

Sibikwa Arts Centre



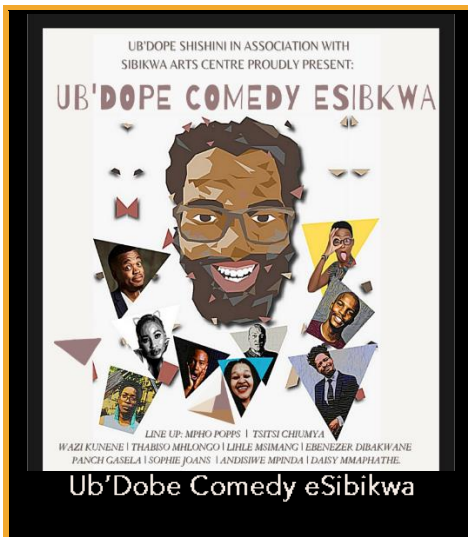
Sibikwa
arts centre

PERFORM WITH PURPOSE

Annual General Report 2021

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MESSAGE FROM THE CHAIRPERSON

"There's nothing more important than art. Art is the basis of our deepest humanity, and it is through art that we articulate our greatest concerns, our deepest beliefs and our most profound ideas about who we are." ~ Star Wars Actors Guild 77

2021 saw the continuation of considerable change resulting from Covid-19 and other social, economic and political impacts, which required us all to learn how to navigate the unprecedented uncertainties. Above all, these times that we find ourselves in, necessitate a prioritising of culture, creativity and community. For most of us, that meant reflecting, re-imagining, reorganising approaches and means to create, connect and connect with regard to key organisational aspects of governance, management and programming.

While Sibikwa experienced many uncertainties, not dissimilar to many other organisations - some of whom resolved to close their doors as a result - we are proud of the success of the organisation in delivering on our contractual and moral obligations. Notwithstanding COVID-19 travel and gathering restrictions, Sibikwa was not constrained in its ideas and efforts to reach the thousands of people who benefit from its performances and training, which was no small feat in the face of the pandemic. Now facing the (hopeful) beginning of the end of the pandemic, we stand together in community, looking forward to a healthy, inspired and transformative future.

In the resilient spirit of Sibikwa, throughout 2021 we continued to adapt, advance and advocate, despite and in response to Covid-19 waves, adjusted regulations, and lockdowns. This being the expression of our commitment, responsibility and passion toward our partners, beneficiaries, community stakeholders and programmes. Faced with the lockdown in June and July 2021, which required staff to work from home and programmes to be implemented online, Sibikwa's established Covid-19 health and safety policies and procedures were expanded with a vaccination policy, strongly encouraging and supporting staff and learners to make informed personal decisions.

I thank my fellow board members for their commitment, guidance and dedication, particularly at points during the pandemic when additional time and expertise were required to steer the organisation in finding the best ways to approach the legal, economic and social challenges that arose. I also extend sincere gratitude and appreciation to the funders who continued to work with and support Sibikwa at a time when no one and no company was left unaffected. Last, but definitely not least, I salute the Sibikwa staff for their relentless passion and contribution to ensuring the unremitting advancement of the Centre and its beneficiaries.

Sincerely,



Pamela Grayman

Board Chairperson, Sibikwa Arts Centre



Sibikwa Arts Academy Year-End Concert



Phola VibeZ! Jazz ft. Ndudzo Makhathini

INTRODUCTION

The impact of COVID-19 exposed the severity of inequality in South Africa; it made a broken system even worse. Sibikwa saw its role in communities during these challenging times as more vital than ever. Through the turbulence of shifting economic landscapes, rising social tensions, and the plethora of challenges that arose in relation to education; many exciting new things emerged. We witnessed family relationships strengthen through participation in learning activities delivered online, exciting innovations result from a real exploration into digital spaces, and broader participation afforded by global connectivity and access to our work.

Dedicating 2021 as the year of growth, learning and exploring new ideas, on entering the new year, Sibikwa was met with many exciting new partnerships, continued support of long-standing funders and a spirited attitude of staff in anticipation of what the new year would bring. Despite COVID-19 and the impact of the 2nd wave, we were well prepared to adapt, adjust and advance our work, based on the plans that we had put in place toward the end of 2020.

This Annual General Report hopes to provide a picture of the exciting, innovative and inspired projects, programmes and events that were delivered in 2021, along with the challenges and learnings experienced and our approach to maintaining our sights on an ever-improving future for continued development, education, collaboration and transformation through the arts.

ORGANISATION, GOVERNANCE AND OPERATIONS

2021 marked significant changes and developments in the management and governance of Sibikwa in response to the severe impact of Covid-19 on families, funding priorities and mental health, and the delicate balance of managing individual circumstance and organisational productivity. Our annual review of our Quality Management System thus sought to ensure suitable policies and procedures to meet the socio-economic dynamics and national health, arts, education and training sector regulations.

On 10 March 2021, our newest Board Member appointed in December 2020, through the BASA BoardBank programme, Zimasa Mabuse, resigned due to shifts in her personal and professional situation. Having felt the benefit of Zimasa on our Board, we are exploring and engaging other potential candidates to provide this legal expertise in an advisory capacity.

On 14 October 2021, only 3 months after the official announcement of Phyllis Klotz and Smal Ndaba's retirement, and appointment of Caryn Green as CEO and Napo Masheane as Artistic Director; due to personal health reasons, Napo tendered her letter of resignation with immediate effect. Although not without challenges, Sibikwa navigated the unexpected reality, with limited impact on our operations. Reflections sparked the idea of a panel of experts, as an alternative, collaborative and collective approach to the management of Sibikwa's artistic strategy, direction and vision, to be formed in 2022.

Personal health and wellbeing, also presented challenges for 5 young graduates who were remotely inducted to the Sibikwa team on 1 July, as part of the FirstRand First Jobs programme. Perhaps a consequence of their first induction month being remote, or a host of other possible socio-economic factors; unusually over the 4 years of hosting interns, by the end of 2021, 2 interns had resigned – one in search of permanent employment and the other for personal health reasons.

Amongst many efforts in our pursuit to provide a conducive and supportive working and learning environment, we continue labouring the matters of building refurbishment disputes persisting since 2020 and for over 30 years, the application of a lease agreement, considerate of our legal PBO status. With funding received from the Department of Sport, Arts and Culture for the upgrading of community arts centre facilities, Sibikwa consistently maintains the Centre.

Please see Annexure 1 for Organisational Figures and Entity and Funding Information.

ARTS EDUCATION AND TRAINING

Emerging from 2021 strategic planning engagements, key priorities determined for the year included a need to focus on facilitating and supporting staff professional development, particularly in areas of first aid and fire/evacuation certifications, assessor qualifications and inclusive education approaches to accommodate various types of learning barriers in the classroom. For education programmes and learners, priorities included learning assessments for mixed-ability learners, experiential learning excursions and examinations for all disciplines by authorised institutions, to provide learners a goal, and sense of achievement on receiving their certificates and provide teachers feedback, from an external adjudicator, into the ways in which they can improve their methods and approaches. Our national capacity building projects, such as the Community Arts Development Project, focus on providing accredited vocational training programmes to emerging artists and centre managers affiliated with arts centres, in urban, peri-urban and rural areas. Offering a bouquet of Learnerships and Short Courses focusing on product development and market access, these programmes contribute to advancing creative industries across the country. The table below illustrates enrolment figures, funders, experiential learning and exam information of Sibikwa's arts education and training programmes in 2021.

PROGRAMME	PARTICIPANTS	FUNDERS	EXPERIENTIAL LEARNING	EXAMS	CLASS RESULTS
Sibikwa Arts Academy	152	Total Energies	Peter and the Wolf National Children's Theatre	Drama - Speech & Drama College Examiner: Mrs Amy Pieterse	3 Prestige 4 Honors 3 Merit
		Oppenheimer Memorial Trust	Dance Festival Alexandra Theatre	Music – UNISA Examiner: Dr Alvin Peterson	5 Prestige 3 Honors 1 Merit
		SAMRO	Shaka Zulu South African State Theatre	Dance - Association of International Dance Teachers Examiner: Mr Elington Mazibuko	Higher Certificates
Inclusive Creative Arts Programme	21	National Arts Council	My vagina was not buried with him Melrose Arch Gallery	Drama - Speech & Drama College Examiner: Mrs Amy Pieterse	Prestige
			Shaka Zulu South African State Theatre	Music – UNISA Examiner: Dr Alvin Peterson	Prestige
			Shaka Zulu South African State Theatre	Dance - Association of International Dance Teachers Examiner: Mr Elington Mazibuko	Higher Certificate
Adult Acting Classes	9	N/A (Participant Fees)	N/A	Internally conducted by CATHSSETA accredited assessors	100% Completion
Artists in Schools		Department of Sport Arts and Culture	N/A		
Community Arts Development Project	138	Department of Sport Arts and Culture	N/A	Performing Arts - CATHSSETA accredited assessors	
				Visual Arts	
				Craft and Design	
				Arts Administration - CATHSSETA accredited assessors Digital Media	

Sibikwa Arts Academy (SAA)

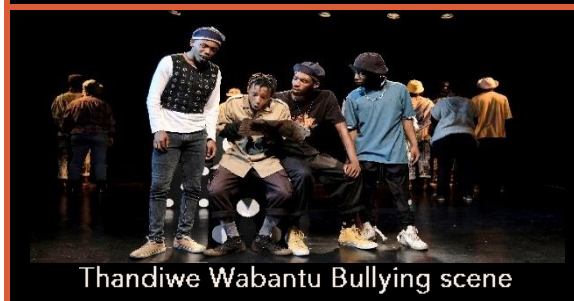
2021 saw the successful implementation of many of our plans for the SAA, previously deterred. The learners participated in experiential learning engagements, and performing arts practical exams by accredited institutions. The assessment of READING and VISUAL ARTS classes was internal due to the supplementary purpose of the reading, and the introductory level of visual arts classes. The only aspect of the programme affected by lockdowns and cancelled, was the mid-year concert scheduled for June/July. The junior and senior learners' year-end concert programmes were performed in the morning and afternoon on a Saturday and Sunday, respectively, to accommodate parents' attendance.

Inclusive Creative Arts Programme (ICAP)

Designed for learners with various levels of performing arts experience, and learning abilities, 2021 has been a year of growth, despite the challenges of the time. Learners went on excursions focused on providing inspiration and knowledge around performance, and participated in external and internal exams to collectively demonstrate for assessment, their talents and progress. Under the direction of Smal Ndaba and Phyllis Klotz, they staged 3 participatory performances focusing on [gender-based violence \(GBV\)](#), the [1976 Soweto Uprising](#) and [bullying](#); using interactive creative arts methods to tackle social issues in a relatable way, eliciting debate, action and empathy. Considering the content of performances, which reflected their lived experiences, sessions with a drama therapist were arranged to debrief and identify further support or referral needed. These performances will be staged again in 2022 within the vision of developing this talented group as a Youth Performing Arts Company.



Banna ba Sebele GBV scene



Thandiwe Wabantu Bullying scene



Memories of June 16, 1976

Adult Acting Course (AAC)

On 17 July 2021, Sibikwa launched our AAC, facilitated by Sibusiso Mkhize. The 12-week course offered mature participants, with an interest in performance, a space to feed their passion and enhance their skills, culminating in a showcase on 2 October 2021, to a limited audience of participants' family members and the Sibikwa community. Based on increasing interest for acting and musical theatre courses, we look forward to continuing and expanding our adult performing arts training in 2022.

Artists in Schools Programme (AIS)

Our AIS programme ran from 5 August to 12 November 2021, and will pick up again in February 2022, culminating in a 5-day Festival in March 2022. This year we deployed 36 artist-facilitators to 36 schools across Gauteng to work alongside Creative Arts teachers. 2 SACE accredited teacher training workshops have been conducted to build the capacity of Creative Arts teachers, and we are on course to achieve our target of running 10 workshops and welcoming over 500 learners for the Festival, before the project ends at the end of March 2022.



Community Arts Development Project

Offering hybrid training courses for creatives in rural areas, this project developed and implemented arts and culture programmes in collaboration with community arts centres/organisations and municipal and provincial authorities in four provinces: Free State, Mpumalanga, Northern Cape and Limpopo. Sibikwa appointed several training/assessment service providers and 4 provincial project coordinators for this project focusing on training and capacity building in the disciplines of Performing Arts, Visual Arts, Craft and Design, Arts Administration and Digital Media, from 1 November 2019 to 31 May 2021. A collection of performances by learner participating in the Community Arts Development Project can be viewed on our [YouTube channel](#).

RESEARCH

Sibikwa is driven by a commitment to advancing the community arts sector through evidence-based practices, and the sharing of research, methods and models.

Provincial Guidelines for working with Community Arts Centres

Emerging as a tangible and actionable output of the Community Arts Development Project's environmental mapping phase, along with observations, experiences and assessments over the training and monitoring and evaluation phases, was a Provincial Guideline, which presents current weaknesses and deficits as experienced on the ground, ways to leverage existing experience and knowledge and best practices among arts and cultural organisations focused on community arts programming, and addresses variable levels in cultural capability pools and regional differences in terms of capacity, resources and degree of engagement with local cultural development on the part of government.

Sibikwa Book

Celebrating and sharing some of Sibikwa's adaptive strategies that have led to our continued location as an important leader in community based arts centres, this book aims to reflect on the singular space that Sibikwa occupies in the South African artistic landscape, not only because it has launched authentic new work in theatre, dance, music and new methods in vocational training but also because it has adapted to changing times. A rough manuscript including authored chapters, photographs and a catalogue of Sibikwa's work, was submitted to Routledge on 15 December 2021 for the publisher to prepare for publication.

Democracy in the Context of Culture Research Report

To inform the programming of the 4th Shukuma Mzansi SA-EU Dialogue a report was conducted on the ways in which culture may further democracy at a local level in South Africa. The policy driven report provides a set of recommendations to assist the local state as it begins working with culture - towards a proposed South African Charter for Local Cultural Governance. In addition to desktop research on policy contexts, best practice case studies and a municipal survey, the report brings together findings from the previous dialogues, detailing key points for the cultural sector and for municipal, provincial and national government, urging consideration for the integration of culture in urban policy and practice.

ARTS ADVOCACY

Covid-19 and precarious social, political and economic situations that we have been faced with in 2021, have undoubtedly had a significant impact on the health, cohesion and development of our society. However, Sibikwa's belief, philosophy and advocacy for arts education and engagement, particularly in such challenging times, remains. Sibikwa is committed to ensuring that every child has a voice, through the arts.

The petition appealed for the municipality's support and investment in advancing socio-economic transformation for disadvantaged communities in Ekurhuleni, through quality arts education, creative expression and cultural participation. The learners, who have developed their understanding of active leadership and citizenship through their participation in the arts, made posters, and were led by their teachers in protest songs and dances.

Petition Monday 26 April 2021

550+
signatures

100+ Sibikwa staff,
learners and parents
delivered a petition
to the Ekurhuleni Mayor
at the Civic Centre in
Germiston



Arts Education Meeting 19 November 2021

Performances,
presentations
and
discussions





Teachers, HODs,
principals and
subject specialists
and officials from
District/Provincial
Departments of
Education

The meeting was convened with the intention to advocate the benefits of arts education, present Sibikwa's offerings to support arts education in schools, which included performances, theatre tours and teacher training aligned to Life Orientation, Creative Arts and History CAPS curricula, and define a way of working together in 2022 and beyond.

PARTNERSHIPS AND EVENTS

With the roll-out of COVID-19 vaccinations and the consequent relaxing of regulations and restrictions, 2021 provided the pleasure of ‘returning to the theatre’ and collectively celebrating our art, humanity and diversity. Increasing our experience and building our ability around navigating digital spaces, Sibikwa offered a number of hybrid events in 2021. We are excited by the opportunities that were realised in 2021; to present, share, and exchange culture, experience and knowledge in our community, nationally and globally. This year, Sibikwa participated in online panels as part of the BASA ASSEMBLY #01 Creativity Now: Cultural intelligence in the time of Covid-19, the COGTA Urban Festival and the Creative Arts Conference, and was a host site for the European Film Festival.

In February 2021, the proposed 4th Shukuma Mzansi SA-EU Dialogue: Democracy in the Context of Culture, focusing on promoting cultural participation to strengthen active citizenship and participatory governance at municipal level, was approved. This event by EU Strategic Partnership – The Dialogue Facility, the Department of Cooperative Governance (DCOG), the Department of Sport, Arts and Culture (DSAC) and Sibikwa Arts Centre proposed a hybrid programme, in partnership with the South African Local Government Association (SALGA), the South African Cities Network (SACN) and EU partner countries. Challenged by delays in budgeting and contracting and the precarious socio-political environment, the event was postponed from July 2021 to March 2022.

UB'DOPE COMEDY ESIBIKWA		
	<p>Standard Bank Young Artist of the Year, Jefferson Tshabalala 27 April, 2 May & 9 May 2021 Live: 165</p>	<p>In need of a bit of laughter therapy, 2021 started with a collaborative season of comedy; presenting comedy skits on WatchaTV in February, online master classes on Sibikwa’s Facebook Page in March and April reaching 1409 views across all episodes, and in April and May, live performances at Sibikwa Theatre featuring Mpho Popps Modikoane, Tsitsi Chiumya, Wazi Kunene and Andisiwe Mpinda, amongst others.</p>
SERITI SA BASADI WOMEN’S MONTH EVENT		
	<p>Gauteng Department of Sport, Arts, Culture and Recreation 27th - 29th August 2021 Online: 452 Live: 58</p>	<p>Promoting and celebrating the agency and power in womanhood, the event took on a hybrid form in 2021, offering virtual dialogues with female creatives from: South Africa, Nigeria, Canada, UK, USA, Ghana and Sweden and a programme of live music, dance, poetry, storytelling and drama performances by Saxy Sthe, Phuti Mojela, Yimora, Lebohang Masango and others.</p>
KABUSHA INTERNATIONAL DANCE FESTIVAL		
	<p>French Institute of South Africa (IFAS) 17 - 19 September 2021 Live: 224</p>	<p>In celebration of Heritage Month, we presented a triple bill of cutting-edge dance pieces exploring possibilities to Re-imagine...Re-invent...Re-define...by Edna Jaime (Mozambique) and Mcebisi Bhayi and Thapelo Kotlolo (South Africa). The festival also offered a workshop by Edna Jaime, titled Bodies Against Time, and a panel discussion with female choreographers from Mozambique, Madagascar and South Africa.</p>
PHOLA VIBEZ! JAZZ		
	<p>Concerts SA, the Norwegian Embassy and SAMRO 5 December 2021 Online: 261 Live: 50</p>	<p>A premier music event presented by Sibikwa to provide a platform for emerging and established musicians to showcase existing work, experiment with new work and build networks and audiences, the programme featured Nduduzo Makhathini, alongside Linda Sikhakhane, with cameos by Asanda Msaki, Xolani Sithole and Paras Dlamini. The hybrid event was hosted at Sibikwa and live-streamed to our Facebook page.</p>



10

Events/Showcases



1383

Live Audience Members



2122

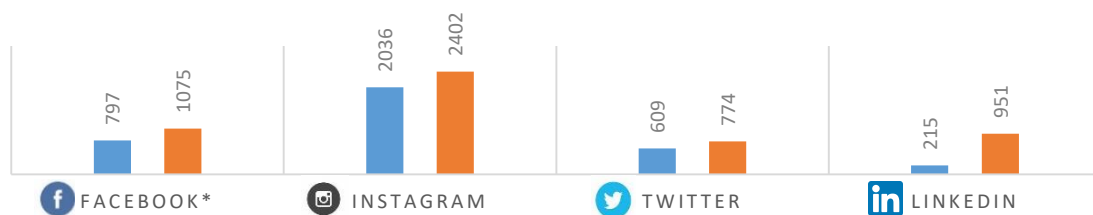
Online Audience Members

*Excludes post-event views

MARKETING, MEDIA AND PUBLICITY

In 2021, Sibikwa engaged Branduo to assist with developing our brand and marketing strategy, with a focus on B2B rather than B2C. Work began on developing a 'refreshed' website and we look forward to the opportunities that will arise from the roll out of an aligned tactical marketing plan. Our agreement with NewsClip Media Monitoring remains and in October 2021, we extended the agreement to include social media monitoring and analysis from their AmaSocials unit. The chart below is a comparative illustration of social media figures at the end of 2020 and 2021.

SOCIAL MEDIA FRIENDS & FOLLOWERS 2020-2021



Please see Annexure 2 for a detailed 2021 Marketing and Media Statistical Report.

CONCLUSION

What a year this has been; filled with a fairly equal measure of celebration and challenge. I feel proud to be able to present this report, which demonstrates the extraordinary resilience of our staff to navigate the difficult times and continue to provide the excellent Sibikwa standard of service to our community and funders.

In times when our nation and globe are faced with challenging social, political and economic matters, I feel so privileged to be at Sibikwa – a creative and communal space that allows us to reflect, connect and imagine alternative ways to best address and transform our circumstances. I am proud to report that while we have experienced the impact of the relentless coronavirus pandemic, uncertainties around local elections, and a strained economy; Sibikwa has resiliently and resolutely remained in service of our beneficiaries, community stakeholders and staff. I hope that this report provided a brief overview of how we have risen to meet and achieve our goals, expectations and purpose in 2021.

As we continue through our management transition, we look to the future with the hope and excitement of a journey of new places, new ideas and new opportunities; taking comfort in the continued guidance and support of the Board and our co-founders, Phyllis and Bra Smal, as we navigate our way forward.

Overcoming the challenges experienced this year would not have been possible without the continued support of longstanding funders and partners, and the extraordinary support received from our committed, active and invested the Board. I would like to take this opportunity to thank funders for their support and the Board for their commitment to Sibikwa and its vision; I look forward to continue moving from strength to strength in 2022 and beyond.

With gratitude,

Caryn Green
CEO, Sibikwa Arts Centre

Annexure 1: Organisational Figures and Information

Beneficiaries and Reach			
Programme	Beneficiaries	Reach	Total
Sibikwa Arts Academy	Young Children and Youth	Ekurhuleni and Gauteng	152
Inclusive Creative Arts Programme	Out of school, out of work Youth	Ekurhuleni	20
Artists in Schools Creative Arts Project	Facilitators, Assessors, Primary and High School Learners and Teachers	Primary and High Schools across Gauteng	7830
Community Arts Development Project	Performers, Crafters, Administrators	Limpopo, Mpumalanga, Free State, Northern Cape	138
Showcases and Events	General Public	Global	3505
In 2020 Sibikwa's beneficiaries and reach was 10312, 11% lower than in 2021.			11645

Staffing				
Period	Category	Employment Classification	2020	2021
12 months	Full-Time	Organisational Staff	15	14
		Interns	2	5
6 – 12 months	Part-Time	Sibikwa Arts Academy Teachers	13	11
		Inclusive Creative Arts Programme Teachers	4	4
		Community Arts Development Project Trainers	27	27
		Community Arts Development Project Managers, Administrators and Provincial Coordinators	7	7
		Researchers and Contributing Authors	N/A	12
1 – 6 months	Medium-Term	Artists in Schools Facilitators & Quality Assurers	47	37
0 – 1 month	Once-Off/Ad Hoc	Education & Training Workshop Facilitators	18	9
		Event Performers (External Appointments)	N/A	40
In 2021 Sibikwa's total jobs created was 20% higher than in 2020.			133	166

Board of Directors	
Name	Position
Pamela Grayman	Chairperson
Zwelakhe Gumede	Finance
Rick Edmonds	Marketing
Mologadi Kekana	Marketing
Smal Ndaba	Community Liaison
Phyllis Klotz	Education

Funders		
Department of Sport, Arts and Culture (DSAC)	Total Energies	Business and Arts South Africa
National Arts Council	Oppenheimer Memorial Trust	Arts and Culture Trust
Gauteng Department of Sport, Arts and Culture	South African Music Royalties Organisation	Concerts SA / Norwegian Embassy
SA-EU Strategic Partnership – Dialogue Facility		French Institute of South Africa
In 2021 Sibikwa's total funding received was R 6 763 370, 34% higher than the R 2 274 357 received in 2020. This excludes the funding received for the Community Arts Development Project (DSAC Bid).		

Organisational Information

Section 21 Company, Registration #: 1990/003433/08
 NPO # 022-834 | PBO # 130000222
 VAT #:4150204735 | BEE Rating: Level 1
 CATHSSETA Accreditation #: 613/P/000256/2014
 SACE Accreditation #: NG13471

Contact Details

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Social Media

Facebook: Sibikwa Arts
 Instagram: @SibikwaArts
 Twitter: @SibikwaArts
 LinkedIn: Sibikwa Arts