niue and Stuart McMinn

To keep everyone safe whilst still making *yadhaba ngura* as accessible as possible, NAISDA livestreamed the special performance, virtually sharing skills, stories and rich creative expression with 700 online audience members.

## NT DANCE COMPANY FORBIDDEN, NT ENTERTAINMENT CENTRE. DARWIN

3 and 4 September

Following residency and secondment collaboration with Gary Lang and NT Dance Company, *Forbidden's* cast included NAISDA Practising Artists James Boyd, Brianna Kemmerling and Kiara Malcolm along with NAISDA 2020 graduate Chandler Connell. The collaborative production followed one man's encounters with adversity in a world that forbids him from openly expressing his darkest emotions.





## CORPORATE AND COMMUNITY PERFORMANCES

NAISDA Developing and Practising Artists are normally afforded professional performance opportunities through the annual corporate and community events. Although these were significantly restricted during 2021 due to ongoing restrictions of COVID-19, NAISDA Developing and Practising Artists did perform at the following events:

### SYDNEY GAY AND LESBIAN MARDI GRAS 2021

**6 March**

Performing live at Sydney Cricket Ground and broadcast on SBS OnDemand and SBS TV and NITV, NAISDA Developing Artists performed a piece choreographed by Practising Artists James Boyd, Brianna Kemmerling, Janaya Lamb and Kiara Malcolm.

### VOID

**15 April**

NAISDA Advanced Diploma Practising Artist Jesse Murray performed a new solo work at Newcastle Art Gallery as part of the exhibition VOID.

### JAWUN CORPORATE EVENT

**18 May**

Female Developing Artists performed at the Jawun corporate event held at Taronga Zoo celebrating 2021 Jawun Stories of Female Leadership 'Malamulang'.

### OCEAN SPIRIT RISING

**20 May**

NAISDA Advanced Diploma Practising Artist Janaya Lamb performed a self-choreographed solo work at Darling Harbour as part of *Ocean Spirit Rising*. The Australian National Maritime Museum's unique experience brought together art, music, storytelling and design, water, light, music and dance in a spectacular live event to connect audiences to the waters of Sydney Harbour.



Photography by Joseph Mayer



### ABORIGINAL AND TORRES STRAIT ISLANDER YOUTH DANCE WORKSHOP

**8 September**

During lockdown, NAISDA organised an online dance workshop and was joined by 600 young people from across Australia. Delivered by Head of Cultural Practice Jo Clancy and Trainers Stuart McMinn and Selina Berthalia Rueben, participants learnt Dharug cleansing dance, yarma ngarlie, Torres Strait Islander Dance and Contemporary Aboriginal Dance.



# Partnerships

## ARTIST IN RESIDENCE

**Gary Lang, Artistic Director NT Dance Company**

Supported by the Federal Government’s RISE Initiative, NAISDA’s 2021 collaboration with NT Dance Company enabled NAISDA Practising Artists James Boyd, Brianna Kemmerling and Kiara Malcolm to train, learn and perform with the Company as part of a unique three-month secondment in Darwin. The program of artistic and cultural exchange was designed to develop and equip emerging Aboriginal and Torres Strait Islander artists with authentic company experience and strong connections into the professional dance industry.

The collaboration began in March with NAISDA welcoming to campus Larrakia man, NAISDA graduate and NT Dance Company Artistic Director Gary Lang for a three-week Artist-in-Residency. An internationally recognised choreographer, dancer, artist and teacher, Gary was joined by two senior NT Dance company members. Together they worked with NAISDA Practising Artists to develop the creative process, share cultural learning and exchange. James, Brianna and Kiara then flew out to Darwin in June just prior to lockdown, for their ten-week secondment with the Company.

The residency culminated with the premiere of Gary’s latest work *Forbidden* – a cross-cultural, cross-border collaboration between NT Dance Company; NAISDA; and traditional Yolngu artists from Miku Performing Arts, based in East Arnhem Land. It premiered 3 and 4 September at Darwin Entertainment Centre.

As part of the collaboration, James, Brianna and Kiara also performed with NT Dance Company at the Darwin Aboriginal Art Fair. The 2021 art fair was held online and works were filmed with the dancers on Larrakia Country which were presented as part of the digital event.



## NAISDA’S PROFESSIONAL SECONDMENT AND DEVELOPMENT PROGRAM

NAISDA enjoys strong partnerships with key organisations to deliver its secondment and professional development program. Through these unique secondments, Developing and Practising Artists hone skills, develop contacts and learn how to maximise opportunities within a professional environment. NAISDA thanks the generosity of its ongoing partners for the following 2021 secondment placements.

NAISDA Participant	Secondment Organisation
James Boyd	Dance Makers Collective Legs on the Wall BlakFlip
Brianna Kemmerling	Headspace
Kiara Malcolm	BlakFlip Dance Makers Collective NT Dance Company
Janaya Lamb	Catapult Dance
Jesse Murray	Catapult Dance



## NAISDA GURURWARANG (LONGTIME) MASTERCLASSES 2021

The NAISDA Gururwarang Masterclass Program is funded through the generous support of the Canny Quine Foundation. Gururwarang meaning *Longtime* in Darkinjung language, embeds the program of learning within Darkinjung Country and acknowledges the lasting impact of knowledge and wisdom imparted by invited Masterclass speakers, Elders and industry experts.

### The 2021 series delivered the following masterclasses:

- April Masterclass: Gary Lang Contemporary Indigenous Dance Masterclass
- May Masterclass: Greg Sheehan and Philippe Lincy – Music Masterclass
- April Online Masterclass: Patrick Goulding from Terri Janke and Company – Indigenous Cultural Protocol Masterclass
- June Online Masterclass: Dujon Niue and Jeanette Fabila – Cultural Masterclass
- September Online Masterclasses: Bangarra Dance Theatre – Contemporary Indigenous Dance Masterclass







## NAISDA AND NIDA COLLABORATION

NAISDA Advanced Diploma Practising Artists and students from NIDA's Directing for Performance and Writing for Performance Courses came together in February for a workshop which provided the foundation for a week-long creative collaboration later in March. This was the second collaborative year of the partnership. Students from both arts training organisations explored and shared stories, ideas, skills to develop into original creative works. The week culminated in a presentation of new works to the cohort of students and trainers of both organisations

## ARTS8 EXCHANGE

ARTS8 is the national body of elite performing arts organisations supported by the Australian Government and consists of

- Australian Ballet School (Southbank, Victoria)
- Australian National Academy of Music (South Melbourne, Victoria)
- Australian Youth Orchestra (Sydney, NSW)
- Flying Fruit Fly Circus (Albury, NSW)
- NAISDA Dance College (Karing, NSW)
- Australian Film, Television and Radio School (Sydney, NSW)
- National Institute of Circus Arts (Pahran, Victoria)
- National Institute of Dramatic Art (Kensington, NSW)

Two student representatives from each organisation annually come together in a shared space for a creative collaboration based upon a chosen theme. The 2021 ARTS8 exchange was unfortunately cancelled due to restrictions imposed by COVID-19. Proactive dialogue and collaboration with the ARTS8 organisations were maintained during the period; including the modification of a joint project *Yargunda Barbindu* due to the changing availabilities of the creative artists and organisations involved.

## LUCY GUERIN INC

NAISDA's multi-year partnership with Lucy Guerin Inc, the critically-acclaimed contemporary dance company located on the lands of the Kulin Nation in Melbourne, Victoria reflects a shared vision to create new career opportunities for emerging First Nations dance artists and sustain careers through the crucial early years after graduation. 2021 secondments and intern opportunities were cancelled due to restrictions imposed by COVID-19.

Natalia Mejia Barreneche from the Commonwealth Bank of Australia undertook an online secondment reviewing NAISDA's communication requirements and efficiencies.

## EDUCATION AND TRAINING PROVIDERS

NAISDA fosters and enjoys partnerships and strong relationships with leading education providers and stakeholders. These include the University of Auckland, University of Newcastle and the Alliance of First Nations Independent Education and Training Providers.

In 2021, the UNESCO-funded *Dancing Ocean Project* collaboration was developed, bringing together four institutions, in four different locations in the Pacific, to collectively explore and share Indigenous pedagogical approaches to creativity and performance. The institutions included NAISDA Dance College, the University of Auckland, VOU Dance Fiji and the Centre for PNG Studies/University of Papua New Guinea.

## BARANG REGIONAL ALLIANCE

As the voice of the Aboriginal and Torres Strait Islander Central Coast community, Barang Regional Alliance is one of the ten funded local decision-making sites in NSW, as well as being one of ten Empowered Communities' regions in Australia. NAISDA is one of Barang's seven member organisations, working together in partnership with government and other key stakeholders to reform the ways that Indigenous policies and programs are designed and delivered. This significant partnership also provides support, services and mentorship for NAISDA staff and Developing and Practising Artists as well as organisation support through operations, negotiation and representation. Barang was a significant partner in NAISDA's 2021 community consultation towards the Designing with Country framework for Naya Wa Yugali's detailed business case, facilitating extensive engagement workshops with community, Elders and emerging leaders.



## JAWUN SECONDMENT PROGRAM

The Jawun Secondment Program provides NAISDA with unique access to corporate sector expertise, enabling it to strategically advance operations and programs. In 2021 the pandemic resulted in disruption to the delivery of the full program. Jawun secondment



# Development

## GRANTS

All opportunities to pursue increased State and Federal Government program funding were actively pursued in 2021. NAISDA was successful in its application to The Building Better Regions Fund for \$95,979.00 funding towards a \$251,080 project to convert a campus building into a cultural and creative Incubator Lab and rehearsal, production and performance space.

The fit-out includes audio-visual equipment, acoustics, tarket dancefloor and raked seating for audiences. It will provide space where NAISDA students will develop and present creative dance, physical theatre and multi-media works. As well as gain knowledge and practical experience in the delivery of technical and production units within the curriculum.

The project will also facilitate increased interaction with community, schools and stakeholders through strategic community engagement programs and events which can be programmed within the renovated Incubator Lab. The project is due for completion mid-2022.

2021 NAIDOC funding was secured to deliver a program of COVID-safe NAIDOC celebrations and engagement. Initial plans for onsite community performance and engagement midyear were adapted to provide national livestream opportunities as part of the end of year performance *yadhaba ngura*.

## THE NAISDA FOUNDATION

In 2021 Shane Simpson AM was elected Foundation Chairperson with Douglas Nicol appointed a new Director to the Board. The Foundation pursued a strong advocacy program with State and Federal government representatives and departments, Indigenous organisations and stakeholders to support Naya Wa Yugali. Key messaging workshops and interviews were held resulting in the development of a new value proposition presentation which will help develop a case for support and collateral for prospective donors. The Foundation also undertook a number of pitch 'trials' with corporate friends of NAISDA to seek feedback and hone the output.

## NAYA WA YUGALI CAPITAL DEVELOPMENT

The NSW Government announced \$530,000 commitment towards delivering the Naya Wa Yugali detailed business case in June 2021.

*"Throughout its long and remarkable history NAISDA has been embedded in New South Wales. We are extremely grateful to the NSW Government for this announcement which places First Nations education and employment as pathways to change. By creating jobs, driving employment, generating exchange and community participation and celebrating the richness of our country's first cultures, Naya Wa Yugali will significantly shift the cultural infrastructure in Australia and strengthen the powerful role NAISDA plays in our State and National, creative, education and economic agendas."*

– **Shane Simpson,**  
**Chairperson the NAISDA Foundation**

The second half of 2021 therefore saw a significant amount of work towards the development of the Naya Wa Yugali detailed business case. Consultants were engaged, including the primary design consultant, Kevin O'Brien from BVN. After consultation with the Government Architect NSW, a procurement process supporting affirmative measures for Indigenous-led practices was followed giving purpose and integrity to the process which was underpinned by stakeholder engagement and consultation. In-principle support was secured from the Indigenous Land and Sea Corporation for supplementary funding for Stage 1 of the project.

The detailed business case and masterplan is being developed in powerful consultation with NAISDA's many communities to ensure Naya Wa Yugali is embedded in the ground-breaking practice of Designing with Country. Key consultation and engagement with Darkinjung Elders and community facilitated through Barang Regional Alliance, resulted in five key themes of *Healing, Identity, Connection, Language* and *Water* being identified, to be reflected in the infrastructure. Spiritual settings for gathering will centre upon a dancing



ground setting, a sky/stars setting, a water setting and fire setting. In response to community feedback, consideration is being given to revisiting the capital build name of Naya Wa Yugali. Further consultation is underway with Darkinjung Elders and the re-convened Darkinjung Language Group to examine renaming potential which sustains cultural integrity and ownership.

## FOUNDATIONS

The 2021 NAISDA Masterclass Series, supported through the Canny Quine Foundation continued to provide the student cohort with unique access to professional industry insight and advice. The delivery of some of the program transitioned into online masterclasses and engagement.

NAISDA received generous support from The William Rubensohn Foundation to deliver a new program of scholarships from 2021 onwards. *The William Rubensohn Foundation NAISDA Scholarship* awarded two scholarships to help alleviate the stress and anxiety during the first year of studying for the Certificate III qualification. It is particularly intended to assist students who might not have otherwise been able to take up an offer of a place at NAISDA without this financial help.

## DONATIONS AND SUPPORT

The national fall in giving for 2019/20 and again in 2020/21 was confirmed through the charitable giving index data with the income loss of almost \$1 billion per year. NAISDA's annual giving and End of Financial Year campaign Songlines resulted in a 52% increase in donations during 2021 in comparison to the previous year.



## NAISDA WOULD LIKE TO THANK:

The communities of Wug Village, Kubin Village, Badu Island, Dhambala, Galiwin'ku, Nyinyikay, Darkinjung Country.

Department of Infrastructure, Transport, Regional Development and Communications, National Indigenous Australians Agency, Department of Prime Minister and Cabinet, ABSTUDY Services Australia, Create NSW, NSW Aboriginal Affairs, Department of Education, Smart and Skilled.

Joanne Harris Scholarship Fund, The Canny Quine Foundation, The William Rubensohn Foundation, OZHarvest, Woolworths, Zonta Central Coast, The Bouddi Foundation, Homestay Families, NAISDA Donors and Supporters.

Barang Regional Alliance Central Coast, Bara Barang Corporation, Gudjagang Ngara li-dhi, Mingaletta

Aboriginal Corporation, Yerin Eleanor Duncan Aboriginal Health Services, The Glen, Darkinjung Local Aboriginal Land Council, The Alliance of First Nations Independent Education and Training Providers.

Bangarra Dance Theatre, Lucy Guerin Inc, NT Dance, Sydney Dance Company, DanceNorth Australia, ARTS8, Sydney Dance Pre-Professional, Legs on the Wall, Ausdance NSW, Musica Viva, The University of Auckland, The University of Newcastle.

Jawun, KPMG, Central Coast Council, Hunter and Central Coast Development Corporation, Accounting For Good, Nurture HR, Good Gear, The Commonwealth Bank, RP Infrastructure, BVN Architecture, Lisa Haymes Photographer, eOne Design, Brilliant Logic, Sharp DS, Kariang Medical Centre, Kariang Physiotherapy Centre, Travel Partners.



# Operations

## FACILITIES AND INFRASTRUCTURE

NAISDA continued to provide responsive accommodation services for Developing and Practising Artists across seven onsite cottages and offsite through the NAISDA Homestay program. These services are heavily subsidised by NAISDA as part of its holistic support program.

Considerable monitoring and actions throughout the year maintained COVID-safe training and work spaces, particularly when NAISDA transitioned to online learning in Term 3, with some Developing and Practising Artists remaining onsite in the NAISDA cottages. As it was unclear how long the lockdown period would continue, all available resources were devoted to improving the training experience. This included the purchase of two large screen videoconferencing systems to be utilised for both physical and theoretical classes. Resources were devoted to continuing upgraded cleaning and sanitising regimes, planning and risk assessments in accordance with the developed NAISDA COVID-response plan, policies and procedures.

The position of NAISDA Facilities Manager was recruited and appointed in June 2021 to oversee the coordination and improved management of NAISDA environments.

NAISDA transitioned its Microsoft platform from the Enterprise tenant to the Education tenant to provide enhanced functions and collaboration possibilities for students and staff in the training space.

The NAISDA Pilates Studio was relocated to provide closer proximity and improved amenity of the space for NAISDA Developing and Practising Artists. This resulted in increased usage as well as the space utilised for weekly Physiotherapy Clinics.

The execution of a licence agreement for NAISDA to occupy a new building for course delivery was delayed resulting in the planned fit out for new spaces postponed until January 2022 with 2021 training continuing in existing spaces.

## STAFF TRAINING AND PERSONAL DEVELOPMENT

NAISDA provides staff training and learning opportunities for professional development. All staff-initiated training is collated through Achievement and Development meetings throughout the year. NAISDA also initiates training that occurs annually or at a prescribed interval including emergency evacuation, warden training, anti-discrimination, and cultural awareness training.

Despite the delivery of 2021 staff training and development being impacted through the pandemic, a significant Strategy and Development Workshop was held for all staff on 29 September facilitated by PWC. The workshop, delivered onsite and online, focused on the organisation's immediate and five year planning to achieve critical actions and success.





# Our People

## NAISDA Founder and Artistic Director Emeritus

Carole Y Johnson

## NAISDA Staff

### EXECUTIVE AND CORPORATE SERVICES

Kim Walker	Chief Executive Officer
Debra Schleger	Chief Operating Officer
Casey Bourke	Corporate Services Executive Assistant
Scott Clement	Facilities Manager <i>(from 24 June 2021)</i>
Jan Wells	Head of Marketing and Development
Simba Chimpaka	Head of Finance
Celeste Uerata	Youth Engagement Officer <i>(until 18 June 2021)</i>
Kate O'Brien	Corporate Services Coordinator
Jaylee Lawrence	Receptionist
Karen Bluff	Facilities Officer
Gregory Dubose	Bus Driver

### TRAINING

Deon Hastie	Head of Dance
Jo Clancy	Head of Cultural Practice
Bronwyn Hodgekiss	Head of Compliance and Training Operations
Alfred Taahi	Advanced Diploma Coordinator
Pamela Williams	Training Operations Coordinator
Jane Austin	Academic Manager <i>(until 30 April 2021)</i>
Meaghan Bonser	Academic Administration Officer
Angie Diaz	Unit Manager Performance and Production
Vanessa Ziesing	Unit Manager Physical Conditioning
Adelle Grogan	Developing Artist Support Officer

## NAISDA Board of Directors

Mayrah Sonter	Chair
Josh Riley	Deputy Chair <i>(Retired from the Board October 2021)</i>
Robyn Heras	Director and Board Secretary <i>(until June 2021)</i>
Elizabeth Butcher AM	Director
Wesley Enoch AM	Director
Sharon Burnett	Director <i>(until June 2021)</i>
Christian Lugnan	Director

### EX OFFICIO

Kim Walker	Chief Executive Officer
Debra Schleger	Chief Operating Officer
Staff Representative	Vacant
Developing Artist Representative	Vacant

## NAISDA Foundation

Shane Simpson AM	Chair
Elizabeth Butcher AM	
Heather Brown	
Douglas Nicol	
Mayrah Sonter	
Kim Walker	

## NAISDA Board of Studies

Dr Nerida Blair	Chair
Shane Carroll	
Dr Christine Evans	
Dr Brooke Collins-Gearing	
Jo Clancy	
Pamela Williams	

### EX OFFICIO

Kim Walker
Bronwyn Hodgekiss
Deon Hastie

## NAISDA Trainers

Raymond D Blanco
Sean Byrnes
Dr Brooke Collins-Gearing
Sue Healey
Carole Y Johnson
Yvette Maher
Casey Natty
Chima Olujie
Berthalia Selina Reuben
Troy Russell
Jasmin Sheppard
Karl Shore
Guy Strazullo
Amy Thornhill
Tahlia Watton
Legs on the Wall

## Cultural Tutors 2021

Dujon Niue
Jeanette Fabila
Heather Mitjangba Burarrwanga
Tony Mudalyun Ganambarr
Stuart McMinn





# Governance

NAISDA Ltd operates under the regulations of the Corporations Act 2001 as a company limited by guarantee. NAISDA Ltd is a Deductible Gift Recipient (DGR) under Item 1 of the Income Tax Assessment Act 1997. NAISDA Ltd, including its registered business name of NAISDA Dance College, operates its business in accordance with the provisions outlined in its Constitution. The purposes and objects for which the company has been established are:

1. To encourage Aboriginal and Torres Strait Islander performing arts;
2. To educate Aboriginal and Torres Strait Islander people in dance and the performing arts;
3. To promote the development and advancement of Indigenous dance education, training and performance in Australia and overseas;
4. To stage productions of Aboriginal and Torres Strait Islander arts, dance and theatre;
5. To promote cultural and artistic understanding of Aboriginal and Torres Strait Islander performing arts;
6. To properly administer and do all that is incidental to, for the benefit of, or necessary for these objects;
7. For the purpose of furthering these objects, to raise money by all lawful means, including gift, grant and borrowing (whether on a secured or unsecured basis) and to undertake commercial activities to self-generate income and to conduct fundraising campaigns, and
8. To assist where possible the ongoing professional development of graduates of the company.



## GOVERNMENT PARTNERSHIPS

NAISDA's lead operational funding is provided through the Federal Government's Department of Infrastructure, Transport, Regional Development and Communications (formerly the Department of Communications and the Arts) under a sextennial funding agreement 2016 – 2022. Supplementary NAISDA funding is also received through the Indigenous Advancement Strategy through the National Indigenous Australians Agency within the Department of Prime Minister and Cabinet and the Smart and Skilled program within the NSW Department of Education. Project funding is also sought through other tiers and agencies of government, corporate and private philanthropy and sponsorship.

## CORPORATE PRIORITIES

NAISDA operates under five key overarching priorities within the funding period 2019 - 2022. They are all underpinned by the commitment to the NAISDA and NAISDA Dance College values and principles:

1. The development, performance and sharing of artistic expression and creative responses informed by Indigenous knowings.
2. Accreditation and introduction of the new curriculum in 2018 and 2019 that provides more and diverse entry points and career pathways for NAISDA Developing and Practising Artists.
3. The development of an organisational structure that will support the continuing development and sustainability of the organisation.
4. The diversification of funding to support the sustainable operation of the organisation.
5. The development of the Naya Wa Yugali capital infrastructure project – an international centre of Indigenous performing arts excellence and integral partnerships and programs.

## CAPACITIES AND EFFICIENCIES

Throughout 2021 NAISDA applied a continuous improvement approach to systems, policies and procedures, ensuring all legal and regulatory requirements were met. Progress Reports were submitted to lead funders the Federal Government's Department of Infrastructure, Transport, Regional Development and Communications and the NAISDA Board reporting regularly against the NAISDA strategic plan.

The NAISDA WHS Management System and Committee worked to comply with requirements across all training, accommodation and corporate operations within the College and maintain the highest possible standards.

In 2021, NAISDA's recruitment policy achieved its stated goals for Aboriginal and Torres Strait Islander staff and worked to attract and retain a cohort of quality staff. In 2021 the NAISDA Enterprise Agreement was rolled forward in line with its existing provisions.







# Financial Report

FOR THE YEAR ENDED  
31 DECEMBER 2021



# Income & Expenditure Report

NAISDA LIMITED  
For the year ended 31 December 2021

	2021	2020
<b>Income</b>		
Revenue	3,838,041	3,477,627
<b>Total Income</b>	<b>3,838,041</b>	<b>3,477,627</b>
<b>Expenditure</b>		
Employee benefits expense	1,898,500	1,882,421
Depreciation and amortisation expenses	29,468	35,676
Finance costs	21,878	44,129
Other expenses	1,866,201	1,268,822
<b>Total Expenditure</b>	<b>3,816,047</b>	<b>3,231,048</b>
<b>Profit (loss) before income tax</b>	<b>21,994</b>	<b>246,578</b>
<b>Profit (loss) for the year</b>	<b>21,994</b>	<b>246,578</b>

# Movements in Equity

NAISDA LIMITED  
For the year ended 31 December 2021

Account	2021	2020
<b>Equity</b>		
Opening Balance	1,812,626	1,566,047
<b>Increases</b>		
Profit for the Period	21,994	246,578
<b>Total Increases</b>	<b>21,994</b>	<b>246,578</b>
<b>Total Equity</b>	<b>1,834,620</b>	<b>1,812,626</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached Auditor's Report.



## Balance Sheet

### NAISDA LIMITED

As at 31 December 2021

	NOTES	31 DEC 2021	31 DEC 2020
<b>Assets</b>			
<b>Current Assets</b>			
Cash at Bank	9	3,619,223	3,033,264
Petty Cash		336	144
Trade Debtors	10	507,923	776,982
Stock on Hand		14,396	14,619
Prepayments		34,064	72,018
<b>Total Current Assets</b>		<b>4,175,942</b>	<b>3,897,028</b>
<b>Non Current Receivables</b>			
NAISDA Foundation		-	92,087
<b>Total Non Current Receivables</b>		<b>-</b>	<b>92,087</b>
<b>Fixed Assets</b>			
Property, plant and equipment	11	953,581	1,208,803
<b>Total Fixed Assets</b>		<b>953,581</b>	<b>1,208,803</b>
<b>Total Assets</b>		<b>5,129,523</b>	<b>5,197,918</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Lease Liability - Current		316,691	299,693
Trade Creditors		2,028	48,329
Other Creditors and Accruals		298,941	223,795
Credit Card		3,698	3,566
PAYG Withholding Payable		28,892	24,566
Provision for Annual Leave		291,038	222,187
Provision for LSL		156,364	155,534
Donation Committed		142,985	142,985
Unexpended Grant		1,386,037	1,407,420
GST		142,828	15,123
<b>Total Current Liabilities</b>		<b>2,769,502</b>	<b>2,543,200</b>
<b>Non-Current Liabilities</b>			
Lease Liability - Non Current		525,401	842,093
<b>Total Non-Current Liabilities</b>		<b>525,401</b>	<b>842,093</b>
<b>Total Liabilities</b>		<b>3,294,903</b>	<b>3,385,292</b>
<b>Net Assets</b>		<b>1,834,620</b>	<b>1,812,626</b>
<b>Equity</b>			
Retained Earnings		1,834,620	1,812,626
<b>Total Equity</b>		<b>1,834,620</b>	<b>1,812,626</b>

## Notes to the Financial Statements

### NAISDA LIMITED

For the year ended 31 December 2021

#### 1. Statement of Significant Accounting Policies

The financial statements are a special purpose report prepared for use by directors and the members. The directors have determined that the company is not a reporting entity.

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

No Australian Accounting Standards, Australian Accounting Interpretations Views or other authoritative pronouncements of the Australian Accounting Standards Board have been intentionally applied.

	2021	2020
<b>2. Grants Received</b>		
Abstudy	116,070	(9,848)
GRANT STATE OPERATING NON RECURRENT	306,578	3,000
NIAA Operating Recurrent	210,000	210,000
NSW Heritage Grant (Aboriginal Heritage Grant)	2,250	-
Office for the Arts (CUICA)	2,561,385	2,024,904
Smart & Skilled (Dept of Communities & Education)	350,479	396,428
GRANT COMMONWEALTH OPERATING NON RECURRENT	571	18,714
<b>Total Grants Received</b>	<b>3,547,332</b>	<b>2,643,197</b>

	2021	2020
<b>3. Donations, Sponsorships &amp; Bequests</b>		
Donation Received	72,900	108,591
Sponsorship	2,364	-
<b>Total Donations, Sponsorships &amp; Bequests</b>	<b>75,264</b>	<b>108,591</b>

	2021	2020
<b>4. Other Income</b>		
Other Income	19,865	6,058
Homestay Income	2,496	5,971
Sales of Goods	91	443
TRADING/OPERATING ACTIVITIES	182	-
Scholarships	3,200	-
Foundation's Expenses	(23,099)	50,418
<b>Total Other Income</b>	<b>2,735</b>	<b>62,890</b>



	2021	2020
<b>5. Interest Received</b>		
Interest Income	2,522	9,296
<b>Total Interest Received</b>	<b>2,522</b>	<b>9,296</b>
	2021	2020
<b>6. Auditors Remuneration</b>		
Audit Fees	16,500	15,000
<b>Total Auditors Remuneration</b>	<b>16,500</b>	<b>15,000</b>
	2021	2020
<b>7. Employees Entitlements</b>		
S&W Annual Leave Provision	68,851	29,298
S&W Long Service Leave Provision	829	20,355
<b>Total Employees Entitlements</b>	<b>69,680</b>	<b>49,653</b>
	2021	2020
<b>8. Interest Paid</b>		
Interest Paid	55	919
<b>Total Interest Paid</b>	<b>55</b>	<b>919</b>
	2021	2020
<b>9. Cash at Bank</b>		
Business Online Saver	2,391,198	2,654,676
CBA Cheque Account	809,931	140,415
Cultural Residency Account	1,022	1,022
Donations Trust Account	284,865	212,486
MFTA Account	132,209	24,666
<b>Total Cash at Bank</b>	<b>3,619,223</b>	<b>3,033,264</b>
	2021	2020
<b>10. Trade Debtors</b>		
Accounts Receivable	399,826	662,163
Accrued Income	106,634	114,819
Sundry Debtors	1,464	-
<b>Total Trade Debtors</b>	<b>507,923</b>	<b>776,982</b>
	2021	2020
<b>11. Property, Plant &amp; Equipment</b>		
Capital Works in Progress	53,677	-
Building Improvements	317,163	317,163

	2021	2020
Less Building Improvements - Accum Dep	(277,860)	(272,222)
Motor Vehicles - At Cost	650	650
Less Motor Vehicles - At Cost - Accum Dep	(650)	(650)
Motor Vehicles - Leased	148,896	148,896
Less Motor Vehicles - Leased - Accum Dep	(148,896)	(145,759)
Plant & Equipment Teaching	108,674	107,847
Less Plant & Equipment Teaching - Accum Dep	(93,521)	(89,405)
Plant & Equipment Office	246,442	214,547
Less Plant & Equipment Office - Accum Dep	(199,406)	(182,828)
Right of Use Assets	798,412	1,110,563
<b>Total Property, Plant &amp; Equipment</b>	<b>953,581</b>	<b>1,208,803</b>

## 12. Company Details

The registered office of the company is

NAISDA Limited

5/31 The Avenue Mt Penang Parklands

Kariong NSW 2250



## NAISDA LIMITED

A C N 140 026268

For the year ended 31 December 2021

Movements in Carrying Amounts	Capital Works in Progress	Building Improvements	Motor Vehicles	Motor Vehicles Leased	Plant & Equipment Teaching	Plant & Equipment Office	Rights to use Assets	Total
Opening Balance		44,942	-	3,136	18,442	31,719	1,110,563	1,208,802
Purchases During the Year	53,677				826	31,895		86,398
Disposal During the Year								-
Depreciation		-	5,638	-	3,136	-	16,578	- 29,467
Applied Lease Expense During Year							- 312,151	- 312,151
Loss on Disposal								-
Profit on Disposal								-
Closing Balance	53,677	39,304	-	-	15,153	47,036	798,412	953,582

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached Auditor's

## Directors Declaration

## NAISDA LIMITED

For the year ended 31 December 2021

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, present fairly the company's financial position as at 31 December 2021 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director: Christian Lugnan



Director: Dr Nerida Blair



Sign date: 19 April 2022





To the Chairman & Directors of NAISDA Limited,

**Re: Auditor's Independence Declaration (Section 307C of the corporations Act 2001)**

As lead engagement principal auditor for the audit of NAISDA Ltd for the year ended 31 December 2021, I declare that, to the best of my knowledge and belief, there have been:

- i no contraventions of the independence requirements of the Corporations Act 2001 in relation to the audit; and
- ii no contraventions of any applicable code of professional conduct in relation to the audit.

**Kenneth G Howes FCA**  
Registered Company Auditor No 3445  
Suite 4.26 Element Building  
200 The Entrance Road, Erina, NSW 2250

*30 March 2022*

Dated

Suite 4.26 Element Building, 200 The Entrance Rd, Erina NSW 2250  
80A Picketts Valley Rd Picketts Valley NSW 2251  
PO Box 4350, East Gosford NSW 2250  
2367 Kelvin Road Gunnedah NSW 2380  
Phone 02 4302 0899  
Email [admin@howes.com.au](mailto:admin@howes.com.au) Website [www.howes.com.au](http://www.howes.com.au)

A DIVISION OF VICTORIA COURT ACCOUNTING & TAXATION SERVICES PTY LTD ACN 111 763 341



Tax agent  
72510015

Liability limited by  
a scheme approved  
under Professional  
Standards Legislation



**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF  
NAISDA LIMITED  
ABN 91 779 372 06**

**AUDIT OPINION**

In my opinion the financial report of NAISDA Limited, is in accordance with;

- (a) the Corporations Act 2001 including:
  - (i) giving a true and fair view of the company's financial position as at 31 December 2021 and on its performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the company's constitution

**(b) other mandatory professional reporting requirements in Australia SCOPE**

I have audited the financial report consisting of the Statement of Comprehensive Income, Statement of Financial Position, Cash Flows Statement, Statement of Changes in Equity and the accompanying summary of significant accounting policies and other explanatory notes and Directors Declaration for NAISDA Limited (the company) for the year ended 31 December 2021.

The directors of the company are responsible for preparing the financial report that gives a true and fair view of the financial position and performance of the company, and that complies with Accounting Standards in Australia, in accordance with the Corporations Act 2001.

This includes responsibility for the maintenance of adequate accounting records and internal controls that are established to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

**AUDIT APPROACH**

I conducted an independent audit of the financial report in order to express an opinion I performed procedures to assess whether, in all material respects, the financial report presents fairly in accordance with the Corporation Act 2001, including compliance with Accounting Standards in Australia and other mandatory financial reporting requirements in Australia, a view which is consistent with my understanding of the company's financial position and of its performance as represented by the results of its operations and cash flows.

Suite 4.26 Element Building, 200 The Entrance Rd, Erina NSW 2250  
80A Picketts Valley Rd Picketts Valley NSW 2251  
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I formed my audit opinion on the basis of these procedures, which included;

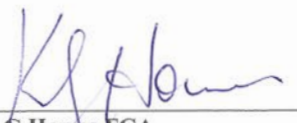
- examining, on a test basis, the information to provide evidence supporting the amounts and disclosures in the financial report; and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant account estimates made by the directors.

While I considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of my procedures, my audit was not designed to provide assurance on internal controls.

I performed procedures to assess whether the substance of business transactions was accurately reflected in the financial report. These and my other procedures did not include consideration or judgment of the appropriateness or reasonableness of the business plans or strategies adopted by the directors of the company.

#### INDEPENDENCE

I am independent of the company and have met the independent requirements of Australian professional ethical pronouncements and the Corporation Act 2001.

  
Kenneth G Howes FCA  
Registered Company Auditor No 3445  
Suite 4.26 Element Building,  
200 The Entrance Rd ERINA NSW 2250

Dated 

Suite 4.26 Element Building, 200 The Entrance Rd, Erina NSW 2250  
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## NAISDA LIMITED

(A COMPANY LIMITED BY GUARANTEE)

ACN 140 026 268

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
	\$	
<b>15 Cash Flows from Operating Activities</b>		
Receipts from Customers	4,083,193	3,130,003
Payments to Suppliers and Employees	- 3,505,198	- 3,022,956
Interest Received	2,522	9,296
Interest Paid and Finance Costs	- 55	- 919
<b>Net Cash Provided from Operating Activities</b>	<b>580,462</b>	<b>115,424</b>
<b>Cash Flow from Investing Activities</b>		
Proceeds from the sale of Non Current Assets	-	2,500
Bring to account Leased assets	-	- 973,581
Purchase of Leasehold Improvements	-	-
Capital Works in Progress	- 53,677	-
Purchase of Plant and Equipment	- 826	- 6,890
Purchase of Office Furniture and Equipment	- 31,895	- 20,057
Borrowed Funds	-	-
Advances to Naisda Foundation	92,087	- 54,009
<b>Net Cash Flow From Investing Activities</b>	<b>5,689</b>	<b>- 1,052,037</b>
<b>Cash Flow from Financing Activities</b>		
Net Proceeds from Borrowing	-	-
Net introduction of Lease Liabilities	-	982,545
Repayment of Borrowings	-	-
<b>Net Cash from Financing Activities</b>	<b>-</b>	<b>982,545</b>
	<b>2021</b>	<b>2020</b>
<b>Cash at Beginning of Financial Year</b>	<b>3,033,408</b>	<b>2,987,476</b>
<b>Cash at End of Financial Year</b>	<b>3,619,559</b>	<b>3,033,408</b>
<b>Net Movement in Cash for Year</b>	<b>586,151</b>	<b>45,932</b>
<b>Cash Flow Information</b>		
Net Profit as per accounts	21,994	246,578
Non Cash Item Depreciation	29,467	35,676
Non Cash Item Leased Assets Expensed	312,151	-
Non Cash Item Loss on Disposal of Vehicle	-	23,643
Decrease in Debtors	269,058	- 662,600
Decrease in Inventory	223	8,479
Decrease in Creditors and Accruals	- 138,682	99,358
Increase in Provision for Annual Leave	68,851	29,297
Decrease in Prepayments	37,955	- 9,634
Decrease in Unexpended Grants	- 21,384	324,272
Increase in Provision for Long Service Leave	829	20,355
<b>Net Cash provided by Operating Activities</b>	<b>580,462</b>	<b>115,424</b>

The accompanying notes form part of these financial statements.

These statements are audited and should be read in conjunction with the attached Auditor's Report.



**NAISDA LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 140 026 268**

### Board Report

The Board of Directors submit the Financial Report of NAISDA Limited for the financial year ended 31 December 2021.

### Board Directors

The names of Board Directors during the year ended 31 December 2021 are:

**Chair** (from 4 December 2019 – present)

**Mayrah Sonter**

Director since 4 October 2017: 8 meetings attended of a possible 8 in 2021.

**Deputy Chair** (from 5 August 2020)

**Josh Riley**

Director since 12 April 2019: 4 meetings attended of a possible 5 in 2021. Retired from Board on 6 October 2021.

**Board Secretary** (from 28 May 2010, previously Deputy Chair)

**Robyn Heras**

Director since 2003: 1 meetings attended of a possible 1 in 2021. Compulsory stand down required under the constitution at the Annual General Meeting.

**Elizabeth Butcher AM**

Director since 2008: 7 meetings attended of a possible 8 in 2021.

**Sharon Burnett**

Director since 26 August 2011: 0 meetings attended of a possible 1 in 2021. Compulsory stand down required under the constitution at the Annual General Meeting.

**Wesley Enoch AM**

Director since 17 September 2019: 6 meetings attended of a possible 8 in 2021.

**Christian Lugnan**

Director since 8 July 2020: 5 meetings attended of a possible 8 in 2021.

**NAISDA LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ACN 140 026 268**

### PRINCIPAL ACTIVITIES

The principal activities of the company during the financial year were to provide excellence in Indigenous dance and performing arts education and training, preparing its talented students for a range of professional careers in the arts, cultural and entertainment industries and to be enterprising, engage in lifelong learning, and lead fulfilling lives.

NAISDA operated across a range of key responsibility areas, including:

- Training and assessment of nationally-accredited curriculum;
- Student accommodation and holistic support activities;
- Community engagement programs;
- Industry and stakeholder engagement and consultation in relation to the development of Naya Wa Yugali
- Development of, and advocacy for, Indigenous performing arts;
- Development of skilled and effective staff;
- Development and maintenance of fit for purpose facilities and equipment;
- Legal and corporate governance requirements.

The COVID19 pandemic presented significant challenges again for the college in 2021. The hard lessons learned in 2020 provided clearer pathways and greater agility and resilience for a rapidly changing COVID environment in 2021. There were a whole suite of actions implemented during the year to keep all staff, developing artists and (limited) visitors safe. These included daily COVID safety procedures; lock down provisions, working and training from home arrangements. Changes to room usage and large changes to a number of important annual processes and events. The cumulative effect of two years of major disruption operationally, financially and personally has been immense. At the end of the year a planning event was held to help guide the rebuilding activities for 2022.

NAISDA achieved a number of major outcomes during the year despite the COVID conditions:

- Delivery of nationally accredited courses:
  - 10277NAT Certificate III in Dance Practice for Aboriginal and Torres Strait Islander People.
  - 10628NAT Certificate IV in Dance Practice for Aboriginal and Torres Strait Islander Peoples and
  - 10629NAT Diploma of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples
  - 10841NAT Advance Diploma of Professional Dance Performance for Aboriginal and Torres Strait Islander Peoples. This is the first year of delivery of the new qualification that will run for eighteen months.
- Negotiations with the landlord, Hunter Central Coast Development Corporation, are underway to finalise arrangements and determine alignment with the existing long term leases.
- Restructure and delivery of an on-line audition program.
- Delivery of the Graduation ceremony under difficult and changing circumstances due to COVID19. The ceremony was rescheduled from April to June to allow the completion of the cultural residency at Nyinyikay in N E Arnhem Land.



**NAISDA LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
ACN 140 026 268**

- Performance and engagement activities including:
  - The postponed On Country Residency program for 2020 was completed in May 2021 to ensure that all Developing Artists could achieve their full qualification and receive their testamurs at the rescheduled June graduation ceremony held on site. Lockdown provisions were enacted soon after the ceremony by the NSW State Government, and the mid year show to be held two days later was cancelled as a result and Developing Artists were sent home again.
  - The end of year performance at the Sydney Opera House was again cancelled due to COVID. The end of year performance *yadhaba ngura* was held at NAISDA and live streamed to an extended audience.
- The New South Wales Government announced \$530,000 funding for the Final Business Case for Naya Wa Yugali in June 2021.
- NAISDA's comprehensive accommodation and holistic healthcare and learning support services were provided to the Developing Artist cohort in a very turbulent environment - including whilst off site in Term 3.
- Through the Joanne Harris Scholarship Fund, financial support for all Developing and Practising Artists was maintained through the bursary program.
- NAISDA also maintained strong communications with all stakeholders in the period - Governments, industry representatives, Arts8 organisations, Barang partners, a range of Aboriginal and Torres Strait Islander communities, organisations and individuals and arts organisations to provide and seek support and advice during the various stages of the COVID19 pandemic response.
- Jawun secondments recommenced in the latter part of the year in the 'virtual' format.

#### **SIGNIFICANT CHANGES**

There was no significant change in the nature of these activities during the year.

#### **OPERATING RESULTS**

The profit from ordinary activities for the 2021 year was \$21,994 compared to a profit for the 2020 year that was \$246,578.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

#### **DIVIDENDS**

The Company's constitution prohibits the payment of dividends to members. Consequently no dividends have been paid or intend to be paid.

#### **OTHER MATTERS**

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

**NAISDA LIMITED  
(A COMPANY LIMITED BY GUARANTEE)  
ACN 140 026 268**

No person has applied for leave of court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

The company was not a party to any such proceedings during the year.

#### **AUDITOR'S INDEPENDENCE DECLARATION**

The auditor has presented to the Board a statement dated 14<sup>th</sup> April 2022 declaring his independence in relation to the conduct of the audit.

Signed in accordance with the resolution of the Members of the Board.



Christian Lugnan



Dr Nerida Blair

Dated 19 April 2022









31 The Avenue, Mt Penang Parklands  
Kariong NSW 2250 Australia

Ph (61) 2 4340 3100

Fx (61) 2 4340 3160

Free call within Australia 1800 117 116

Email [naisda@naisda.com.au](mailto:naisda@naisda.com.au)

[www.naisda.com.au](http://www.naisda.com.au)

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