



**ASSITEJ International Executive Committee Meeting:
Online
9 & 12 June 2023**

Present:

Sue Giles, *President*, Australia (SG)
Louis Valente, *Secretary General*, Denmark (LV)
Bebe de Soares, *Vice President*, Chile (BS)
Seok-hong Kim, *Vice President*, South Korea (SK)
Pamela Udoka, *Vice President*, Nigeria (PU)
Ernie Nolan, *Treasurer*, USA (EN)
Yannick Boudeau, Belgium (YB)
Emilie Robert, France (ER)
Julia Dina Hesse, Germany (JH)
Selloane Lalu Mokuku, South Africa (LM)
Cristina Cazzola, Italy (CC)
Minoovash Rahimian, Iran (MR)
Shoaib Iqbal, Pakistan (SI)
Tatiana Bobrova, Russia (TB)
Paulo Merisio, *Counselor*, Brazil (PM)
Christopher Blois-Brooke, *Staff Member*, UK (CBB)

Guests present for discussion on AAG2023:

Diana Kržanić Tepavac, *ASSITEJ Serbia* (DKT)
Tatjana Nikolic, *ASSITEJ Serbia* (TN)
Sonja Petrovic, *ASSITEJ Serbia* (SP)
Jovana Rakić, *ASSITEJ Serbia* (JR)



Agenda Friday 9 June

- 1. Welcome**
- 2. Access Needs**
- 3. Apologies** (Jon, Shoaib, Pamela, Lalu)
- 4. Approval of Agenda**
- 5. Conflicts of Interest**
- 6. Annual Statement 2022**
- 7. Budget 2023-2024**

(Cont.)

Agenda Monday 12 June

- Apologies** (Jon, Bebe)
- 8. Support for EC Meeting Host – ASSITEJ South Africa**
- 9. Memberships**
 - Closure of the following Centres/members is to be discussed:
 - a. ASSITEJ Bangladesh**
 - b. ASSITEJ Senegal**
 - c. ASSITEJ Ecuador**
 - d. ASSITEJ Botswana**
 - e. Rania Reefat, Egypt**
- 10. Short Updates from Working Groups**
 - 10.1** Communications
 - 10.2** ASSITEJ Online
 - 10.3** Networks
- 11. Update and Questions AAG2023**

1. Welcome

SG welcomed members present.

2. Access Needs

SG gave a space for anyone to bring up special access needs.

3. Apologies

Apologies from JDK, SI, PU, and LM.

4. Approval of Agenda

PM asked to add a section regarding the call for awards, especially *ITYARN*.

5. Conflicts of Interest

There were no conflicts of interest.

6. Annual Statement 2022

CC asked for an explanation as to how much the members of the Executive Committee (EC) are responsible in this area, if there are any legal responsibilities and how deep they should all be involved. SG shared that they are looking into directors' insurance for the EC

EN clarified that there is responsibility in terms of the co-financing the association receives, although Roberto Frabetti (RF) has budgeted for this and if *ASSITEJ* offers all the programs it committed to, the EC will not have to be responsible for that money. EN also mentioned that the EC would be responsible of building a reserve and trying not to drain the reserve funds that the organization has. RF is budgeting so there is money for the reserve funds.

SG will come back to the EC with a written clarification of the liabilities of the EC.

SG went over the financial statement, where it explained that despite the original intention of keeping the *EU Network* and 'BABEL' project budgets separate, they were finally combined into one statement to be less confusing. SG mentioned it would be important to have summaries of the activities

happening for the members to understand how impactful the grants have been, not only in Europe but in the entire global membership.

EN pointed out that at the end of the year, the association ended up with a profit of 6,655 EUR.

EN explained how the reserve funds and Solidarity Fund have been considered a liability versus an asset because they are fixed numbers.

LV explained the way the different staff members are employed, mainly via secondment since that has been that most manageable way to pay across borders.

SG went over critical issues like the drop in collected membership fees. She expressed it has been a particular concern of RF for some years, to make it clear to members how important fees are in terms of how *ASSITEJ* operates and connects the work done. EN added that it is important to agree on what the average membership fee should be and how to subsidize the discount/scholarship granted to members who cannot afford it. EN shared some of the issues of not having correct information for members and how important it is to have someone focused mainly on membership.

SG mentioned that the income generated by 'Building Collective Resilience' has been much lower than what had been originally predicted.

CBB explained that a lot of it comes down to *ASSITEJ* Online and the issue caused by *Bibu* happening very quickly after the start of the *EU Network* project. CBB explained how looking forward, RF took the same number for ticket revenue from Sweden as estimates for Serbia and Cuba, although hopefully those numbers will be greater. Likewise, this section of the financial statement profits from *ASSITEJ* Online so hopefully it will improve with the new website which will be up and running shortly. CBB added that the prediction had been made without really knowing where the co-financing would come from.

BS commented that if there is revenue made in Serbia and Cuba, that should go to pay the artists primarily.

LV added that the previous prediction was also motivated by the fact that if *ASSITEJ* added 20%, the EU would give 80%. He also said that at the time of the application it was considered that as a last solution at the end of the project period that the indirect cost received through the project could potentially be

used again as co-financing, and stressed that this solution is not being used in the current budget proposal CBB added that a significant change in EU policy was made where they are now only interested in *ASSITEJ* reporting on activities, rather than on finances.

VOTE:

Is the ASSITEJ EC in favour of approving the 2022 Financial Statement for ASSITEJ International?

Unanimous vote in favour. (SG, LV, BS, SK, YB, JH, ER, EN, CC, MR, TB)

7. Budget 2023-2024

The budget proposal created by RF was presented item by item and discussed.

LV explained there are three different budgets, the one for 'Building Collective Resilience' (ending at end of 2024), the mission budget from membership fees (ending at next World Congress), and budget from 'BABEL'.

SG added that when the budget was first made, the differences in the economies hadn't been envisaged, or the way in which that would impact the way *ASSITEJ* operates. CBB added that it wasn't expected that *ASSITEJ* would receive both the *EU Network* and 'BABEL' project grants, and there has been a lot of crossover between those budgets as well as the mission budget.

CBB clarified that a reduction doesn't always mean that less is being spent, but maybe it is being spent from elsewhere. An example of this are the Regional Workshops that are currently paid from the 'BABEL' budget instead of the mission budget.

The EC agreed to the general lines of the proposal including the proposed savings that will result in a final positive result of 18,000 EUR that can be added to the Reserve Funds by the end of the project period of 'Building Collective Resilience' (Dec 2024).

The amount allocated to the different budget items will be further discussed and refined at the next EC meeting in August.

JH asked for clarification on what the deficit really means and if there will be any cuts made, what that means specifically in terms of projects. LV clarified

that the reductions will be made in a way that still allows *ASSITEJ International* to perform all activities and add to the financial stability of the Association. BS suggested to also think about a time when *ASSITEJ* doesn't have all this money and things go back to being voluntary. It is nice to think about paying artists and professional program fees, but to keep in mind that it will likely go back to being completely voluntary one day. SG agreed this is something important to think about and be prepared for, and the reason why membership fees are so important to the association. LV clarified that the plan for Cuba, in terms of these payments, is that the money won't come from this budget but from the participation fees of delegates.

(Cont. Monday 12 June)

Apologies (Jon, Bebe)

Apologies from JDK, and BS.

8. Support for EC Meeting Host – ASSITEJ South Africa

SG asked for opinions on funding the EC's presence in Johannesburg and explained that even though there have been a lot of expenses come through, this would be an important in-person meeting before the AAG2023 and it has great significance for ASSITEJ South Africa and other members from National Centres in Africa who would be able to participate in activities. SG explained that the budget suggested is of approximately 8000 EUR, which would cover accommodation and per diems for the EC for 10 days.

SK asked about reducing the number of days, but some members have already bought tickets for the previously established dates.

JH asked if there were any more alternatives of who could pay, other than *ASSITEJ International* and EC members. EN shared that maybe it's a matter of *ASSITEJ International* continually planning to support the EC. SG agreed and noticed how hosts have been struggling more and more and the EC does have the capacity to make significant contributions while visiting for these meetings. EC mobility and accommodation could be something that's added in the future to funding applications. EN added that if the EC is able to fund



themselves, there would be more opportunity to visit places that haven't offered to host the EC in the past due to money constraints.

SG mentioned that the other alternative is to have more online or hybrid meetings.

TB brought up the point of not all National Centres being able to fund EC members with travel and accommodation all the time, and this would be a very big expense to cover personally. YB agreed but added that future grant applications can include a forecast of how much travel is expected.

CC suggested that future EC meetings aren't confirmed until there is a validation of funding from the host. She also added that when applying for grants, there is a point to make that this money for travel support is a tool to make the EC's presence more democratic in terms of reaching different places.

JH suggested that maybe for the future, Centres that do have money could try and have a separate budget for EC travel and *ASSITEJ International* could chip in and split the costs.

LM highlighted the aspect of the vulnerability of not having, and yet serving in a very important international organization. She supported suggestions of having funding budgets for EC meeting attendances and not rely on if a specific country has or doesn't have money. ER agreed and emphasized the importance of meeting with Centres and festivals in places of the world where people have no money to host the EC.

VOTE:

In principle, does the ASSITEJ EC support ASSITEJ International to fund the presence of the EC at Cradle of Creativity?

Unanimous vote in favour. (SG, LV, SK, YB, JH, ER, EN, CC, PU, TB, SI, LM)

SG concluded by saying this is the kind of way the money should be spent, supporting *ASSITEJ* members, and at this time *ASSITEJ International* can afford to take this risk in terms of budget.

9. Memberships

SG explained there were some National Centres who have been previously contacted with a letter requesting information and communication, and given the opportunity to discuss their situation, but none of the following Centres responded:

ASSITEJ Bangladesh (No fees 2019-20-21-22. Not responsive since 2019. Letter sent on 14 feb.)

ASSITEJ Senegal (No fees 2017-18-19-20-21-22. Not responsive since 2017. Letter sent on 14 feb.)

ASSITEJ Ecuador (No fees 2020-21-22. Not responsive since 2019. Letter sent on 17 May.)

ASSITEJ Botswana (No fees 2018-19-20-21-22. Not responsive since 2017. Letter sent on 18 May.)

The other membership that is proposed for closure is the individual member Rania Reefat, from Egypt who has now moved to Germany.

SG opened the floor to the EC for any comments or information they had on the mentioned members.

JH said she knew that people from Senegal and Bangladesh had tried to get in touch with those Centres, but she hadn't spoken to anyone from the Centres. She asked what the procedure would be like and if it was possible to keep the Centres and find new people or if the Centres would have to close and then reopen with a new team.

SG said both of those options were possible, but that sometimes it was better for artists in those countries have the Centre closed and start again. With these specific cases, SG suggested it may be easier for artists to start again since the current members have been out of touch for so long.

LM suggested to make the procedures clear and consider the context of each Centre when deciding to either close it or hand it over, so that it becomes general information for all members to be aware of.

YB mentioned he talked several times to Patricia Gomiz from Senegal, who tried several times to contact ASSITEJ Senegal but they weren't very responsive.

TB shared that Azerbaijan had possibly changed the *ASSITEJ* contact person, and that they have probably not paid their fees due to the war situation with Armenia. TB will try to get the new contact information to reach out to them.

LV clarified that the reason for closing Centres is really a housekeeping issue, because it doesn't serve anyone to have members with many unpaid fees and it's not fair to members who do pay. However, it is important to keep the relationship with people and see what possibilities there are.

SG concluded saying that, with the exception of Azerbaijan, the aforementioned National Centres will be officially informed their membership has been closed, but they have the option to create hand over or create a new National Centre as long as they pay the corresponding fees.

This decision was agreed to unanimously by the EC.

10. Short Updates from Working Groups

10.4 Communications

SK shared that the group is currently working on the online magazine with seven articles submitted from five continents, but still need a few more articles (including the one from Serbia) to reach a minimum of 10-12 articles. Countries who have submitted articles are France, Norway, Egypt, Malaysia, Canada, and Brazil. SK said the working group will aim to launch the magazine at the end of June or beginning of July.

LV asked if there were more efforts needed in terms of promoting the call again or reaching out to people. SK said it would be better to reach out personally to fill the gap of continents where we still need content from. SG said she would reach out to Oceania.

CBB added that the new website will be sent out soon for comments.

10.5 ASSITEJ Online

ER shared that it had been a complicated semester for the working group. They tried to arrange a Coffee Session on LGBTQ+ issues, but it was hard to find people to talk about this matter in TYA.. EN was able to find some people but haven't been able to set dates, hopefully it can happen for next month. This means there would be one session this semester and then two or three in autumn.

10.6 Networks

JH shared there had been two Umbrella Sessions for the Networks in December, and another one in March with many people sharing ideas and events that happened during World Day. JH said it would be a good idea to establish an Umbrella Session around World Day every year because it is very inspiring to hear what people achieved.

The next Umbrella Session around diversity benchmarking is being prepared and will happen on June 29th. JH asked if this was the best topic for right now, or if it had been established by Creative Europe for us to use this theme. She asked if maybe it made more sense to come up with something that is more related to Serbia. SG agreed that any way to get members more aware of the *Artistic Gathering* in Serbia is great. LV mentioned that in terms of reporting, there has to be three Umbrella Sessions and a separate one for diversity benchmarking. JH suggested having the diversity benchmarking session in September so there is more time to prepare that.

CC shared that there are several National Centres that feel like they don't have enough information about the *Artistic Gathering* in Serbia. The Umbrella Session could help to raise awareness, share information with Centres, and connect it to talk about the difficulties that Centres and members have to raise funds. LV agreed this was a good idea and it could expand to include the *World Congress* in Cuba as well.

JH asked whether the Strategic Invitations are something that need to be addressed in the next Umbrella Session so that Centres can suggest people. SG suggested having that conversation over email.

11. Update and Questions AAG2023

SG welcomed the team from *ASSITEJ Serbia*.

TN begun by saying that the past months have been challenging but the team is currently moving strongly ahead towards November and starting with more communications activities these months before the event.

TN shared that this month has been a very tragic one in Serbia with two mass shootings where mostly children and young people suffered. Because of this, there is a lot of attention to discussing children and young people, responsibilities and how to deal with violence and aggression, where the artistic community has a rather different opinion in comparison with the government. The artistic and cultural community are trying to advocate an approach where children and young people are more visible than ever before. Actors have lately been one of the most targeted professionals because they are public figures who are joining protests and trying to give examples to society. It is unsure how different schools will be organized or what stimuli

theatrical institutions and organizations will receive from the government moving forward.

With this context *ASSITEJ Serbia*, as organizers, will try to put culture for children and youth even higher in the agenda as an important social factor.

TN shared that the budget for AAG2023 they were initially planning for will now be cut to about 40-50%, but the program is in line with expectations since those had been reduced already. TN said they were thankful to be included in the 'Building Collective Resilience' and 'BABEL' projects because this has supported the work done for the Gathering.

Concerning the conferences, DKT said they have started working on the programming and will share more information soon. DKT said there was time for the EC to meet the weekend before the events start.

JR shared there will be 11 national performances, seven regional performances, and one or two international performances, for a total of about 20 productions. There will be around four performances a day, but this can vary a little depending on other programming from the Gathering. DKT shared that the two international performances they have been in touch with are one from The Netherlands and one from New Zealand, who are both very keen on participating but it's a matter of working out the financial side of it.

DKT mentioned there were doubts on how to go about the program and proposals related to the 'Building Collective Resilience' project.

SP shared the 'Next Generation' participants have been selected, there is a total of 10 participants chosen from over 100 applications, as well as two alumni who were chosen from last year's programme from Sweden. SP said the team is currently speaking to and negotiating with mentors, there are currently two who have agreed:

SP asked whether the travel grants *ASSITEJ International* gives the participants are given for travel costs or accommodation for the AAG2023, since the Gathering will happen after the 'Next Generation' programme. LV mentioned that in principle the grants are for travel but asked for more information on costs for people staying longer in Novi Sad and Belgrade to see what can be done. SG added that it would be good for the participants to take part in the Artistic Encounters that will happen at the beginning of the Gathering. DKT agreed that they will be invited to stay longer, since their programme will end



Sunday and the Artistic Encounters will take place Tuesday and Wednesday. SP added it would be good for them to stay for the whole festival

CC shared, with the team from *ASSITEJ Serbia*, that the Networks Working Group would like some more information to share during the next Umbrella Session. This could be a tentative schedule or maybe information that can be used for National Centres to raise funds to travel to Serbia and motivate their members. CC opened the invitation for the *ASSITEJ Serbia* to be present during the session.

DKT expressed that they would like to partially open the programme to people soon, mainly because of the “early bird” option for tickets. LV agreed and asked to have this information on their letterhead to share with National Centres.

TN brought up the subject of participation fees and mentioned they had come up with a proposal for the EC to approve. The proposal was as follows: early bird would start very soon and run throughout summer for 150 EUR (or more if people can pay more to support technical possibilities or as a solidarity fund), standard participation fee would be 200 EUR, and last-minute fee would be 250 EUR. There will be discounts for groups of 10 or more, discounts for students, and low-income countries will not need to pay anything, it is great enough if they can attend. Performances participating in the festival will not need to pay either, seeing as they will not be receiving a fee for performing, as well as the majority of speakers or workshop facilitators. TN said the procedure to decide which speakers/facilitators are exempt from paying needs to be finetuned depending on the contribution.

TN shared the suggestion for online participation is that it be 50% of the fee, and that if people are participating for only a day, then it will be 1/5 of the price since the whole program is five days.

LV suggested to leave the discussion on online and daily fees for later and for now focus on the regular fees for the EC to vote on.

SG expressed that the discounts were very generous.

JH asked if it was possible to book only for one performance or event, or if it is always a sort of daily package. TN said that for now it is either a package for the whole event or a daily fee. There will be tickets sold for performances only at the venues, but that is outside of the *ASSITEJ* registration portal, mainly for the local audience. TN shared that the audience capacity will be split so that there is a part of the venue capacity devoted for the local audience and another for international delegates.

SK asked if discounts could be combined, for example buying during early bird registration for a group. TN agreed that combining discounts could happen, although this may be adapted depending on the technical possibilities of the platform.

LM expressed that she was excited and thankful about how the team had packaged everything under the context they are in, and how they have responded to the context not only in words but in the fees themselves where people can contribute in different ways.

LV suggested for the group discounts to start with groups of five because it seems like National Centres would be closer to getting five people than 10, and it's not a matter of making it cheaper for the Centres but about stimulating more people to come. TN said they could consider this new level as well.

TN added that the programme and every aspect of the team's work will be reduced/adapted based on financial capacities, so she welcomed any ideas to discuss how new ideas or expectations can fit accordingly with their capacities. SG expressed that the programme already seems very rich, and reminded everyone that this smaller, more manageable model is a very important exercise for the future.

VOTE:

Is the ASSITEJ EC in favour of the proposal from ASSITEJ Serbia on the participation fees?

Unanimous vote in favour. (SG, LV, SK, YB, JH, ER, EN, CC, PU, TB, SI, LM)

JR shared she will be the new contact for the Access Committee moving forward.

DKT asked when the 'Next Generation' selections would be announced and published on the newsletter. LV proposed to inform them directly in an email instead and request a headshot from each, then later (July or August) on we can publish an image of all the participants going to Serbia.

DKT suggested that for Strategic Invitations, the EC considers people from Kosovo and Albania because it would be a nice way to have them in Serbia and show there are no problems with that. LV asked for names and short description of who they are. DKT also suggested Tulin Saglam from ASSITEJ Turkey who does not currently have the means to attend, and her experience would be very valuable. Lastly, DKT suggested Young Ai Choi.

Financial Statement 2022

Period: January 1st - 31st December 2022

STATEMENT OF ASSETS AND LIABILITIES		
ASSETS		
LIQUID ASSETS		173.063,94
CASH ON HAND - EUR ACCOUNT	1.395,49	
CASH ON HAND - EUR ACCOUNT - TREASURER	300,00	
CASH ON HAND - USD ACCOUNT	0,00	
BPM BANK - EUR ACCOUNT	162.549,31	
SOLDO - EUR ACCOUNT	3.896,01	
CREDIT CARD - CARTA IMPRONTA	0,00	
PAY PAL ITALY - EUR ACCOUNT	4.209,31	
PAY PAL ITALY - USD ACCOUNT	713,81	
CREDITS		540.341,05
CREDITS: EUROPEAN UNION - TPAYABCR NETWORK PROJECT	468.594,50	
OTHER CREDITS: PUBLIC GRANTS	67.235,93	
CREDITS: AGENZIA DELLE ENTRATE - ITALY	30,00	
OTHER CREDITS	4.480,62	
CUSTOMERS		2.979,28
CUSTOMERS - TOTAL	2.979,28	
TOTAL ASSETS	716.384,27	716.384,27
LIABILITIES		
FUNDS		66.692,47
RESERVE FUNDS	65.779,49	
SOLIDARITY ROTATION FUND	912,98	
GRANT TO BE ACCOUNTED IN THE NEXT YEARS		566.278,66
DEBTS: ASSITEJ - TPAYABCR GRANT TO BE ACCOUNTED	500.054,70	
DEBTS: SMALL SIZE - TPAYABCR GRANT TO BE ACCOUNTED	21.400,00	



DEBTS: PUBLIC CONTRIBUTIONS TO BE ACCOUNTED	44.823,95	
DEBTS		34.115,81
DEBTS: AGENZIA DELLE ENTRATE - ITALY	129,00	
DEBTS: STAFF AND CONSULTANT FEES	31.739,94	
DEBTS: SUPPLIERS	1.275,20	
DEBTS: CONTRACTORS	0,00	
DEBTS: FEES PAID IN ADVANCE	358,01	
OTHER DEBTS	613,66	
INVOICES AND RECEIPTS COMING IN		42.641,72
INVOICES AND RECEIPTS COMING IN - TOTAL	42.641,72	
TOTAL LIABILITIES	709.728,65	709.728,65
PROFIT 2022	6.655,62	6.655,62
PROFIT AND LOSS ACCOUNT		
REVENUES		
MISSION BUDGET		17.859,97
MEMBER FEES - OVERDUE AMOUNT	292,06	
MEMBERSHIP FEES - CURRENT YEAR	17.219,19	
DONATION & FRIENDS OF ASSITEJ	48,86	
OTHER DONATIONS	299,51	
OTHER REVENUES	0,35	
TPAYABCR NETWORK PROJECT EU		172.123,60
INCOME GENERATED BY TPAYABCR PROJECT	1.747,32	
OTHER PUBLIC & PRIVATE GRANTS	22.411,98	
EUROPEAN UNION - TPAYABCR NETWORK PROJECT - GRANT	147.964,30	
BABEL EU COOPERATION PROJECT		0,00
INCOME GENERATED BY BABEL PROJECT	0,00	
TOTAL REVENUES	189.983,57	189.983,57



COSTS		
MISSION BUDGET		10.472,45
ASSITEJ ARCHIVES	1.000,00	
ASSITEJ - VIDEO - WORLD TYA THEATRE DAY	1.079,36	
ASSITEJ MAGAZINE - COSTS	2.842,00	
OTHER DONATIONS CAMPAIGNS	138,03	
ACCOMODATION E BOARDS EC MEMBERS & COUNSELLORS	548,55	
EC TRAVEL REIMBURSEMENTS FOR EC MEMBERS	2.232,33	
E-MAIL & NEWSLETTERS COSTS	669,92	
PUBLIC RELATION COSTS & REPRESENTING	64,87	
ADMINISTRATIVE COSTS	203,06	
BANK COSTS	1.016,05	
VARIATIONS OF RATE EXCHANGE - COSTS	678,29	
TPAYABCR NETWORK PROJECT EU		172.855,49
STAFF COSTS - PROJECT MANAGER	22.000,00	
STAFF COSTS - COMMUNICATION DIRECTOR	32.207,00	
STAFF COSTS - FINANCIAL DIRECTOR	6.729,94	
STAFF COSTS - ASSISTANT PROJECT MANAGER	6.300,00	
STAFF COSTS - COMMUNICATION ASSISTANTS	5.170,00	
STAFF COSTS ACCOUNTING % ADMINISTRATIVE SERVICES	25.010,00	
PROJECT TEAM & STAFF CO-WORKING TRAVEL COSTS	7.130,56	
CHILDREN&YOUTH PARTICIPATION	3.492,12	
DIVERSITY BENCHMARKING AND INCLUSION EVENTS	3.960,98	
EC - ADVOCACY & REPRESENTING	617,73	
EC - WORKING COMMITTEES ON SUSTAINABILITY AND INCLUSION	5.096,01	
NEXT GENERATION - TPAYABCR	3.522,68	
ON-LINE COFFEE SESSIONS	580,00	
PLATTFORM - HYBRID ASSITEJ EVENTS- EQUIPMENT&MATERIALS	1.590,30	



PLATTFORM - DIGITAL - CONTENT MANAGEMENT	30.440,52	
PLATTFORM - HYBRID ASSITEJ EVENTS- OTHER COSTS	1.661,62	
STRATEGIC INVITATIONS	11.848,37	
DIGITAL - ON GOING COSTS	2.694,30	
DIGITAL - WEB SITE	293,85	
COMMUNICATION DESIGN COSTS	2.243,38	
COMMUNICATION OTHER COSTS	266,13	
BABEL EU COOPERATION PROJECT		0,00
COSTS GENERATED BY BABEL PROJECT	0,00	
TOTAL COSTS	183.327,94	183.327,94
PROFIT 2022	6.655,62	6.655,62

EXPLANATORY NOTES

PART ONE: INSTITUTIONAL INTRO

Recount the year 2022, reporting and reflecting in particular on:

In 2022 the impact of The Network project Building Collective Resilience was immense, with the activities for ASSITEJ dramatically increasing, and systems being put in place to make sure we could manage and account for the increased activity. Because of the late completion of the grant agreement of the project many of our deadlines were upon us almost immediately, which meant hard and concentrated work to meet the outcomes of the application.

We achieved an enormous amount in 2022. The return of our members to an in person gathering was significant, with the effect of COVID still felt up to the last minute. We worked with our hosts towards a very successful Artistic Gathering, and felt the impact of face to face after such a long time. We also understood the challenges and problems resulting from the global pandemic, including massive changes to economies, the position and value of the arts especially for children and young people, the greater gaps between the rich and the poor, the increased difficulty for many to mobilise. We understood too, the benefits of online and digital and the possibilities in increase of access to the association and its global network.

The Executive Committee working groups delivered online events - Umbrella and Coffee sessions – attended international events to represent ASSITEJ, worked to create a successful World Day of theatre campaign.



The impact of Building Collective Resilience and the project called Babel or The Art of Listening in Theatre for Young Audiences, (large-scale Creative Europe cooperation project) has meant several new activities and events and a stronger commitment to others that ASSITEJ has delivered in past years. The regional workshops, now supported by the Babel project have been highly successful.

PART TWO: ANALYSIS OF ECONOMIC AND FINANCIAL TRENDS

The Budget 2022 tells in a striking way the change ASSITEJ experienced after the recognition it received as "European Networks of Cultural and Creative Organisations" thanks to the project ***Theatre & Performing Arts for Young Audiences: Building Collective Resilience (TPAYABCR)***. The project was selected by the European Union in the Call CREA-CULT-2021-NET and co-funded for the years 2022, 2023 and 2024. The project will receive a maximum contribution for the three-year period of EUR **669,415,00** including that for the Affiliated entity, the **Small Size Network**.

This is a properly planned project that has completely changed the economic and financial structure of ASSITEJ, increasing the turnover of the Association by 574 %, from EUR **26,225** in Revenues (the average value of the four previous financial years) to EUR **176,696** in 2022.

The change to a funding base of this size forced a complex process of revision of the entire structural and social structure of ASSITEJ International, starting from the construction of a professional staff, which was created on a part-time basis. For this three-year period we had to solve the problems related to engaging professional figures with different nationalities, through the mechanism of Temporary Secondment.

The aim of the staff was to manage the development of the many and complex activities envisaged by the TPAYABCR project, coordinating them with those already envisaged by ASSITEJ's Working Plan for the three-year period 2021-2024, and with those of Babel or The Art of Listening in Theatre for Young Audiences co-financed by the EU for the period 2022-2025.

The success of this funding application is a further clear demonstration, in our opinion, of how the Association's fundraising process, which began after the 19th Cape Town Congress, has really started to produce concrete and significant results.

It became quickly evident that it was necessary to intertwine the three different project lines (Working Plan ASSITEJ, TPAYABCR and Babel), in the process of re-structuring, to make them totally complementary and interdependent.

While the Babel project is not specifically reflected in the 2022 Profit and Loss Account, it should be emphasised that an important activity envisaged by the Working Plan - the Regional Workshops - has been totally supported by the Babel project and has begun with the organisation of two events in 2022: the first in Jakarta, Indonesia, and the second in Amman, Jordan. The call



for Residencies for Next Generation performers for participation in the Babel Festivals 2023 was also promoted, with 142 applications received.

In 2022, a process of structural reorganisation has begun that intends to positively address all the various critical issues in order to try to make the most of the great opportunity that the Association has received thanks to European Union co-funding. This funding path, which we would like to complete during the three-year period 2022-2024, will always have as guidelines the approved Working Plan 2021-2024, and respect the history and statutory purposes of ASSITEJ. The staff and the EC will always act in the interest of all members carry out exclusively (or at least predominantly) activities in the general interest of members, with priority given to childhood and youth. The receipt of funding and the consequent restructure is a great challenge that has involved and will involve the entire Association and its direction.

Lastly, we report that, in order to guarantee ASSITEJ full recognition as a Non-Profit Association (in the form of a Third Sector Entity - ETS), the Executive Committee started a process of revising the Articles of Association to bring it in line with the requirements of the Third Sector Code - Legislative Decree 117/2017, the Italian law that regulates all non-profit organisations. This path led to the extraordinary meeting of the General Assembly of 23-24 January 2023, during which the proposed new Articles of Association were discussed, amended and then approved, thus enabling the application for registration in the Third Sector Register to be started.

PART THREE: CRITERIA ADOPTED TO DRAW UP THE FINANCIAL STATEMENTS

Before examining the results of the Final Balance Sheet 2022, we would like to inform you about the criteria adopted to draw up the financial statements.

It should be noted that:

- (a) the criteria used in the preparation of the financial statements for the year ended 31 December 2022 do not differ from those used in the preparation of the financial statements for previous years;
- b) the valuations were made on the basis of general criteria of prudence and competence, with a view to the continuation of the business;
- c) the application of the principle of prudence entailed the valuation of the individual items in order to avoid losses that were not offset by profits
- d) in accordance with the accrual principle, the effect of transactions and other events were recognised and attributed to the financial year to which they refer, and not to the year in which the related cash movements (receipts payments) appear;

- e) the continuity of application of the valuation criteria over time represents is a necessary element for the comparability of the company's financial statements over the various financial years;
- (f) all equipment and assets purchased being of a value of less than EUR 500 have been fully expensed. (A specific list is kept of these.)
- g) Receivables and Payables are shown in the balance sheet at their nominal value.
- h) Cash and cash equivalents are stated at their actual amount.
- i) Costs and Revenues are accounted for in accordance with the principle of prudence and accrual and are stated net of discounts and allowances.

PART FOUR: EXAMINATION OF THE RESULTS OF THE BALANCE SHEET 2022

STATEMENT OF ASSETS AND LIABILITIES

ASSETS

LIQUID ASSETS	
CASH ON HAND - EUR ACCOUNT	1.395,49
CASH ON HAND - EUR ACCOUNT - TREASURER	300,00
BPM BANK - EUR ACCOUNT	162.549,31
SOLDO - EUR ACCOUNT	3.896,01
PAY PAL ITALY - EUR ACCOUNT	4.209,31
PAY PAL ITALY - USD ACCOUNT	713,81
CREDITS	
EUROPEAN UNION - TPAYABCR NETWORK PROJECT	468.594,50
REVENUE AGENCY - ITALY	30,00
ASSISTEJ DENMARK - CONTRIBUTION ARTS DANISH FOUNDATION	67.235,93
TEATERCENTRUM I DANMARK	185.36
RECEIVABLES FROM STAFF: CHRISTOPHER JOHN BLOIS-BROOKE	4.480,62
CUSTOMERS	
NATIONAL ARTS FESTIVAL - SUBSCRIPTION AAG 2022/ONLINE 1,287.32	1.287,32
THEATRE HULLABALOO - ADVERTISEMENT 2019 300,00	300,00



ADDV.IT COOPERATIVE SOCIETY - ADVERTISEMENT 2019 341,60	341,60
A K ENTREPÔT - ESPACE CURIE - ADVERTISEMENT 2021 565,00	565,00
TEATERGRUPPEN BATIDA - ADVERTISEMENT 2021 300,00	300,00
TOTAL ASSETS	716.384,27

Liquid Assets

Total Liquid Assets (Cash, BPM Bank, Soldo and Pay Pa) amounted to EUR 173,063.94 due to both the existing Liquid Assets at the end of 2021 and the first pre-financing received for the management of the TPAYABCR project, European Network. This availability ensured a smooth management of cash flow and consequently of activities throughout the year.

It should be noted that during the course of the year, the Cash in USD was closed and the EUR - Treasurer account (EUR 300) was opened, which collects the membership fees collected by the Treasurer during the Artistic Gathering 2022.

In October 2022, an account was opened on 'Soldo', the international circuit that allows the use of prepaid cards, a fundamental tool for managing operations.

Five prepaid cards were requested for the President, Treasurer, General Secretary/Project Manager, Communications Director and Producer, while the Finance Director continues to use the BPM Credit Card

Credits

- The most significant receivable is the one from the European Union for the grant awarded for the TPAYABCR Network Project, EUR 468,594.50 net of the first pre-financing already received.
- Also of note is the receivable from ASSITEJ Denmark (EUR 67,235.93), which donated entirely to ASSITEJ International the amount received from the Arts Danish Foundation to support the TPAYABCR Network Project from 2022 to 2024. The entire amount is yet to be collected.

Other Credits:

- EUR 30.00 - Revenue Agency - Italy Corporate taxes paid in advance (balance at the end of 2023).
- EUR 185.36 - Teatercentrum in Denmark- for advances made by ASSITEJ for the holding of the event IIAN- Catch the Wave for which Teatercentrum acted as Treasurer. Of the EUR 4,454.77 in advance expenses, EUR 4,269.41 was reimbursed.
- EUR 4,480.62 - Receivables from staff for reimbursements advanced to Christopher John Blois-Brooke for the booking of accommodation for TPAYABCR activities at AAG 2022, costs which were then taken over by the organisation.



- It should be noted that a debt to Christopher John Blois-Brooke in the amount of EUR 5,562.28 is reported in the Liabilities. In the 2023 accounts, the two amounts will be reconciled and the corresponding difference will be paid

Customers:

- Total EUR 2,793.92. With the exception of the invoice issued to National Arts Festival for AAG 2022/On-line Subscriptions (EUR 1,287.32), the remaining receivables are related to unpaid invoices for magazine and web advertising 2019 and 2021. We consider that those for 2019 are unlikely to be uncollectable.

LIABILITIES

FUNDS	EUR
RESERVE FUNDS	65.779,49
SOLIDARITY ROTATION FUND	912,98
GRANT TO BE ACCOUNTED IN THE NEXT YEARS	
ASSITEJ - TPAYABCR GRANT TO BE ACCOUNTED	500.054,70
SMALL SIZE - TPAYABCR GRANT TO BE ACCOUNTED	21.400,00
PUBLIC CONTRIBUTIONS TO BE ACCOUNTED ASSITEJ DENMARK DONATION FOR DANISH ARTS FOUNDATION	44.823,95
DEBTS	
REVENUE AGENCY - ITALY	129,00
STAFF AND CONSULTANT FEES	31.739,94
SUPPLIERS	1.275,20
FEES PAID IN ADVANCE BY ASSITEJ SOTH AFRICA – FFES 2023 E 2024	358,01
DAVINA WRIGHT 2021 - ONLINE TOKYO	180,00
ASSITEJ ANGOLA - GRANT GOETHE INSTITUTE	403,76
SACOA	29,90
INVOICES AND RECEIPTS COMING IN	
ASSITEJ DENMARK	22.000,00
CHRISTOPHER JOHN BLOIS-BROOKE	5.562,28
DIALOGUE COMMUNITY PERFORMANCE	15.079,45
TOTAL LIABILITIES	709.728,65



The Reserve Fund of EUR 65,779.49, after approval of this Budget, will be increased from the 2022 profit by EUR 6,655.62 for a final total of EUR 72,435.11

This amount remains an important guarantee for the future life of the Association, in particular to support the co-financing of TPAYABCR, the European network project.

Solidarity Revolving Fund: EUR 912.98. The fund created before the AWC in Cape Town had no movements in 2022.

Contributions to be charged in future years.

- TPAYABCR contribution to be charged - EUR 500.054,70 net of the portion charged in 2022 equal to 85,6% of the costs incurred for the project in the year (80 % plus 80 % of 7% on the full amount of the costs as indirect lump sum costs).
- Small size - TPAYABCR contribution to be charged (EUR 21,400.00) when the Network reports its costs
- Public contribution to be charged in 2023 and 2024 (EUR 44,823.95), equal to 2/3 of the donation from ASSITEJ Denmark for the contribution received from Arts Danish Foundation

Debts

- Revenue Agency - Italy (EUR 129.00) taxes to be paid on behalf of the speakers of the Coffee Sessions.
- Dues paid in advance by ASSITEJ South Africa for 2023 and 2024 (358.01 EUR)
- Suppliers: Johanna Benz - Graphics (EUR 1,275.20), invoice paid in January 2023.
- Sacoa for Infocert invoice for Spid Sue Giles (29.90 EUR)
- Davina Wright 2021 - Online Tokyo - 180,00 EUR
- ASSITEJ Angola - - 403.76 is the remaining part of the contribution granted by the Goethe Institute in Luanda in 2019 to Assitej Angola (paying Assitej International) to support participation in the AAG in Kristiansand. After paying for part of the accommodation and travel, it was used to offset the 2019, 2020 and 2021 fees.
- Fees to Staff and Consultants (31.739,94 EUR), fees for 2022, invoiced by 31 December. Invoices and Incoming Receipts include fees related to 2022, not invoiced by 31 December.

Incoming Invoices and Receipts

- Assitej Denmark - 22,000.00 for Staff competences
- Dialogue Community performance - 15,079.45 for Staff competences and advance expenses
- Christopher John Blois-Brooke 5,562.28 expenses advanced on behalf of ASSITEJ. This is the debit amount to be set off against the corresponding credit.



PROFIT AND LOSS ACCOUNT

REVENUES

Total Revenues amounted to 176,695.66, distributed as follows:

MISSION BUDGET	EUR
MEMBER FEES - OVERDUE AMOUNT	292,06
MEMBERSHIP FEES - CURRENT YEAR 2022	17.219,19
DONATION & FRIENDS OF ASSITEJ	48,86
OTHER DONATIONS	299,51
OTHER REVENUES	0,35
TPAYABCR PROGETTO NETWORK UE	
INCOME GENERATED BY THE TPAYABCR PROJECT	1.747,32
OTHER PUBLIC AND PRIVATE GRANT	22.411,98
EUROPEAN UNION - TPAYABCR NETWORK PROJECT GRANT	147.964,30
BABEL EU COOPERATION PROJECT	
INCOME GENERATED BY BABEL PROJECT	0,00
TOTAL REVENUES	189.983,57

While still noting the considerable increase in turnover, we would like to point **out some critical issues:**

- the drop in collected 2022 Membership Fees down from 19,840 in 2021 to 17,219 in 2022, underlining how perhaps the importance of this contribution to the Association is not yet understood by members
- the contributions for Donations & Friends of ASSITEJ, which is only EUR 48.86.



- the actuals for Income generated by TPAYABCR, which stand at EUR 1,747.32, far below the expected EUR 15,000 budgeted for the project. This is something to reflect on, because it is in addition to the decreased possibilities of co-financing TPAYABCR with shares of the Mission Budget.

This will have to lead to a profound revision of the TPAYABCR budget in 2023 to prevent the increase in expenditure (80% EU co-financed) from exceeding the critical threshold that can be co-financed by ASSITEJ

On the merits of the other items, we point out

- the other donations are all related to the Campaign to ASSITEJ Ukraine (299, 51 EUR)
- as anticipated, the accounted TPAYABCR grant (147.964,30 EUR) is 80% of the costs incurred for the project in the year 2022 (80 % plus 80 % of 7% on the full amount of the costs as indirect lump sum costs).
- EUR 22,411.98. This is the 2022 accrual (one third) of the donation from ASSITEJ Denmark for the contribution received from Arts Danish Foundation for the years 2022-23-24

As described in Part 2, there was no income for Babel's activities, as all of them were entirely borne by the Cooperation Project

COSTS

MISSION BUDGET	EUR
ASSITEJ ARCHIVES	1.000,00
ASSITEJ - VIDEO - WORLD TYA THEATRE DAY	1.079,36
ASSITEJ MAGAZINE - COSTS	2.842,00
OTHER DONATIONS CAMPAIGNS	138,03
ACCOMODATION E BOARDS EC MEMBERS & COUNSELLORS	548,55
EC TRAVEL REIMBURSEMENTS FOR EC MEMBERS	2.232,33
E-MAIL & NEWSLETTERS COSTS	669,92
PUBLIC RELATION COSTS & REPRESENTING	64,87
ADMINISTRATIVE COSTS	203,06
BANK COSTS	1.016,05
VARIATIONS OF RATE EXCHANGE - COSTS	678,29
TPAYABCR NETWORK PROJECT EU	
STAFF COSTS - PROJECT MANAGER	22.000,00



STAFF COSTS - COMMUNICATION DIRECTOR	32.207,00
STAFF COSTS - FINANCIAL DIRECTOR	6.729,94
STAFF COSTS - ASSISTANT PROJECT MANAGER	6.300,00
STAFF COSTS - COMMUNICATION ASSISTANTS	5.170,00
STAFF COSTS ACCOUNTING % ADMINISTRATIVE SERVICES	25.010,00
PROJECT TEAM & STAFF CO-WORKING TRAVEL COSTS	7.130,56
CHILDREN&YOUTH PARTICIPATION	3.492,12
DIVERSITY BENCHMARKING AND INCLUSION EVENTS	3.960,98
EC - ADVOCACY & REPRESENTING	617,73
EC - WORKING COMMITTEES ON SUSTAINABILITY AND INCLUSION	5.096,01
NEXT GENERATION - TPAYABCR	3.522,68
ON-LINE COFFEE SESSIONS	580,00
PLATTFORM - HYBRID ASSITEJ EVENTS- EQUIPMENT&MATERIALS	1.590,30
PLATTFORM - DIGITAL - CONTENT MANAGEMENT	30.440,52
PLATTFORM - HYBRID ASSITEJ EVENTS- OTHER COSTS	1.661,62
STRATEGIC INVITATIONS	11.848,37
DIGITAL - ON GOING COSTS	2.694,30
DIGITAL - WEB SITE	293,85
COMMUNICATION DESIGN COSTS	2.243,38
COMMUNICATION OTHER COSTS	266,13
BABEL EU COOPERATION PROJECT	
COSTS GENERATED BY BABEL PROJECT	0,00
TOTAL COSTS	183.327,94

Mission Budget

- 1,000.00 EUR - ASSITEJ Archives, annual fee paid to KIDZ in Frankfurt for the digitalization of the Archives
- EUR 1,079.36 - Video for World Youth Theatre Day 2022. Contribution paid to ASSITEJ Pakistan.



- EUR 2,842.00 - ASSITEJ magazine. Balance 50% paid to Whiteboard for the development of the online magazine.
- EUR 138,03 - Donations. Equipment purchased at AAG 2022 for online payment of donations to ASSITEJ Ukraine.
- 548.55 EUR Accommodation and meals for Executive committee members and Councilors. Expenses incurred at EC meetings in Helsingborg and Amman.
- EUR 2,232.33 - Travel reimbursements for Executive Committee members. Travel support for EC member Pamela Udoka to attend the Executive Committee meeting in Helsingborg.
- EUR 669.92 - E-mail & newsletter costs - Costs for services rendered by Sendinblue and Ionos.
- EUR 64.87 - Public relations and representation costs. Representation costs incurred by the President at the AAG 2022.
- EUR 203.06 - Administrative costs. These are the costs for the digital signature and SPID (Sistema Pubblico di Identità Digitale Italiano - Italian Public Digital Identity System) for the President and for PEC certified mail, in order to apply for registration in the Third Sector Register. To these must be added 62.06 administrative expenses incurred by ASSITEJ Denmark.
- 1,016.05 EUR - Bank costs. Includes all costs of Banca BPM, Soldo and Pay Pal
- EUR 678.29 - Exchange rate changes - These are costs due to changes in the EUR/USD exchange rate for USD accounts, compared to what was already accounted for in 2021. The most relevant cost is the one related to the payment into our BPM current account of the amount paid on Pay Pal USD (exchange rate cost vs. accruals 2021: EUR 662.35) plus 7.96 for the closure of the USD account and 8.08 for the exchange rate changes for Pay Pal USD that occurred during the year.

TPAYABCR EU network project

- The indicated **Staff costs** of EUR 97.416,94 correspond to the full amount of the agreed remuneration for 2022.
- 7,130.56 EUR. These are **travel costs for the Project team and staff members**. Costs incurred for Staff meetings (Copenhagen Jan., Aug. and Nov. 22, Amman 22), for the President's trip to Bologna, May 22, to obtain a digital signature, and for Marissa Garay's stay as a producer in the Secretary General's office and her participation in the EC meeting in Amman.
- 36,680.59 EUR- Total costs for the **Platform for Hybrid Events**, for ongoing digital expenses and for the Website.
- 2,509.51 EUR. Total costs for **Communication**. Includes costs for graphics (2,243.38 EUR), interpretation for Umbrella Sessions (236.01 EUR) and other costs
- 29,117.89 EUR costs for **TPAYABCR activities**. In detail:



- **Children & Youth participation.** EUR 3,492.12 (12%). Note that no reimbursements were requested by ASSITEJ Latvia for the Young people involved in the project. The amount is related to travel reimbursements to ASSITEJ Lithuania and Estonia and for the skills of Swedish tutors and facilitators.
- **Inclusive events.** 3,960.98 EUR (14%). Costs paid to DEVLABS and NAF for running the platform for Inclusive Events.
- **EC - advocacy and representation.** EUR 617.73 (2%) Reimbursement for expenses incurred for the Secretary General's participation and "Impact event of Perform Europe" in Brussels and for presenting "Building Collective Resilience" at Krokus festival 2022.
- **EC - working committees on Sustainability and Inclusion.** EUR 5,096.01 (18%). Accommodation costs for committee sessions in Helsingborg and Amman.
- **Next Generation - TPAYABCR.** EUR 3,522.68 (12%) for the participation of 7 artists in the Next Generation/AAG 2022 programme.
- **On-line - Coffee sessions.** 580,00 (2%). Speakers' costs for the sessions.
- **Strategic invitations** - EUR 11,848.37 (41%) Costs incurred for travel, accommodation and visas for AAG 2022 - Helsingborg.

As described in the second part, there were no costs for Babel activities, because all of them were entirely borne by the European Cooperation Project.

In conclusion, **total Costs** amounted to **EUR 183,327.94**, against **EUR 189,983.57 in Revenues**.
Thus, the financial year 2022 closes with a profit of EUR 6,655.62 to be entirely allocated to the Association's Reserve Fund.



Addenda

