



# ANNUAL REPORT

2018

**CROSS** ROAD  
ARTS

[WWW.CROSSROADARTS.COM.AU](http://WWW.CROSSROADARTS.COM.AU)

## Vision:

Arts for all

## Mission:

Access to creative expression through inclusive arts program and practice.

## Values:

**DIVERSITY:** respect and embrace difference

**SOCIAL JUSTICE:** access and participation in the arts as a human right

**CREATIVITY:** freedom to use your imagination

**INTEGRITY:** acting honestly and valuing trust

**AUTHENTICITY:** enable individual expression through collaboration

**INCLUSIVE:** arts for all



## Company History

Crossroad Arts was founded in 1997 by Artistic Director/CEO Steve Mayer-Miller who led the company for 20 years. During that time the company worked with diverse community groups and developed emerging leaders in the arts in the Mackay region, creating new and original work. Crossroad Arts has established itself as a leading regional arts organisation in Queensland consistently delivering high-level artistic outcomes for people with disability and the elderly.

Crossroad Arts' mission is to provide creative expression through inclusive arts programs and practice to achieve its vision of 'arts for all'. We collaboratively develop opportunities for people with and without disability and the elderly to tell their stories through creative expression in music, movement and performance. The works are devised, created and delivered by the performers/artists themselves to ensure authenticity and ownership.

Crossroad Arts collaborates locally, nationally and remotely with our Outreach Programs in the communities of Winton and Longreach, and internationally in the Asia-Pacific.

By working together with local people, unique stories are uncovered and unlikely partnerships are formed. These threads connect the community, create vibrant experiences and strengthen the overall health and well-being of our region.

We respond to the challenges and opportunities of our community with a determined and bold approach. Together we create relevant and unconventional works of art that agitate, spark discussion and promote Mackay as a leader in inclusive art. The work of Crossroad Arts gives voice to local stories and resonance to local spaces.



Photo: Ben Dolphin Photography



**Crossroad Arts is a great company because it includes and celebrates people with disability. I love performing with all the other talented people and meeting new friends.**

- Billy Dyer  
Performer

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Cover photo: Samantha Harrison Photography

# Ambassador/ Artist In Residence's Report

I feel very confident about our work in 2018 and the future of Crossroad Arts. Our new Artistic Director Alison Richardson is doing a great job. It has been wonderful working with support workers on Fridays and during shows – I have noticed great improvements in their communication skills. I enjoy being the Ambassador of Crossroad Arts, especially representing the company by encouraging people to learn more about us and how we can help each other.

I am impressed with the way Crossroad Arts has improved since I joined the company eight years ago. In 2017, I travelled to San Francisco where I took many photos of different environments, including Yosemite National Park, Monument Valley and Antelope Canyon. These pictures became my first show of 2018, *Dancing with Ansel*, at The Grazing Goat Café. It was a great success, encouraging people to learn about Ansel Adams and his photography, and my own works. Braille descriptions of the different landscapes featured under each photo in the exhibition.

In May, I performed in our second 2018 event which was called *LOOSE ENDS*, held at local bar Dirty Martinis. I told the audience about my dreams by writing a letter to Olga while Matthew Tandy played supporting music.

*An Unlikely Tour* was in July and I performed at the bus stop as part of a four-stop show. For my piece, I interviewed some men in the community about strength and vulnerability and displayed their pictures and voices at the bus stop with a live performance.

In September, I spoke at a Port of Mackay Rotary Club meeting as Crossroad Arts Ambassador. I felt confident and the people I met were enthusiastic about their club and their work within the community. I enjoy speaking as the company's Ambassador.

The final event of 2018 was another *LOOSE ENDS* event held at the Mackay Entertainment & Convention Centre where I performed live as an old, wise man helping Luciano solve clues and find Tamika. I created a community poem and researched the epic Gilgamesh and the Bull of Heaven. This led to making the short film *Heavenly Garden*, which was shown to the audience with my performance.

I hope that Crossroad Arts can continue their work with people with disabilities, the community and the local region to develop programs and help people improve their skills.

Brenden Borellini  
Ambassador/Artist in Residence



**I enjoy being  
the Ambassador  
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# Chair's Report

As Chair of the Crossroad Arts Management Committee for the 2018 period, it gives me great pleasure to provide this report. It has been wonderful to observe Crossroad Arts growing and reconnecting within our community over the past months under the leadership of our new Artistic Director/CEO Alison Richardson. Having to replace the remarkable vision and talent of our founding Artistic Director/CEO Steve Mayer-Miller has certainly been challenging. However, Alison has taken a 'grassroots' approach to connecting with and understanding the need of our local community.

With the huge response to our Unlikely Tour as part of the Mackay Festival of Arts and the sell-out tickets to our *LOOSE ENDS* event at the Mackay Entertainment & Convention Centre in late 2018, it is evident that Alison's inclusive approach has been welcomed. The *LOOSE ENDS* event was held in celebration of International Day of People with Disability and with the broad range of community organisations, particularly within the disability sector involved, we look forward to the future collaborative opportunities that Alison will lead and foster.

I would also like to recognise our Executive Officer Autumn Skuthorpe for her ongoing commitment to the work of Crossroad Arts. Autumn has a long-term association and involvement and we have been very fortunate to have her support during the challenging transitional period of Crossroad Arts leadership. Through the wonderful support of the Tim Fairfax Family Foundation (TFFF) we are currently in the process of restructuring and we look forward to Autumn taking on and being more involved with the Artistic Programs and content of the organisation.

During the past year, Crossroad Arts also had the opportunity to showcase the exceptional work of our wonderful Ambassador and Artist in Residence Brenden Borellini with his photography exhibition *Dancing with Ansel*. Held over a number of weeks, the exhibition presented Brenden's work in both 2D and 3D print from a recent overseas visit to Yosemite National Park, Monument Valley and Antelope Canyon.

Over the past 10 months, our Management Committee has stabilised and we had some wonderful new members join the Committee sharing their skills and expertise. During this period, we have welcomed David Conway, Mark

Taylor, Traci Lietzke and Gavan Porter. Having Committee members with such an incredible mix of professional skills and experiences committing their time and efforts to Crossroad Arts has certainly helped strengthen the foundation of the organisation.

In particular, I would like to recognise Gavan Porter who has taken on the role of Treasurer. Gavan has given significant time to ensure that our financial and reporting structures are sound, and he has supported our staff through this process. I would also like to recognise our two Committee members Anne Clutterbuck and Sharon Bond who have been the backbone of the Management Committee during the past two years. As Sharon has indicated her intention to stand down at the forthcoming Annual General Meeting, we express our appreciation and wish her well with her new adventures. I would also like to acknowledge Andrew Zammit and the team from Proactive Accounting Solutions who have assisted with the bookkeeping and our financial reporting systems and structures. Appreciation is also extended to Michael Huxley and Brian Tucker for sharing their expertise and knowledge of arts sector financial management.

In late 2018, Crossroad Arts was accepted into a Mentoring Program through Creative Partnerships Australia. This government organisation supports opportunities that build sustainable cultural sectors and we are extremely fortunate to have Jade Lillie appointed as our Mentor. Jade is an extraordinary and recognised leader who has worked in the community, arts, culture, health and international development sectors for more than 10 years. What a wonderful way to commence our new year moving into 2019 having someone of this calibre supporting the vision of our organisation.

With the momentum gathering, the organisation continues to grow and strengthen through collaboration – sharing expertise, experiences and commitment. I am excited and look forward to the coming year working together with Jade and continuing to share and demonstrate the most important vision of Crossroad Arts of Arts for all.

Marie Cameron  
*Chair of Management Committee*



## Artistic Director/ CEO's Report



2018 marked a great year of change for Crossroad Arts as the company transitioned from founding director of 20 years, Steve Mayer-Miller, to myself, an inclusive arts theatre practitioner and disability advocate from Sydney.

Coming in as an outsider I was presented with the unique opportunity to see the company I was about to lead, the community I was to work alongside and the region I was to live in with fresh eyes. This unbiased and unfettered lens afforded me an open mind ready to take on what was presented in front of me at face value as I plunged into the unknown.

Over the first few months of my appointment, the more time I spent with people the more I came to realise Mackay was a city that had not been without its struggles and challenges. I heard stories of people rallying together to survive so that they could once again be proud of the place they call home. A true testament to the human spirit and the tenacity to continue despite the odds. The strength and resilience required to get a vulnerable community back on its feet again mirrors the experience of many people with disability, the core group of people we work alongside at Crossroad Arts. For that reason these themes formed the basis of our major production this year.

My friend describes 'putting on an armour' each morning as she goes out into the world and into battle with ignorant people's prejudice and discrimination. At Crossroad Arts, we believe the best way to challenge those views is through the arts. Creating art, be it a poem, performance or film, can

be a transformative and powerful experience for the maker and the audience. It allows the maker's voice and perspective to be heard and shared.

Participating in the arts gives people the chance to tell wonderful and courageous stories. These stories can move an audience, create empathy and hopefully generate a shift in perception. Over the last 20 years, Crossroad Arts has done this by providing opportunities and experiences locally, nationally and internationally.

To truly capture what we do as a company, I placed our work under three distinct pillars – Artistic Development, Community Development and Outreach.

Artistically, we work at the highest level with performers and artists with and without disability who are interested in furthering their career in the arts through professional mentoring, training and performance opportunities. In 2018, this was demonstrated through our major production, *An Unlikely Tour*, which was tour #1 of our three-part *UNCOVERED* local touring series. Additionally, through our Artist in Residence Program our Ambassador, Brenden Borellini, had the opportunity to have a solo photographic exhibition, *Dancing with Ansel*, in a café in Mackay's city heart where he exhibited magnificent landscape work from his recent trip to Monument Valley, Antelope Canyon and Yosemite National Park in the United States.

Simultaneously, we develop and build community at a grassroots level. In 2018, we achieved this through our

rejuvenated Workshop Program for young people with and without disability to learn skills in music, movement and performance. It was wonderful to see such a diverse group of young people engage weekly with the company. They worked side by side in playful glee and creative expression with each giving their 100% in every workshop.

Our two *LOOSE ENDS* events for the year were fantastic community building evenings where we welcomed new audiences and reconnected with familiar faces. Both events aimed to address the lack of nighttime activities in accessible venues for young people with disability. In celebration of diversity, the evenings also brought together sections of the community that may not normally have the opportunity to meet.

Similarly, our intergenerational project *Unlikely Encounters* provided the opportunity for two 'unlikely' groups to meet each other and enjoy the shared creative activity of portraiture photography. The two groups involved were residents of a local aged care centre and students from Mackay District Special School who even once the project had finished continued to visit each other at morning teas, school assemblies and concerts.

Crossroad Arts' Outreach work sees us working remotely and rurally with those who may have limited access to arts programs. This year, in our *West to Winton* project, Crossroad Arts' seasoned performers Natasha Tomlinson and Georgia Knoll co-facilitated performance workshops with students from the two local schools in Winton in Queensland's Central West. One of the highlights of the year for me was seeing Tash and Georgia in positions of leadership and witnessing the powerful transformational impact they had on these young people. Some had never met anyone with Down syndrome before, let alone been taught by them!

This year, our staff and Management Committee took the opportunity to work alongside Tracker Development. We revisited Crossroad Arts' mission ensuring we were aligned with our core values of diversity, social justice, creativity, integrity, authenticity and inclusivity and our vision of 'arts for all'. We also reexamined how we were identified and profiled within the community and sector. As a result, we rebranded the company with a new and accessible website and logo, reactivated our social media accounts and introduced the company's first e-news.

Guided by our values, our audiences this year experienced Auslan interpreted and audio described performances, captioned films and programs provided in alternate formats (braille and large print). Workshops, rehearsals and performances were also presented in accessible spaces and venues. We were thrilled that our advocacy work was an impetus for other organisations to make their events, artists talks and openings more accessible for all. Working collaboratively ensures greater impact and reach and I was excited to see these access initiatives being embraced by the wider arts community.

In line with our vision at the tail end of the year, we also undertook the mammoth task of relocating our premises to an accessible space within Central Queensland University's (CQU) city campus. We plan to secure our own premises in the future and create an inclusive arts hub benefitting the whole community and increasing Mackay's reputation as an accessible city for all.

It has been challenging uprooting myself from my hometown, taking on a job in a small arts organisation, wearing many and varied hats and working with limited resources. However, this was made easier with the support of many. Thank you to all the volunteers this year who surfaced at the right time to scan documents, pack a ute, scrape blu tac off walls or don a wetsuit and carry large



**At Crossroad Arts we accompany people & advocate for radical adjustments to assist in navigating an inaccessible world, we become a mouthpiece for the unheard & provide visible platforms for self expression**

- Alison Richardson  
*Artistic Director/CEO*

logs across the sand dunes! To the performers and artists that worked on our projects this year, thank you for your efforts and expertise. And thank you to our audiences, it was extremely encouraging and heartening to see you all come out in droves in support of what we do.

Thank you to our Management Committee for their dedication and commitment to the organisation and to our Ambassador, Brenden Borellini, for being exactly the right person to represent and champion the work that we do. Thank you also to our funders Arts Queensland, Australia Council for the Arts and Tim Fairfax Family Foundation for seeing the great value in the work we do and funding our existence! My Sydney peers and family, thank you for being on the end of the phone line at critical points in the year, it meant the world to me and kept me afloat!

A sincere thank you to our arts workers Jess Newman, Matt Tandy and Mathew Bing. And lastly a special thank you to my colleague, the wonderful and indefatigable Autumn Skuthorpe, her support and knowledge this year was invaluable.

In 2019, I look forward to further working across the community, opening up opportunities and creating connections and pathways. I am excited to work together collectively as we help each other to achieve our common goal – equality for all.

Alison Richardson  
*Artistic Director / CEO*



Photo: Alison Richardson



# Executive Officer's Report

2018 was a momentous year for Crossroad Arts. A markedly different year as we ventured into the next chapter of our unique role and impact, creating new and original work with the vision of making arts for all.

Artistically, we journeyed through stories of strength and vulnerability as told by our community. In doing so we also examined how that related to Crossroad Arts itself.

The vibrancy and strength of our work in 2018 was a result of our collaborators' drive to create transformational moments that captivate new and existing audiences and the tidal support of our community every step of the way. The ripple effects of our community implementing their own access initiatives galvanised an overall sense that Mackay is committed to inclusivity as a part of everyday life.

I was thrilled to contribute towards and be involved in these wonderful results as the Executive Officer of Crossroad Arts.

In 2018, we had a significant focus on strategic planning which culminated in a review of our company's vision, mission and values. We met with members of our community during this process to ensure that staff and Management Committee members alike carry the essence of Crossroad Arts well into the future. Through this reflection, we

celebrated the achievements of the last 20 years and set out our ambitions and dreams to continue raising the profile of Crossroad Arts as a national leader in inclusive arts practice. This reinvigoration of our binding values has established an authentic framework from which we will continue developing and delivering compelling new creative works.

We welcome the new volunteers, artists, arts workers and audiences to the Crossroad Arts' culture and hope to continue growing with your support. To our dedicated collaborators and artists – a round of applause for your tenacious approach to artmaking, professionalism and zeal.

Behind the scenes we are often writing grants, reporting to our partners, sweating over strategy to ensure that we are working sustainably and with relevance, and capturing data to highlight the key milestones of our programs and the people engaging with them. We perform arduous crunching of numbers, logistics and planning. These tasks are often tackled beyond the regular hours and are steered by our volunteer Management Committee. Many thanks to the Management Committee for their contribution and stewardship during a year of transition, new growth and opportunity.





Photo: Alison Richardson



Photo: Alison Richardson



Photo: Cherrie Hughes

Crossroad Arts continues to champion in the development of new and original creative works. Works that, in their very nature, promote our distinct voice to the rest of the world. These works are underpinned by the leadership and artistic vision of Alison Richardson as Artistic Director/CEO. This artistic vision drives our impact and reach. In 2019, we can expect an Artistic Program that invites audiences from far and wide to engage in critical discussion and pursue the unconventional against the backdrop of our unique locality.

I acknowledge the continued support of our financial partners Tim Fairfax Family Foundation, Arts Queensland and Australia Council for the Arts. Your significant investment has enabled our community to create ambitious work that transforms, connects and proudly tells the stories of those often unheard or unseen.

In 2019, I will be moving from my role as Executive Officer into an artistic capacity as Artistic Associate. I am looking forward to returning to the creative engine room and experimenting, collaborating and developing new work with you all.

Autumn Skuthorpe  
Executive Officer



**We create relevant & unconventional works that continue to agitate, spark discussion and promote Mackay as a leading inclusive destination that gives voice to stories that need to be heard.**

- Autumn Skuthorpe  
Executive Officer



## Artistic Development

Crossroad Arts is passionate about creating opportunities for people with disability who are serious about developing their skills in contemporary performance.

We offer artistic development programs that help people grow as artists by providing rigorous, skills-based training in collaboration with professional artists.

# Artist In Residence

Long-time Crossroad Arts performer and photographer, Brenden Borellini, was employed as an artist one day per week where he worked alongside an artist support on creative projects taking place throughout the year. As an artist who is also deafblind Brenden brings a unique perspective to his work and a voice that is often not heard.

In 2018, Brenden devised an original live performance work, *Dear Olga*, with musical accompaniment for *LOOSE ENDS #1* and an original live performance, *Heavenly Garden*, with video projection for *LOOSE ENDS #2*. He was a co-collaborator on a short performance, *The Wait*, for the major production *An Unlikely Tour*. He also had a solo exhibition, *Dancing with Ansel*, featuring his photographic work from a recent trip to the United States.

Brenden is also Crossroad Arts' Ambassador so he represented the organisation at functions, media calls and speaking engagements on behalf of Crossroad Arts. With assistance from his Artist Support, Brenden delivered speeches via hand signing at Crossroad Arts' Artistic Program launch, Port of Mackay Rotary Club, attended a Chamber of Commerce networking function and various local media engagements, including Channel 7 News, ABC local and national radio and ABC Open.

**Artist in Residence:** Brenden Borellini

**Artist Supports:** Matt Tandy (January – August) and Mathew Bing (September – December)



**I don't really like people controlling my life because it makes me feel weak in a way, so I try to have courage and push hard, which makes my life better.**

- Brenden Borellini  
*Artist in Residence*



# Dancing with Ansel

Café photographic exhibition



**Dates:**  
April 12–May 17, 2018



**Venue:** The Grazing Goat Café,  
58 Wood St, Mackay



**Artist:**  
Brenden Borellini



**Artist Support:**  
Matt Tandy



**Opening night attendance: 60** **Inclusive arts panel discussion : 20**  
**Exhibition attendance: 7,000 (approx. 250 people/day x 28 days)**

*Dancing with Ansel* was a four-week exhibition of Crossroad Arts' Ambassador/Artist in Residence Brenden Borellini's photographic work taken during a trip to the United States in November 2017. Crossroad Arts' previous Artistic Director/CEO Steve Mayer-Miller and Arts Worker Matt Tandy also joined Brenden on the trip.

The exhibition took place at local café, The Grazing Goat, in the Mackay's CBD from April 12 to May 17 and was a mixture of landscape photography taken across Yosemite National Park, Antelope Canyon and Monument Valley. Photographs were presented in 2D traditional format as well as raised format whereby each photo is put through a thermal press in order to create a tactile experience for the audience

attending the exhibition. Four works in total were sold with 90% of the proceeds going to Brenden.

To celebrate the exhibition we coordinated an Opening Night event which was attended by 60 people. The event was Auslan interpreted, with catering from the Care Kitchen which is a local cooking school for six people with disability. Braille labels were also included on each photograph, artist statement and the publicity leading up to the exhibition. Additionally, prior to the opening of the exhibition, an inclusive arts panel discussion was convened by current Artistic Director/CEO Alison Richardson with key members of the disability community contributing to a discussion around making arts and cultural events in Mackay more inclusive of everyone.



**I enjoyed working on Dancing with Ansel the most as I developed a deeper understanding of Brenden's abilities and who he is as an artist.**

*- Volunteer*

Photo: Mathew Bing

Brenden was so inspired by the braille menus he saw on his trip to the United States that he advocated for The Grazing Goat to also have their menus in braille. The café committed to the idea; however, their menu was in the process of being changed so it did not happen in time for the exhibition. The exhibition featured braille labels on each exhibition photograph, tactile versions of the photos and a floor sheet was also produced in braille. The Opening evening and the Inclusive Arts panel discussion were Auslan interpreted and it was a level-access venue with accessible toilets in the hotel next door.

Representatives from Mackay's premier gallery space, Artspace Mackay, and Mackay Regional Council were in attendance. Through listening to discussions and actively experiencing the exhibition with its access initiatives in place they were motivated to take action to be more inclusive themselves.

#### **Mackay Regional Council**

- 2018/19 Regional Arts Development Fund program guidelines and fact sheets are available in hard copy large font and they are considering having them available in braille
- A continuation of having documents checked over for automatic reading software

- More aware of the process of using descriptions for images used on social media
- Advocating for an 'access' budget line for all council events
- Having a representative from the Deaf community on the Regional Arts Development Fund selection committee.

#### **Artspace**

- Braille and enlarged text menus in their Foodspace café
- Auslan interpreted exhibition floor talks for the first time in May 2018. With a commitment to providing Auslan interpreted exhibition floor talks for every main gallery exhibition at Artspace
- Plans to have braille wall labels for artworks in exhibitions at Artspace beginning November 2018.

We are thrilled that our advocacy work has a ripple effect out into the wider community and that we have been able to kick start such initiatives. We applaud the swift actions taken by both Mackay Regional Council and Artspace to ensure that arts and cultural events are as inclusive and accessible as possible in Mackay.



# An Unlikely Tour

Major production exploring strength & vulnerability



**Dates:**  
July 26–28, 2018



**Venues:** Mackay Visitor Information Centre's disused bus stop, Harbour Beach, a backyard in West Mackay, Homefield Aged Care Centre



**Audience attendance:** 212

*An Unlikely Tour* was Crossroad Arts' major production for 2018, taking place over three nights as part of Mackay Festival of the Arts fringe event program. *An Unlikely Tour* is Year 1 of the three-year UNCOVERED project which aims to uncover untold stories from those that are underrepresented or misrepresented, marginalised and overlooked.

Through poetry, music, performance and projection, artists with and without disability came together in four locations across Mackay to explore strength and vulnerability in a series of unlikely encounters.

The tour featured two original live performances, one exhibition, two projections and two short films all exploring the themes of strength and vulnerability. Through the work produced, the audience's experiences meeting each other en route and through visiting unconventional performance spaces across Mackay we aimed to challenge people's perceptions of difference and open up a dialogue around vulnerable members of our community. We hope this created

a greater understanding of each other, increased social cohesion, empathy and community harmony.

Through the rehearsal process, there was also the opportunity for four of Crossroad Arts' performers to work alongside RUCKUS, an ensemble of performers from Sydney established by Crossroad Arts' Artistic Director/CEO, Alison Richardson, in one of her previous roles. This was an invaluable opportunity to skill share and build connections and friendships within the sector.

As well as creating access for our artists we ensured that we were as accessible as possible for our audiences. One of our interns, Dan Bonham created a short video highlighting the access initiatives that we adopted for the production and SubStation was able to audio describe and caption the video. The Saturday performance was Auslan interpreted by local interpreters and due to having no audio describers locally we engaged a describer from interstate. Copies of our program were available in braille format and our promotional



Photo: Cherrie Hughes



Photo: Cherrie Hughes



Photo: Cherrie Hughes

postcards included braille labels. Track matting was put over grass and sand in the backyard and beach locations to create level access for wheelchair users and families with prams. We also used a rolling LED sign as part of the performance at the bus stop to display words from interviews that featured in the sound score.

**Director/Co-Producer/Co-Collaborator:** Alison Richardson.  
**Co-Producer:** Autumn Skuthorpe. **Production Manager:** Simon Pope  
**Marketing Officer/Front of House:** Sacha Davis.  
**Videographer:** Brenden Hayles. **Photographer:** Cherrie Hughes.  
**Front of House Coordinator:** Dan Bonham. **Tour Guides:** Autumn Skuthorpe, Noni Luck, Tammy Straw and Lauren Heitman.  
**Digital Artist/Video Design/Workshop Facilitator:** Donna Robinson.  
**Installation Assistant:** Diana Sepulveda. **Sound Designers:** Matt Tandy and Peter Kennard. **Site Crew:** Trevor May, Jayden Junior, Zarra, Linnane, Hayley Long, Mathew Bing, Dylan Waterson, Jade Fiyen and Jessica Kirsopp. **Performers/Co-Collaborators:** Brenden Borellini, Barnaby Brown, Georgia Knoll, Sally Morley, Matthew Deane, Natasha Tomlinson, Matt Tandy, Wayne McMurtrie, Dan Bonham, Mick Conlon. **Story Contributors:** Molly James, Stewart Willan and Wendy Willan. **Strength and Vulnerability Interviewees:** Mathew Bing, Joel Bow, Barnaby Brown, George Christensen, Adrian Connors, David Conway, Evan Daly, Matthew Izard, Scott Jamieson, Neil Kroeger, Patrick McGee, Wayne McMurtrie, Robert Myles, Charles Oni, Gavan Porter, Matt Tandy and Greg Williamson.  
**Auslan Interpreter (Saturday July 28):** Anna Duncan.  
**Audio Describer (Saturday July 28):** Imogen Yang.



**An Unlikely Tour was fabulous, the content was brilliant and I wish more locals got to see the beautifully shaped and heartfelt performances from a mix of artists. Truly inspiring to have real art in Mackay. Seriously - I haven't been so affected by an artwork in ages and my heart and soul needed it.**

- Joel Bow, Audience member



## Community Development

Community is our driving force. Everything we do as a company is underpinned by the belief that creating artistic works that challenge assumptions through inclusive collaboration ultimately builds stronger communities.

## Workshop Program

Music, movement and performance

Our Workshop Program aims to open up pathways for young performers. It also provides a creative and social outlet for people who feel marginalised in more 'traditional' and 'mainstream' activities and provides an access point into the company all year round.

Workshop Program participants developed their skills in music, movement and performance in a relaxed, fun and friendly setting. They were also given the opportunity to develop social skills such as listening, communication, taking direction and getting along with a variety of people. Working inclusively, we took an integrated approach to the program by marketing the workshops to young people living with and without disability. Extra workshop supports were present to give participants individualised attention when required, ensuring everyone no matter their ability was working at 'their 100%'. We operated the program out of the local Senior Citizens Hall which was fully accessible with level access, accessible toilets and parking out the front with an accessible drop off zone.

Our aim is to establish an income stream through the Workshop Program and become less reliant on Government funding. Our fee-for-service model allows people to use their NDIS funds if they plan or self-manage their funding. And while we build participant numbers and Workshop Program awareness we are also offering financial assistance for those who need it.





**It's been a long time since I've heard my daughter tell me "she loves something", and she really does love coming along every week to Crossroads. You all here are amazing with the kids and I feel so relieved, and blessed to have this opportunity.**

- Sherry-Lee Spencer  
Mother of Ahrielle Spencer, 13-17 years group

It was exciting to have four students from Mackay District Special School across the three terms. This was a direct result of our free workshops held earlier in the year and an outcome of the Unlikely Encounters intergenerational photographic project. We also had one very keen and eager participant from Pioneer High School, again as a result of our free workshops.

This year we were also enthusiastic about partnering with Artspace, Mackay's main gallery space, to establish an ongoing 18+ years group. The idea was to run the workshops directly out of the gallery with participants responding to the works in the gallery. Artspace loved the idea and they were able to offer their gallery space in kind. However, despite our best efforts targeting participants from day programs, we were unable to attract this section of the community.

As we raise Crossroad Arts' profile and our community engagement we have confidence we can nurture interest in this part of the program.

## Workshop **DATES**

**Term 2**  
April 17 – June 29

**Term 3**  
July 16 – September 21

**Term 4**  
October 9 – December 12

**Venue**  
Senior Citizens Hall, 58 McAllister St, Mackay



**Attendance**  
22 students across 30 weeks

**Facilitator:** Alison Richardson  
**Co-Facilitators:** Jessica Newman, Matt Tandy and Autumn Skuthorpe  
**Volunteers/Interns:** Dan Bonham and Charles Oni

# Community Workshop Program

The company's community engagement strategy for the year involved the Artistic Director/CEO holding face-to-face meetings with teachers in access units of local schools and with disability service providers. We commenced a regular weekly Workshop Program and delivered a series of free workshops within schools and services to raise the profile of Crossroad Arts in the community. The free workshops also served to ignite interest and attract people to the Workshop Program.

Early in the year a one-off 'Learn to Teach' workshop was offered to attract more people with and without disability into Arts Workers roles. This would ensure the sustainability and longevity of our programs and open up leadership opportunities to people who may be overlooked as leaders. A 'Come & Try' day was also offered for potential Workshop Program participants who wanted to try it out before committing. Unfortunately, we did not receive any enrolments for these events which indicated a need for a stronger communication and community engagement strategy.

In lieu of these workshops, we offered a free trial of the first workshop to those that were interested in the Workshop Program. And we provided one of Crossroad Arts' seasoned performers, Georgia Knoll, with the opportunity to teach/co-facilitate a community workshop.

The following schools/services took up our free workshop offer:

- Pioneer High School support unit, March 14. 12 students (ages 12–16 years) x 1 workshop
- Mackay District Special School, March 20. 15 students (ages 5–17 years) x 4 workshops
- Mackay Home School Community, March 13. 30 young people (ages 3–17 years) x 2 workshops
- Sarina Youth Centre, March 28. 10 young people (ages 12–16 years) x 1 workshop
- MADEC, March 13. 7 young people (ages 18+ years) x 1 workshop.

Community Solutions, a local community service organisation, contracted us to run a series of eight drama workshops for job seekers with and without disability. Crossroad Arts performer Georgia Knoll was employed as a co-facilitator for a series of eight workshops with Community Solutions staff. Georgia relished the opportunity to be a leader and enjoyed teaching the diverse range of program participants. She continued this work in our *West to Winton* Outreach Project.

Additionally, the Head of Special Education at Mackay State High School also contracted us to run three drama workshops for 20 of their students.

**Facilitator:** Alison Richardson

**Co-Facilitators:** Matt Tandy and Georgia Knoll



Photo: Crossroad Arts



Photo: Crossroad Arts



# Unlikely Encounters

Intergenerational photography



Dates:  
April 18–June 28, 2018



Venue: Homefield Aged Care Centre,  
87/95 George St, Mackay

Over 10 weeks, students from Mackay District Special School and residents from Homefield Aged Care Centre came together at Homefield to not only meet and learn about each other but also engage in a shared creative activity – portraiture photography.

The students and residents worked alongside each other to learn skills in composition, lighting and Photoshop. They were also shown how to use their camera phones, iPads and digital cameras to take photos of each other. Stories and chats were shared over morning tea along with a joint excursion to Harbour Beach as the groups got to know each other in a creative context.

The end result was an exhibition at Homefield that combined photography and projection of large-scale portraits selected by each participant and taken by their new 'unlikely' friend. This exhibition formed Tour Stop #2, part of the *An Unlikely Tour* for Mackay Festival of the Arts.

Both groups showed great interest in maintaining their relationships and engagement in creative projects so we will bring them together for another event scheduled for 2019.

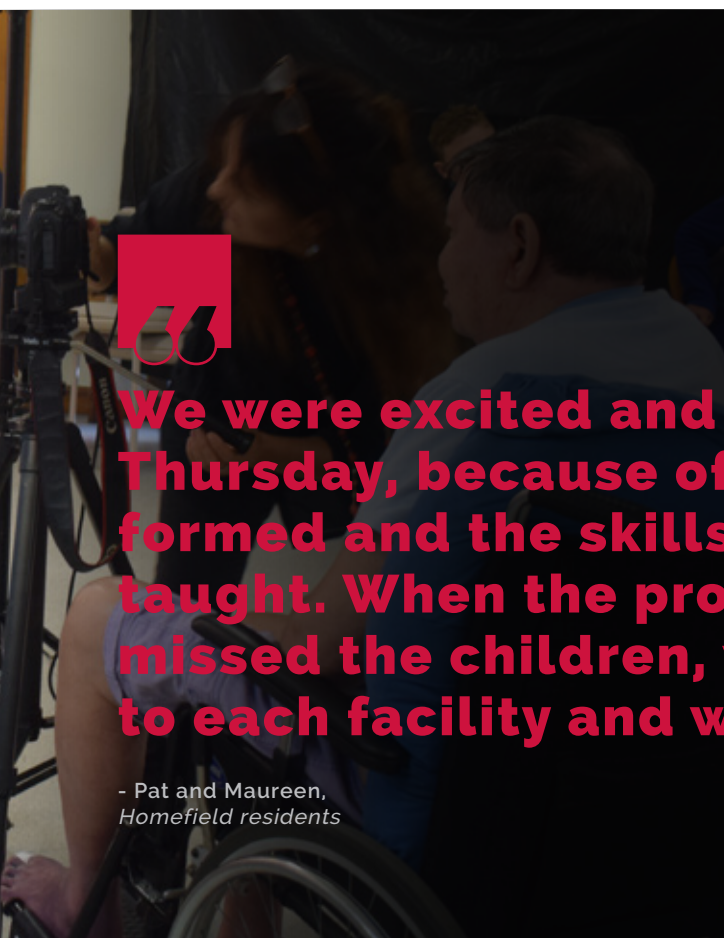
**Mackay District Special School participants:** Aiden Donovan, Ethan Azzopardi, Madyson Dutton, Mackenzie Hogan, Trinity Keane, Patricia Leggett, Tymekka Locke, Jack Machen, Breannan Moir, Daisy Parnaby, Scarlett Smith, Bayley Veitch.

**Homefield residents:** Maureen Elliman, Ina (Fay) Hughes, Patricia Laker, Henry Vianna.

**Photography Facilitator/Digital Artist:** Donna Robinson.

**Co-Facilitator:** Matt Tandy.

**Volunteer/Intern:** Charles Oni.



**We were excited and looked forward to each Thursday, because of the relationships being formed and the skills in photography being taught. When the project finished [we] really missed the children, we have exchanged visits to each facility and will continue to do so.**

- Pat and Maureen,  
Homefield residents



## LOOSE ENDS

Kooky. Social. Inclusive.

*LOOSE ENDS* was initiated to address the gap for inclusive night-time activities in the CBD for young people with disability. It was also designed to be a place for people to socialise, be entertained and have opportunities to meet new and different people.

In 2018, we held two *LOOSE ENDS* events. The first was in May at Dirty Martinis, a bar within the CBD of Mackay. This event was organised by a committee of willing and wonderful volunteers. It created an access point for new people to get involved in the company and it also upskilled potential project managers and producers. The committee chose the venue and acts, designed the logo and helped with marketing, invitations and general organisation.

It was a fantastic evening featuring a mixed bag of live acts from contemporary music and performance to cabaret. There were seven acts in total including two from Sydney – RUCKUS, a contemporary performance ensemble, and performer and poet, Georgia Cranko. Crossroad Arts' wonderful performer Georgia Knoll MCed the evening alongside Artistic Director/CEO Alison Richardson, creating a fun and lively atmosphere with smatterings of karaoke sing-alongs, dance routines and giveaways.

To keep the venue accessible (ie space for wheelchair users to comfortably get around) the capacity was 80 people – and the event sold out. This was a great sign of the support. The interest we generated and the huge success of the evening points towards growth in our audiences across the whole community.

Due to the positive and overwhelming audience response we moved our November *LOOSE ENDS* #2 to a larger venue.

*LOOSE ENDS* #2 took place in the northern foyer of Mackay Entertainment & Convention Centre in November as part of International Day of People with Disability (IDPWD) celebrations. Similar to the previous *LOOSE ENDS*, the evening enjoyed a sell-out crowd and presented the same kooky, social, inclusive vibe and style. There was also a wonderful cross-section of the community represented including people who attend day services and group homes, young children, people with intellectual and physical disability and the Deaf community. We achieved the perfect atmosphere with people mixing together, meeting someone new and having a drink while enjoying live performance. We were pleased we were able to provide this opportunity.

The evening showcased four local acts from performers with and without disability. Works included original songs sung by the Choir of Unheard Voices, dance routines from the Groove Movers and the Wheelchair Dancers and rocking tunes by an Elvis impersonator. They joined Crossroad Arts performers Brenden Borellini, Georgia Knoll, Matt Deane and Natasha Tomlinson who presented short video and live performances. Brisbane-based musical theatre and cabaret performer, Kurt Phelan, also joined in the fun and was sponsored to perform at the event by local production company, Joel Bow Productions. Georgia Knoll and Artistic Director/CEO Alison Richardson were again the MCs for the evening. Being there together in celebration of diversity made for a unique and joyous evening.



Billy Dyer, performer. Photo: Geraldine Dyer

## LOOSE ENDS #1



Date:  
May 26, 2018



Venue:  
Dirty Martinis, 9 Fifth Lane, Mackay



Audience attendance:  
80

**Performers:** Kristy Bourke, Donna Barnett, Dan Payne, TJ Straw, Tegan O'Keeffe, Lauren Heitman, James Penny, Audrey O'Connor, Digby Webster, Chris Bunton, Georgia Cranko, Joel Bow, Autumn Skuthorpe, Matthew Deane, Sally Morley, Brenden Borellini, Matt Tandy and Jade Flyen.

**Artist Supports:** Kylie Harris, Steve Wilson- Alexander and Susanna Rossi.

**MCs:** Georgia Knoll and Alison Richardson.

## LOOSE ENDS #2



Date:  
November 30, 2018



Venue: Mackay Entertainment & Convention Centre, Alfred St, Mackay



Audience attendance:  
200

**Performers:** Matt Deane, Sally Morley, Natasha Tomlinson, Georgia Knoll, Mathew Bing, Dan Bonham, Julieanne Bergmann, Paul Bryan, Autumn Skuthorpe, Wayne McMurtrie, Josh Clarke, Emily Broadbent, Lauren Carey, Lincoln Best, Kellie Evans, Maddison Hunt, Christopher Murphy, Pauline McMurtrie, Lauren Heitman, Peter Sumpter, Chris Malone, Billy Dyer, Ken Sanders, TJ Straw, Noni Luck, Tegan O'Keeffe, Breanne Downing, Samantha Bunton, Dan Payne, Michelle Davidson, Kurt Phelan, Brenden Borellini and Margaret Ross.

**MCs:** Georgia Knoll and Alison Richardson.

The evening was presented in association with the Mackay Entertainment & Convention Centre who, along with Mackay Regional Council, were able to make in-kind and financial contributions to the event. We anticipate that *LOOSE ENDS* will now become an annual event to coincide with IDPWD. It will not only feature in our calendar but also in Mackay Regional Council's as a premier event for IDPWD to celebrate diversity and inclusion.

Both *LOOSE ENDS* events were Auslan interpreted and a great representation of the Deaf community were among the attendees. The feedback from the community was that they appreciated having fun, inclusive events in mainstream venues which were accessible for their community, a rarity in Mackay and one that we are keen to champion. Dirty Martinis' drinks menu was available in braille on the evening, videos were captioned and both venues were level access and had accessible toilets, which are also very hard to come by in Mackay.

Inclusive and accessible for everyone, *LOOSE ENDS* also provided a relaxed and informal setting which allowed for flexibility and people to mix and move about freely (even when performances are on). People who preferred to move about, who needed to vocalise or who wanted to watch the performance from the bar with a friend could do so without being viewed as a 'distraction'.

We will use this annual event as our major fundraiser for the year. Our aim will be to attract continued local sponsorship and donations to ensure the ongoing viability of Crossroad Arts.



**I just want to do more of that and I want to use my voice for more things.**

- Josh,  
*Choir of Unheard Voices, voice over for Heavenly Garden and Pity St videos*

# Outreach

Our Outreach Program is committed to working with regional and remote communities, giving them access to the arts.

We achieve this through collaboration with rural and remote Queensland communities.



**It is my hope that the children of the schools in Winton will now be able to shine a positive spotlight on Down syndrome after their experience with Crossroad Arts. This program highlights all the amazing and wonderful skills our loved ones are capable of, when given the opportunity.**

- Karen Tomlinson  
Mother of Natasha Tomlinson



Photo: Alison Richardson



**Being happy with the kids and being a good role model. I felt happy, kids listening made me happy and joining in.**

- Georgia Knoll  
Performer and co-facilitator

## West To Winton



Dates:  
October 14-21, 2018

Students and teachers from St Patricks and Winton State High School enjoyed the experience of being taught by Crossroad Arts' performers Georgia and Natasha alongside Artistic Director/CEO, Alison Richardson, and Artist Support, Suzy Dunne.

Given that this small rural town does not have anyone with Down syndrome in its community this was a fabulous experience for these young people. It challenged any preconceived ideas about people with intellectual disabilities being 'less than' and in need of 'help'.

It was also an invaluable leadership opportunity and chance to upskill our seasoned performers. It was a crucial chance for people with disability to pass skills on to young people without disability – shaping their ideas of the capabilities of people with disability and their potential to achieve. People with intellectual disabilities are not often in positions of power so it was thoroughly satisfying to witness Georgia and Natasha grow over the week into confident facilitators who were warm and welcoming of all the students. They left a real and lasting impression and impact on both the students and teachers alike. Ten short videos were made to document the experience.

**Co-Facilitators:** Georgia Knoll, Natasha Tomlinson, Suzy Dunne, Alison Richardson

### **Some feedback on the week:**

*The children loved all the drama games. I think our attendance was much higher than usual last week, as everyone wanted to be there for drama. It was beautiful that Tash & Georgia were the stars. The children loved them and commented that they were talented, friendly and fun. Well done to all the team. – Katy Gibson (Teacher, St Patrick's School)*

# Financial Statements

Crossroad Arts Inc. 2017/2018

## Income statement for the year ended 31 December 2018

<b>INCOME</b>	<b>2018</b>	<b>2017</b>
Box Office & Performance	19,396.90	1,913.64
Workshops & Seminars	4,227.27	1,715.45
	<b>23,624.17</b>	<b>3,629.09</b>
<b>OTHER INCOME</b>		
Interest Received	476.13	779.68
Asset Sales	1,037.27	-
Other Revenue		
Donations & Sponsorship	4,145.14	126.88
In-Kind Support	50,046.74	75,900.00
Support Services	-	13,564.43
	<b>54,191.88</b>	<b>89,591.31</b>
<b>GRANTS EXPENDED</b>		
Arts Queensland, s2m Funding	120,000.00	120,000.00
Arts Queensland, Governance Support	-	10,000.00
Australia Council, 4 Year Organisation Funding	111,1000.000	110,000.000
Dept. of the Premier and Cabinet, We are Queensland	14,000.000	4,000.000
Department of Foreign Affairs & Trade	-	20,000.000
Tim Fairfax Family Foundation	196,000.000	190,000.000
Other	1,470.92	-
	<b>442,570.92</b>	<b>454,000.00</b>
Foreign Currency Exchanges	-	2,626.28
<b>Total...</b>	<b>498,276.20</b>	<b>546,997.27</b>
<b>Total...</b>	<b>521,900.37</b>	<b>550,626.36</b>



EXPENDITURE	2018	2017
Accounting & Bookkeeping Services	14,960.11	10,042.50
Advertising, Marketing & Promotion	10,960.47	1,024.05
Auditor's Remuneration	4,554.00	3,216.00
Bank Charges	184.08	281.70
Business Development	7,7028.18	29,247.63
Contracted Creative Personnel & Consultants	17,159.33	37,948.75
Depreciation	14,436.83	5,584.86
Electricity	2,003.07	1,287.84
Email, Internet & Website	1,130.13	942.78
Holiday Pay, Movement in Provision	8,134.83	(25,587.77)
Finance Advisor	1,099.87	-
Insurance	5,141.4	4,127.07
Interest Paid	-	206.39
Long Service Leave, Movement in Provision	-	(20,515.31)
MYOB Subscription	1,003.68	-

EXPENDITURE	2018	2017
Membership	18.18	-
Printing, Stationery & Office Supplies	6,855.46	2,165.87
Program, Production & Exhibition Expenses	58,645.88	27,504.39
Rent	32,748.00	35,248.00
Repairs & Maintenance	759.56	2,197.98
Sundry Expenses	(583.29)	153.27
Support Workers	33,152.50	71,280.00
Superannuation Contributions - Labour only contractors	426.15	973.77
Superannuation Contributions	19,871.16	18,334.57
Telephone	2,320.76	5,401.18
Travel Expenses, Freight bump in/out	10,039.67	74,285.43
Wages	215,284.05	233,265.99
Workers' Compensation Insurance	3,850.58	2,483.22
<b>Total:</b>	<b>471,884.64</b>	<b>521,100.16</b>

<b>Profit (loss) for the year:</b>	<b>50,015.73</b>	<b>29,526.20</b>
Retained earnings at the beginning of the financial Year	<b>34,592.32</b>	<b>5,066.12</b>
<b>Retained earnings at the end of the financial Year</b>	<b>84,608.05</b>	<b>34,592.32</b>


## Statement by Members of the Committee

The committee has determined that the association 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.

In the opinion of the committee the financial report as set out on pages 1 to 10:

1. Presents a true and fair view of the financial position of Crossroad Arts Inc as at 31 December 2018 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Crossroad Arts Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and behalf of the committee by:

Chair:   
Marie Cameron

Treasurer:   
Gavan Porter

Dated this 17th day of March 2019

## Balance sheet as at 31 December 2018

<b>CURRENT ASSETS</b>	<b>2018</b>	<b>2017</b>
Cash and cash equivalents	201,492.59	133,904.82
Trade and other receivables	1,526.71	2,916.19
Prepayments	4,991.58	2,766.74
<b>Total current assets</b>	<b>208,010.88</b>	<b>139,587.75</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	6,569.34	16,356.17
<b>Total non-current assets</b>	<b>6,569.34</b>	<b>16,356.17</b>
<b>Total Assets</b>	<b>214,580.22</b>	<b>155,943.92</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	45,866.17	51,801.60
Unexpended Grants		
Australia Council, 4 Year Organisation Funding	56,106.00	55,550.00
Dept. of the Premier and Cabinet, We are Queensland	-	14,000.00
Dept. of Communities, Disability Services and Seniors	28,000.00	-
	<b>84,106.00</b>	<b>69,550.00</b>
<b>Total Current Liabilities</b>	<b>129,972.17</b>	<b>121,351.60</b>
<b>Total Liabilities</b>	<b>129,972.17</b>	<b>121,351.60</b>
<b>Net Assets</b>	<b>84,608.05</b>	<b>34,592.32</b>
<b>MEMBERS' FUNDS</b>		
Retained earnings	84,608.05	34,592.32
<b>Total Members' Funds</b>	<b>84,608.05</b>	<b>34,592.32</b>

## Independent Auditor's Report

In my opinion:

The financial report of Crossroad Arts inc is in accordance with the Associations Incorporation Act 1981 including:

1. giving a true and fair view of the Association's financial position as at 31 December 2018 and of their performance and cash flows for the year ended on that date: and.
2. complying with the Australian Accounting Standards.

The financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

**Name of Firm:** Brian Tucker Accounting

**Name of Director:**   
Billy-Joe Thomas

**Address:** Perth, Western Australia

Dated this 17th day of March 2019



Photo: Leah McLean

# Staff and Management Committee

- Artistic Director/CEO:** Alison Richardson
- Executive Officer:** Autumn Skuthorpe
- Ambassador/Artist in Residence:** Brenden Borellini
- Artworker/Artist Support:** Matt Tandy (until August 2018)
- Artist Support:** Mathew Bing (until December 2018)

## Crossroad Arts' Management Committee

- Chair:** Marie Cameron
- Vice Chair:** Sharon Bond
- Secretary:** Traci Lietzke
- Treasurer:** Gavan Porter

## General Management Committee members

- Mark Taylor
- Anne Clutterbuck
- David Conway

Thank you to Sacha Davis, Karen Beckham and Sally Young who also served on the Crossroad Arts Management Committee in 2018.



Photo: Cherrrie Hughes



**I am so happy proud to be there with my true friend together. It was so fun playful happy time together.**

- Natasha Tomlinson  
*Performer and co-facilitator*



Photo: Alison Richardson

# Our Supporters

## Major supporters



## Community Support

**Financial:** Ray White, Proactive Accounting Solutions, Macrossan & Amiet, Plaza Dental, Porters Mitre 10

**In-kind:** Mackay Entertainment & Convention Centre, Porters Mitre 10, Plaza Dental, Joel Bow Productions, Red Giraffe Theatre, Milton Picture Framers, Jim Cullen Photography, Leah McLean Photography, Cherrie Hughes Social Media & Photography, Mackay Surf Lifesaving Club, Homefield Aged Care Centre, Mackay District Special School, Mackay Conservation Group, Hustle & Flo, Kevin's Place, Ma's Pizza, Black Owl Design

## Thank you

**Many thanks to the following individuals for their support and/or volunteering their time on our projects, our clean up and relocation, and assistance with finance, administration and marketing:**

Alison Fiyen, Fergus Alexander, Sherpa Alexander, Cynthia Gregg, Emily Heaslip, Karen Morley, Karen Tomlinson, Debra Knoll, Tony Moore, Anita Kroeger, Kara Day, Joel Bow, Kurt Phelan, Chris Adda, Dan James, Dan Bonham, Matt Tandy, Lalune Croker, Tania Leeson, Kathryn Knoll, Julieanne Bergmann, Traci Ann Lietzke, Sally Morley, Tui Eddison, Nathan Bow, Sacha Davis, Fiona Vuibeqa, Jessica Newman, Mathew Bing, Leonie Wood, Brenden Hayles, Simon Pope, Cherrie Hughes, Wayne McMurtrie, Ashleigh White, Charles Oni, Sammy Harrison, Andrew Batt- Rawden, Dean Walsh, Katrina Douglas, Danielle Taylor, Chris Gambian, Peter Tait, Peter McCallum, Maggie McKeown, Emma Barrett, Tony and Beverly Fontes, Lyn and Rob Robson, Jan Hanson, Helen Hawkins, and Mae Googan.

## Internships

**Dan Bonham** - Southern Cross University, Lismore  
**Charles Oni** - Royal Central School of Speech and Drama, London



Contact  
Us

**For more information on Crossroad Arts please contact:**

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