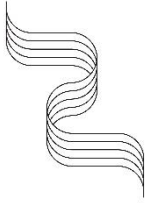


YOUNG REGIONAL CONSERVATORIUM

INSPIRING LEARNING CONNECTING

ANNUAL REPORT

2021-2022



**A REPORT ON THE ACTIVITIES OF
YOUNG REGIONAL CONSERVATORIUM
JULY 2020- JUNE 2021**

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1. INTRODUCTION

Young Regional Conservatorium YRC) has continued to deliver a comprehensive range of music education and performance experiences across Young and its wider surrounds throughout the 2021-2022 year. As a member of the Association of NSW Regional Conservatoriums, YRC receives funding from the NSW Department of Education via the Regional Conservatorium Grants Program (RCGP). In 2021-2022, funding of more than \$400,000 was received, and utilised to provide music education programs and performances, as well as contributing to the administrative management of the school. This funding also assisted with costs associated with the school's insurances, utilities and maintenance.

In addition, a further grant of \$10,000 from the Department of Education was received by YRC to support ongoing recovery from the influence of the pandemic through fee relief. This funding has bolstered the conservatorium's scholarship and bursary programs for a second year, ensuring affordable tuition for a growing number of students. YRC is grateful for the funding received through the RCGP, and also for the ongoing positive relationship the conservatorium holds with the Department of Education as we work together to bring music education and performance to regional communities across the state.

Our Patrons

Early in 2022, Young Regional Conservatorium invited Professor Anna Reid, Dean of Sydney Conservatorium of Music, and Dr Peter Petocz, to become our patrons. Professor Reid and Dr Petocz are great supporters of the conservatorium and our work, and we are fortunate to have this support formalised in such a way.



“The Young Regional Conservatorium is a talented, committed and thriving group of music educators, musicians and students. Such a group provides a focus for the musical, cultural and artistic life of the Hilltops community of Southern New South Wales. It provides musical opportunity for participation at a wide range of levels, from local community projects to musical preparation for the highest levels of study and practice of the most talented students. Such a project deserves wholehearted support, and we are both very pleased to become patrons of Young Regional Conservatorium.”

2. MUSIC EDUCATION PROGRAMS

Studio programs

Individual Teaching

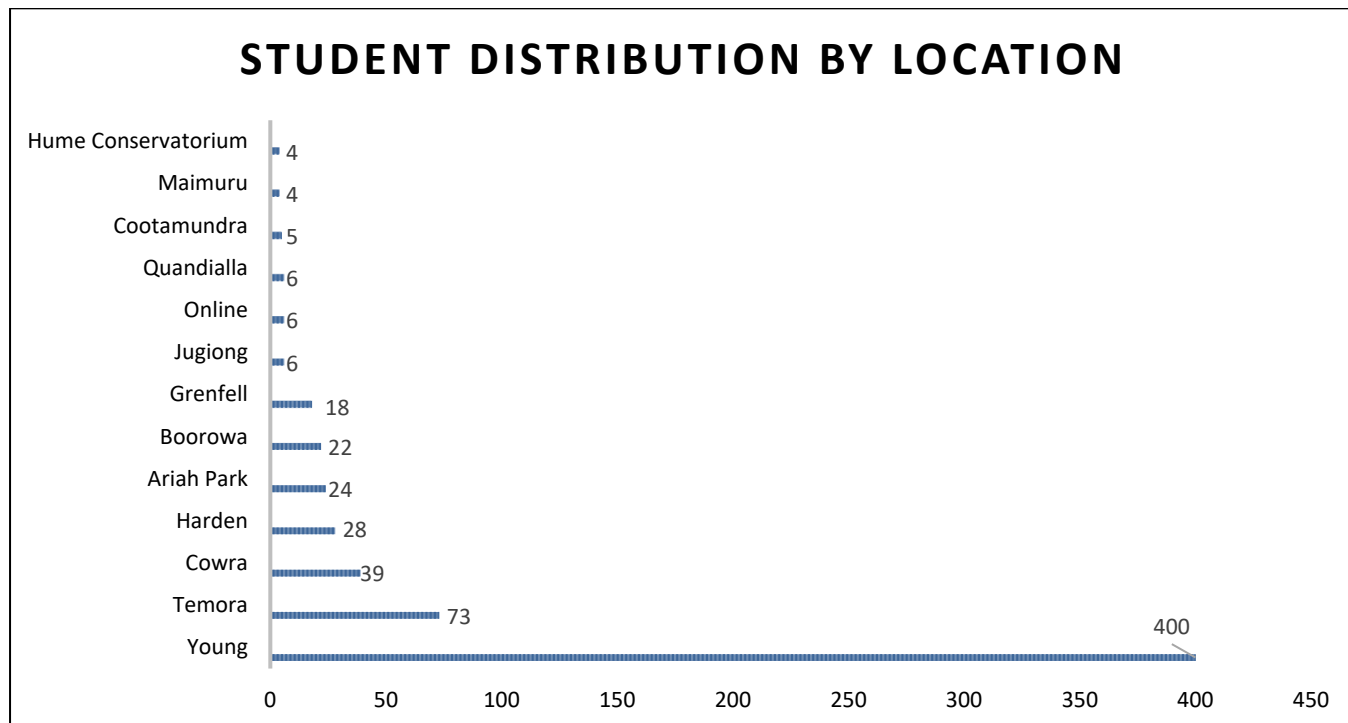
In 2020-2021, students of all ages and all stages of learning participated in a wide range of music education programs conducted by Young Regional Conservatorium. Individual tuition remains a key service area, with teachers travelling to government and non-government schools across the wider region as well as providing tuition at Noteworthy House and The Cottage in Young, and our studios in Temora. In early 2022, YRC also began to lease studio space in the towns of Cowra and Cootamundra from which to offer after-school tuition.

All conservatorium programs were severely affected by the COVID-related lockdown in Term 3, 2021. While the conservatorium endeavoured to provide online tuition for individual students, many families opted out of lessons for the duration of lockdown. Some families were unable to access adequate internet, while others found this type of learning unmanageable on top of online school learning. At the conclusion of the lockdown period, during the first half of Term 4, 2021, Public Health Orders restricted access to school sites for conservatorium staff. Although an effort was made to reschedule individual lessons normally delivered on school sites to after-school timeslots and conservatorium campuses, it was necessary to suspend much of this teaching for several weeks. This had an adverse effect on student learning, and on conservatorium operations.

Despite these difficulties, overall student numbers have increased by approximately 8.5%, with 166 enrolments taken from January to June, 2022, resulting in a total of 649 students. These 649 students are enrolled in 846 individual lessons, distributed across instruments as shown below. As numbers continue to grow, YRC is challenged to find qualified teachers to meet growing student demand.

Instrument			No of students Jul 21-Jun 2022
Brass	Euphonium	6	33
	French horn	1	
	Trombone	10	
	Trumpet	15	
	Tuba	1	
DJ mixing			1
Guitar			229
Percussion			76
Piano			269
Strings	Cello	2	26
	Viola	1	
	Violin	3	
Theory/ composition			5
Ukulele			7
Vocal			98
Woodwind	Clarinet	46	102
	Flute	26	
	Piccolo	1	
	Recorder	1	
	Saxophone	28	
Total			846

The distribution of students across teaching locations is shown in the graph below.



Ensembles

The 2021 NSW Health Orders that restricted activities for singing and wind instrument playing had an adverse effect on several Young Regional Conservatorium ensembles. However, the YRC String Ensemble has continued to rehearse consistently under the leadership of Emily Brooker. In Term 1, 2022, regular rehearsals for other ensembles were able to resume.

The YRC Stage Band, led by Mark Corkery, consists of secondary school students from Young High School and Hennessey Catholic College. The Stage Band performed in the 2022 Cowra Eisteddfod in May, 2022, and were awarded First Place in the Secondary Stage Band section.

The YRC Flute Ensemble and Junior Brass Ensemble rehearsed sporadically in 2021 as restrictions allowed, under the direction of Liz Boland. Although the Junior Brass Ensemble has not continued in 2022, a Junior Flute Ensemble has been introduced, and complements the Senior Flute Ensemble.

Mark Brooker has continued to lead the Temora Youth Orchestra, nurturing a strong partnership between Young Regional Conservatorium and the Temora community. In early 2022, Mark Brooker founded a YRC Brass Ensemble. With members from Temora, Cootamundra and Young, the Brass Ensemble rehearses alternately in Temora and Young, with all members coming together in one centre only occasionally in preparation for performances. The Brass Ensemble's first public performance was at the Cowra Festival for International Understanding, where they led the festival parade from a float, the use of which was generously donated by Bryan Dorman, Young. The Ensemble's performance was a highlight of the Festival Parade, and featured in local televised news segments. The new YRC Brass Ensemble also competed in the Open Band section of the Cowra Eisteddfod in May, 2022, achieving second place and receiving positive adjudication comments.



Another new ensemble venture in 2022 was the formation of a YRC Staff Choir. Requiring a very patient Director, (Mark Brooker) the choir competed in the Cowra Eisteddfod, winning their section.



The effects of the COVID pandemic on group music-making have continued throughout this year. However, a gradual recovery is taking place, with regular rehearsals once again underway, and opportunities for performing increasing.

School programs

Fifteen of our seventeen teaching staff travelled over 1000 kilometres each week to teach in both government and non-government schools across our region in 2021-2022. Transporting all manner of music education resources, as well as working with numerous groups and individuals across the week, is demanding and time-consuming, yet remains a rewarding aspect of tuition at YRC.

The increasing cost of transporting teachers has significantly impacted operational costs associated with school programs in 2021-2022.



Individual tuition was provided at the following schools in 2021-2022:

Government schools	Non-government schools
Ariah Park Central School	St Anne's Central School, Temora
Boorowa Central School	St Joseph's Primary School, Boorowa
Jugiong Public School	St Joseph's Primary School, Grenfell
Maimuru Public School	St Mary's Primary School, Young
Monteagle Public School	St Raphael's Catholic School, Cowra
Mulyan Public School, Cowra	Trinity Catholic Primary School, Murrumburrah
Murringo Public School	
Murrumburrah Public School	
Murrumburrah High School	
Quandialla Central School	
Temora Public School	
Temora West Public School	
Wallendbeen Public School	
Young Public School	
Young North Public School	

YRC has continued to provide ensemble programs in a number of schools, although many of these programs were disrupted by restrictions related to COVID. Resultant of these restrictions, it has been necessary to promote wind and brass instruments in school groups, since exposure to these instruments was almost non-existent for many months. School ensemble programs led by YRC in 2021-2022 were:

School	Ensembles led by YRC
Jugiong Public School	Choir Band
Murringo Public School	Rock band
Murrumburrah Public School	Band Drum corps
St Joseph's PS, Grenfell	Choir
Temora Public School	Band
Temora West Public School	Band Drum corps Choir Recorder ensemble
Wallendbeen Public School	Drum corps
Young High School	Rock Band
Young Public School	Junior band Senior band
Young North Public School	Guitar ensembles Drum corps Rock band

Curricular (classroom) music programs were delivered at the following schools, and these programs continue to be an area within which YRC excels:

Government schools	Non-government schools
Ariah Park Central School Maimuru Public School Monteagle Public School Murringo Public School Wombat Public School Young Public School Young North Public School	St Joseph's Primary School, Grenfell

YRC welcomed engagement in this program from Young North Public School from Term 1, 2022 and St Joseph's Primary School, Grenfell from Term 2. Seven classes at YNPS currently receive weekly music lessons with Mark Corkery and Leisa Dunford. At St Joseph's, Grenfell, one stage per term is having classroom lessons with Riccardo Barone.

Masterclasses and workshops

Young Regional Conservatorium was awarded a Create NSW Grant for Holiday Workshop Programs in the Easter 2022 holidays. A two-day Musical Theatre workshop was presented by Lauren Frith, Emily Brooker and Mark Brooker. Fifteen very energetic students participated in the Musical Theatre workshops. The activities culminated in a performance that was filmed to share as part of Create NSW's Make Music Day.



The same grant enabled a two-day workshop for our Strings students, who have unfortunately been without a regular teacher since Easter 2021. Stefan Duwe and Lisa Stewart, members of the Acacia Quartet, provided this workshop, as well as a workshop in March as part of their Music in the Regions tour (see Concerts and Events).



Student achievements

AMEB Examinations:

Thirty-two students presented for AMEB examinations in the 2021 sessions, with students achieving at the following levels:

Satisfactory	C	4
Credit	B	12
Honours	A	10
High Distinction	A+	6

Woodwind and Brass examinations were conducted on site at YRC, and Piano and Vocal candidates submitted Video Examinations, as were introduced in 2020 during the pandemic.

Scholarship Program:

Due to COVID restrictions, scholarship auditions were conducted online in August-September 2021, with Peter Wardrobe, Education and Outreach Director of Hume Conservatorium, offering adjudication. A generous grant received from the Department of Education enabled a restructuring and expansion of our

2022 Scholarship Program. Together with generous donations from the Thurtell family and our Patrons, Professor Anna Reid and Dr Peter Petocz, this funding resulted in the creation of 20 student scholarships. The following scholarships were awarded at our Finale concert in December 2021.

Scholarship	Recipient
Composition	Trevor Taylor
Early Learner	Lara Rathjen (saxophone)
Early Learner	Aylish Winfield (voice)
Guitar	Lara Noyes
Musical theatre	Elisabeth Hall
Percussion	Cohen Rathjen
Junior Piano - junior	Antonia Raptis
Piano -intermediate	Chantelle Bourne
Piano -senior	Sarah McDonald
Special needs	Anika Li
Vocal	Sophia Hackett
Wind junior	Ruby Holt (flute)
Wind intermediate	Thomas Grainger (clarinet)
wind senior - saxophone	James Coleborne
YRC scholarship	Charles Tuckfield (piano)
Thurtell Encouragement Award	Miranda Howard (piano)
Temora	Leo Drenovski (piano)
Temora	Sten Christmas (euphonium)
Temora	Eli Slieman (trumpet)
Temora	Kai Slieman (French horn)

Cowra Eisteddfod

As noted above, YRC Stage Band, Brass Ensemble and Staff Choir successfully competed in the Cowra Eisteddfod. A number of individual students also competed in the Eisteddfod, winning many prizes and receiving valuable feedback from the adjudicator. Drummer Lewin McGill was awarded First Prize in his instrumental section, and was invited to perform in the Eisteddfod's Grand Concert. Our piano teacher, Margaret Edwards, is shown at right with three of her students who competed in the Eisteddfod. The Cowra Eisteddfod continues to be a positive and encouraging avenue for students to gain performance experience, and to observe the performances of other students.

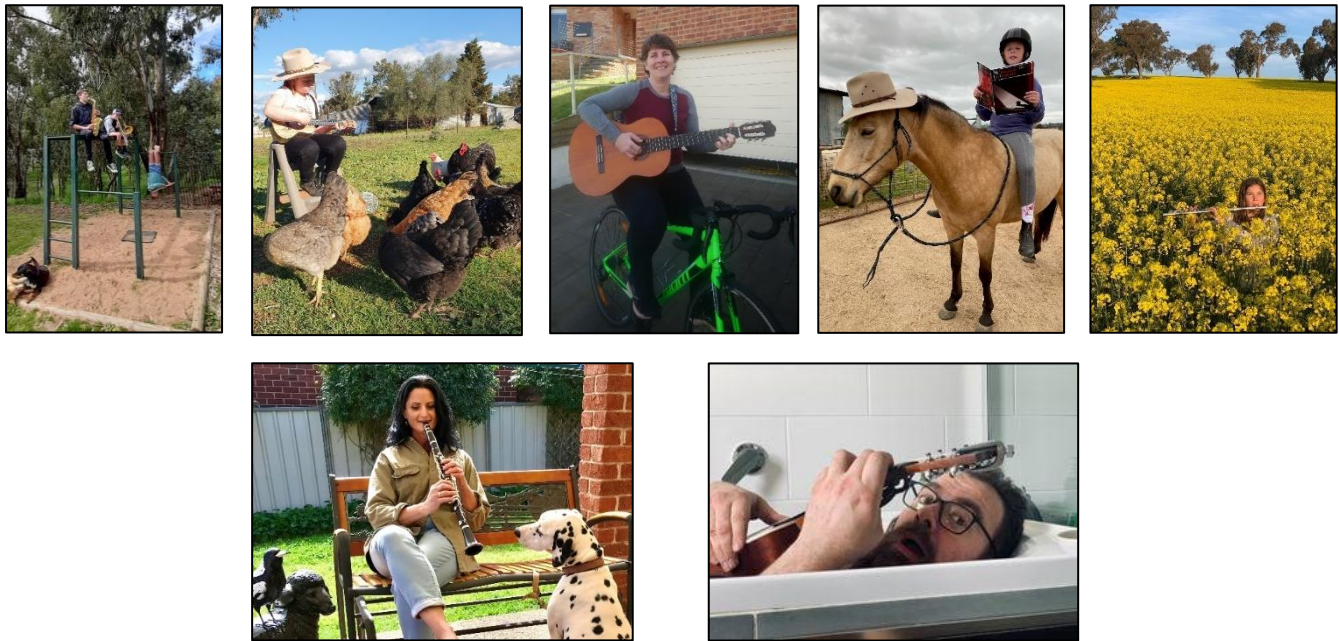


2. CONCERTS AND EVENTS

Young Regional Conservatorium's concert series are recovering slowly from the effects of the COVID pandemic and associated restrictions to audience numbers and musical performances. Our student concert series, generously sponsored by Janine and Simon Hobson of *Young Eyes*, included monthly student concerts, beginner concerts, adult student concerts and a Scholarship Holders concert. The COVID restrictions saw our student concerts showcasing only limited numbers of students each month, with audiences restricted to immediate family members only. The Scholarship Holders Concert was streamed live from Noteworthy House.

In order to maintain student motivation during lockdown, the YRC Facebook page hosted "A Concert a Day" for

the month of August 2021. A video of a student performing a piece was posted to Facebook each weekday during August, with some videos being viewed up to 400 times. This was followed by a “Play Music on the Porch” competition on Facebook. “Play Music on the Porch” is an international event held on the last Saturday of August each year, and several students contributed photographs. Early in September, a “creative way or place to practice” competition was held, again via the Facebook page. The entries for each of these competitions were fun and imaginative, and aided in maintaining connections during a time of isolation. Some of our staff also got in on the act!



As a result of the COVID-19 pandemic, the Visiting Artist Concert Series was very limited for the second year running, with a number of planned events cancelled. However, in March, 2022, a very successful series of concerts featuring the “Acacia Quartet” was staged across Young, Temora and Cowra in collaboration with the newly-formed group, *Music in the Regions* (see Partnerships).

Young Regional Conservatorium participated in the Cowra Festival of International Understanding in March/April, 2022, sponsoring Youth Ambassador, Charles Tuckfield; attending several functions; and providing music for the Festival Parade, as noted previously. Charlie participated in Leadership training events; adjudicated a heat for “Cowra’s Got Talent”; travelled to Parliament House in Canberra; and performed at both the CWA Festival Dinner and the Official Festival Dinner. Charlie chose to fundraise on behalf of Northern Rivers Conservatorium (NRC), Lismore. NRC had lost hundreds of instruments and its building was severely damaged in the March floods, and Charlie raised money to support their Bursary program, assisting students to return to lessons.

Our 2021 Finale concert was held at our Temora studios, and included an Official Opening of the building by Member for Cootamundra, Steph Cooke MP. 2021 Scholarship holders performed; Awards and Scholarships were announced; and the year’s work was celebrated.

In June 2022, Young Regional Conservatorium presented three performances of the musical, “Alice”. With the assistance of new vocal teacher Nicole Taylor, Emily Brooker worked tirelessly with a group of primary- and secondary-aged students to perform this whimsical musical that is based on *Alice in Wonderland*. The musical was accompanied by an ‘orchestra’ comprised of several YRC staff members and capably led by Leisa Dunford. The show proved very popular with audiences at the performance at our Temora studios, as well as those at Southern Cross Cinema in Young.



The building was officially opened by Steph Cooke MP, pictured with YRC Chair, Sharon Richens, and CEO Dr Wendy Brooks.



Senior scholarship recipients with Professor Anna Reid and CEO Dr Wendy Brooks



YRC Community Award presented to Veronica Bolter by Sharon Richens



Senior Hilltops Regional Theatre Company Award Hannah Steenbergen

**2021 Finale Concert and
Opening of Temora Studios**

December 5, 2021



Junior Hilltops Regional Theatre Company Award Elyse Shea



Junior scholarship recipients with Temora Mayor, Rick Firman and CEO Dr Wendy Brooks



Scholarship recipients with Steph Cooke MP and CEO Dr Wendy Brooks



Sarah McDonald



Lily



Chantelle Bourne




Leo Fisher



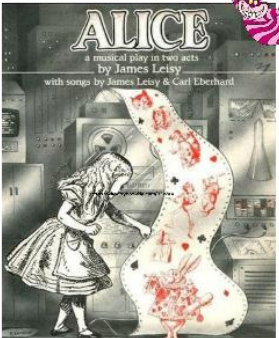
Anna Collinson

2022 Musical





 **YOUNG REGIONAL CONSERVATORIUM**
presents

ALICE
a musical play in two acts
by James Leisy
with songs by James Leisy & Carl Eberhard



YOUNG REGIONAL CONSERVATORIUM, TEMORA
Saturday, 18th June, 1.00 pm

SOUTHERN CROSS CINEMA, YOUNG
Friday, 24th June, 6:00 pm
Saturday, 25th June, 10:30 am
<https://www.yrc.org.au>

3. PARTNERSHIPS AND PROFILE

Partnerships

A very important partnership was formed early in 2022 between YRC and the newly-formed independent touring organisation, *Music in the Regions*. *Music in the Regions* (MitR) aims to connect classical musicians with regional audiences in NSW (Executive Director, Janine Collins, shown below at right with YRC CEO, Wendy Brooks). As part of the inaugural MitR tour, YRC hosted three performances by the Acacia Quartet, at Young, Temora and Cowra respectively. The slow touring model utilised by MitR involves community engagement to complement performances. YRC string students were treated to workshops with members of the Acacia Quartet, as well as having the quartet's members play alongside them in String Ensemble. The Acacia Quartet also performed at Temora West Public School, where young students were enthralled with the instruments and music.



The MitR performance in Young constituted the opening of the *Hilltops Off the Beaten Track Arts and Cultural Trail* (HOBTRACT) event. Although a planned YRC Staff Concert as part of HOBTRACT was postponed due to illness in 2022, YRC looks forward to partnering with this group in the future, helping to develop the cultural life of Young.

Young Regional Conservatorium maintained and developed important partnerships with over 20 schools across the region, as noted in preceding sections of the report. Our School Programs teacher, Mark Corkery, is instrumental in cultivating strong partnerships with schools, for which YRC is very grateful.

Young Regional Conservatorium partnered with the Australian Music Examinations Board to provide facilities for AMEB exams, as a centre open to music students from across the region, and to deliver the AMEB Syllabus to instrumental and vocal students. In 2021-22, AMEB has continued to offer the opportunity to sit examinations via video recording, an option which several YRC teachers and students have found to be convenient.

Partnering in community events, such as those mentioned in previous sections, provides valuable exposure for YRC, as well as assuring our place within the wider community. Southern Cross Cinema have worked collaboratively with the school to present monthly student concerts. The positive relationships held with our sponsors confirm the school's presence in the local area.

Young Regional Conservatorium maintained its membership of the Association of NSW Regional Conservatoriums throughout the year and acknowledges the collegiality and shared leadership offered through the Association. The CEO of YRC, Dr Wendy Brooks, serves on the ANSWRC Committee, ensuring engagement with ANSWARC governance, as well as a voice for the YRC community.

Profile

Following extensive community consultation 2021, it was decided that the name of Young Regional School of Music would be changed to Young Regional Conservatorium. A Special General Meeting was held on 2 September 2021, and the process of rebranding began. Sauce Design of Orange were contracted to design the conservatorium's new logo:

"The music staff comes alive and flows over the page, loosely forming an 'R' and representing the varied landscapes of the Hilltops Region. In graphic terms, it's very ordered and follows a certain structure, yet creates an organic shape and a feeling of movement - much like an orchestra."



As part of the rebranding process, a new website was created and unveiled in January 2022. Designed for ease of navigation, the website features clear text with colourful images, and offers an introduction to the conservatorium, ITS programs and staff. The website hosts enrolment forms, and has facilitated a transition to digitising this process and associated documents.

Signage was installed at the YRC Temora Studios, creating a strong visible presence in the main street of the town. However, the transition to new signage at the Young studios remains ongoing. As is to be expected, the re-branding process will take some time, as the name and logo are clients are gradually familiarised with clients and the local community.

Digital media has continued to be an effective means of promoting Young Regional Conservatorium's work; communication with students, families and other stakeholders; and raising the profile of the organisation. Followers of the Facebook page have increased by approximately 20% to 1097 across the year, with videos of student performances attracting hundreds of view.

4. HUMAN RESOURCES

There have been few changes to staffing across the year. Leisa Dunford was on Parental Leave in Terms 3 and 4, 2021, having welcomed baby Lily May in August. Her students were catered for by other staff members in her absence, prior to her return in Term 1, 2022.

Our Administration manager, Jackie Hudson, relocated to Gunnedah at the end of 2021. Since then, our administration has been in the hands of Kathleen Caden.

Darcy Coates and Nicole Taylor joined our teaching staff in 2022. Darcy teaches guitar and bass guitar, working mostly from Cowra. Nicole teaches voice at our Temora and Young studios, in Cootamundra and Harden/Murrumburrah.

Young Regional Conservatorium has been unsuccessful in recruiting a strings teacher throughout 2021-2022. In order to best cater to our string students while the search for a new teacher continues, senior violin student, Vincent Ward, was employed as a trainee tutor. Vincent works under the weekly mentorship of piano tutor, Margaret Edwards, whose experience and knowledge have assisted Vincent in his introduction to teaching.

Maintaining employment for our staff throughout the COVID-associated restrictions was a priority for the

conservatorium’s management during the second half of 2021. Staff were redeployed to other tasks where possible, or engaged in both internal and external professional learning opportunities until usual teaching duties could resume.

Professional Learning for all staff members continues to be a priority, as we strive for excellence in teaching across the conservatorium. Every staff member undertakes annual training in Child Protection, and the first day of each school term has been devoted to professional learning.

Several staff members have engaged in individual professional development activities to improve their skills, technique and teaching capacity on particular instruments, reflecting their dedication to the school and to their craft. Professional learning is highly valued at the conservatorium, and three staff members have undertaken, or continued with tertiary study. CEO, Wendy Brooks, completed a Master’s Degree in Education, specialising in Educational Leadership. Mark Brooker has continued his PhD studies through Sydney Conservatorium of Music, and Micheile Blunt is working towards a Bachelor of Music degree.

Wendy Brooks and Mark Brooker gave individual presentations at the 23rd National Conference of the Australian Society for Music Education in September, 2021, helping to raise awareness of the work of Young Regional Conservatorium, as well as the greater Association of NSW Regional Conservatoriums.

Young Regional Conservatorium is appreciative of the contribution made by each staff member, their dedication to music and their loyalty to the school and its aims.



5. FUNDING AND SPONSORSHIP

Funding

Our major funding is sourced from the NSW Department of Education through the Regional Conservatorium Grants Program. This funding allows us to connect to schools, students, teachers and community members in regional and rural areas providing them with a wide range of music education, training, performance and engagement opportunities. The Association of NSW Regional Conservatoriums continues to advocate for increased operational and infrastructure funding in order to meet increases in Key Performance Measures as outlined in the Funding Agreement.

A successful funding application was submitted in April 2022 for the period July 2022-June 2025, ensuring

Young Regional Conservatorium’s financial viability as part of the RCGP. In June, 2022, the Regional Conservatorium Grants Program provided an additional \$10,000 to assist the school with fee relief in light of the difficulties caused by the COVID pandemic. YRC recognises and appreciates the tenacity of the Department of Education team with whom we work in sourcing these funds on our behalf.

In late 2021, Young Regional Conservatorium was awarded Creative Capital Minor Works and Equipment (Create NSW) Grant of \$38, 013 for the purchase of a Yamaha C3X 6’1” premium grand piano and digital enabling of the performance space in the Temora Studios. Proudly funded by the NSW Government, this has enhanced the usability of the space, contributing to our aims to broaden access to music education and performance for regional residents.



Sponsors

Young Regional Conservatorium is grateful to the supportive sponsors who continue to contribute to the school and its programs from year to year. These include the Young Lions Club; South West Slopes Credit Union; Young Eyes; Donges IGA; and Young Arts and Crafts. These sponsors remain committed in their support of the work carried out by Young Regional Conservatorium. YRC sponsors select the aspects of conservatorium work that they wish to support, and in 2021-2022, sponsors have chosen to support YRC Bursary Programs; YRC Scholarship Programs; student concert series and the Red Cherry Jazz Band.

6. GOVERNANCE AND OPERATIONS

The Board

The Annual General Meeting of the Young Regional Conservatorium was held on Tuesday 21st September, 2021, and the following members were elected:

Chair	Sharon Richens
Vice-Chair	Fleur LeMesurier
Secretary	Mary Dodd
Treasurer	Serena Sullivan
Director	Mel Gallagher
Director	Simon Hobson
Director	Jane Reid

Throughout the financial year, the Board conducted regular meetings to oversee and guide the strategic direction of the school. The Board conducted processes related to the change of the institution’s name, ensuring constitutional and legal compliance. The Board oversaw the sale of land owned by the conservatorium at 14 Campbell St, Young. The Board has a strong focus on ensuring that YRC remains financially strong, and that the conservatorium has suitable premises from which to operate in the future.

CEO

The Chief Executive Officer attended the Conference of the Association of NSW Regional Conservatoriums in November 2021. Conducted via Zoom, a focus of the conference was the implementation of the Association’s Strategic Plan. The May, 2022, Conference of the Association of NSW Regional Conservatoriums was held in Sydney, for the first time since 2019. At this conference, each conservatorium gave a presentation outlining challenges and successes of the period since March 2020. YRC’s presentation highlighted the success of team-building and improved collegiality of staff as a result of professional development; as well as the maintenance of connections and performance opportunities facilitated via social media. At the Annual General Meeting, held at this Conference, the Chief Executive Officer of Young Regional Conservatorium was

re-elected secretary of the ANSWRC Committee, ensuring a voice for YRC in ANSWRC matters.

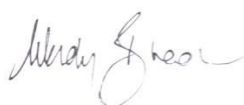
The CEO is a member of the Open Academy Advisory Committee (Sydney Conservatorium of Music); serves as a Commissioner for the *Music in Schools and Teacher Education Commission* of the International Society for Music Education; and has recently been invited to sit on the Cowra Civic Centre Reference Group.

7. FINANCIAL STATEMENTS

The 2021-2022 Financial Statements and Auditor's Report will be found as an addendum to this document. It is disappointing, yet not surprising, that the 2021-2022 Financial Statements show a deficit of approximately \$50,000. In considering this loss, the following factors must be considered:

- The loss of teaching due to restrictions imposed by NSW Public Health Orders in 2021 resulted in income of approximately \$90,000 less than 2020-2021.
- Subsequently, Student Fee income fell short of covering tutor wages. In 2020-2021, Student Fee Income of \$494,584 covered all tutor wages (\$493,497). In this financial year, Student Fee Income fell \$136,389 short of covering the \$541,620 of tutor wages.
- Maintaining staff employment throughout the pandemic has been a priority. The conservatorium's Management have remained aware of the cost involved in so doing, and have consciously chosen to utilise reserves to ensure the conservatorium is adequately staffed as we move into the post-pandemic period.
- Government funding related to COVID-19 (eg Jobkeeper) buoyed the 2020-2021 financial position by approximately \$80,000, but was unavailable in the current Financial Year.

It is anticipated that the conservatorium's financial position will recover gradually as some sense of normality returns to our programs and operations. The Board is committed to overseeing this process positively and with regard for expert advice and assistance.



Dr Wendy Brooks

CEO



Ms Sharon Richens

Chair



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