



PROSPECTIVE BOARD MEMBER

Information Pack



A group of people, including a man in a cowboy hat and a woman sitting on the ground, with a large plant in the foreground.

ACKNOWLEDGEMENT

Shopfront is on Bidjigal and Kameygal Country.

We're privileged to work, play and tell stories on this land.
We respect all Aboriginal and Torres Strait Islander Peoples, and Elders past and present.

They are the first storytellers – and the most enduring.

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WHO WE ARE

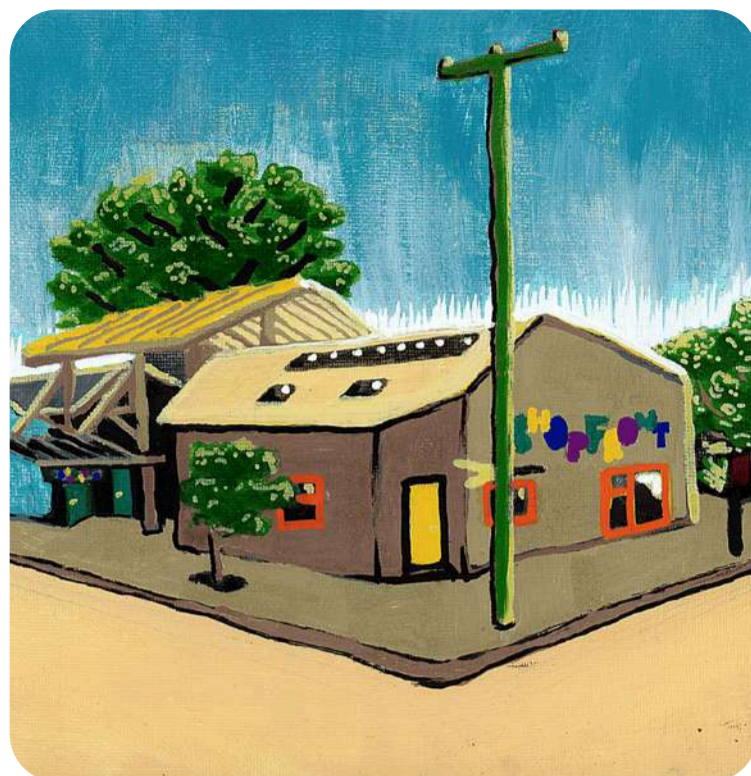
SHOPFRONT is the home of youth arts.

Shopfront Arts Co-op is so much more than a youth arts organisation. It's a space to show up as you are, and simply be – a place that lives and breathes what it means to be youth-led, where Young People can express themselves freely and be part of a welcoming, inclusive community. From the moment you step through the blue doors, you're encouraged to explore your artistic expressions and expand your horizons.

At Shopfront, every Young Person has a voice. From your youngest members, to the Emerging Artists beginning their careers – Shopfront truly has Young People at the centre of everything they do, and champions the voices, stories and lived experiences of diverse Young People. This doesn't just nurture great artists, but empowers Young People to become critical thinkers, confident creators, and compassionate and empathetic people. It is so important to have a place for Young People to connect, create and feel their ideas being valued, because they are!

In 2025, we saw another cohort of artists and Young People take risks, build confidence, skills, and community through Shopfront's many programs shaped by our Young People. In particular, this year we had the introduction of our annual Youth Conference, a conference for and about Young People created by Young People and our Advisory Panels. We are so happy to have paved the way for an annual advocacy and leadership opportunity that embodies everything Shopfront stands for: creativity, collaboration, access and empowerment.

Every year, Shopfront continues to grow and be shaped by its kind and passionate community of Young People. How wonderful that we get to be a part of making this place not just somewhere to make art, but a place to feel supported, make friends and just be yourself.



WHERE WE ARE

Shopfront is located in Carlton NSW, a Southern Suburb of Sydney. We work across Greater Sydney and the Illawarra.

Carlton is a lovely suburb that hasn't changed all that much since 1970. We don't think that's all together a bad thing. There are a number of lovely little cafes and a bunch of friendly people. We are very close to a train station.

Getting here

Train

The closest accessible train station is Carlton Train Station (5 mins). When you leave the station you have to walk up a slight incline to get to Shopfront, but the streets immediately surrounding our building are mostly flat. Kogarah Train Station (20 mins) and Allawah Train Station (15 mins) are also nearby.

Bus

The following buses will get you to Shopfront. Through Hurstville: 453, 455, 947. Other directions: 422, 430, 446, 455, 476, 477.

Parking

Non-designated parking is available in the surrounding streets. Parking is not metered.

NOTE FROM OUR YOUNG LEADER, 2025

Being the Young Leader is one of the most fun and rewarding things I've ever done.

Through 2025, I've witnessed the Young People who make up our beautiful community grow, create, be silly, be kind, make friends, tell stories, inspire and make me laugh again and again. The Shopfront Young People have achieved so many things in 2025. We had a season of incredibly successful works championed by our Young People. But aside from our core season, our Young People also performed at the Mardi Gras Fair Day, screened their short films at George Street Cinema, and performed with Erth Visual & Physical Inc. at the Uncontained Arts Festival. 2025 also saw Shopfront's very first Annual Youth Conference – a massive feat we achieved only thanks to our Advisory Panels who programmed and planned the event to prioritise Young People and what they want to get out of a Youth Conference.

As the Young Leader, I'm lucky enough to meet and create with all the Young People who come through Shopfront. Our Outside the Lines drop-in space runs every Wednesday and Saturday, where our workshop participants can make art, tell stories, make friends and connect with people outside of their regular workshops. In 2025 we worked together to create an ongoing choose-your-own adventure game anyone could participate in, even if they were new to Shopfront. The kindness, ideas, and laughs that I see in Outside the Lines make the Young Leader role the best job in the world.

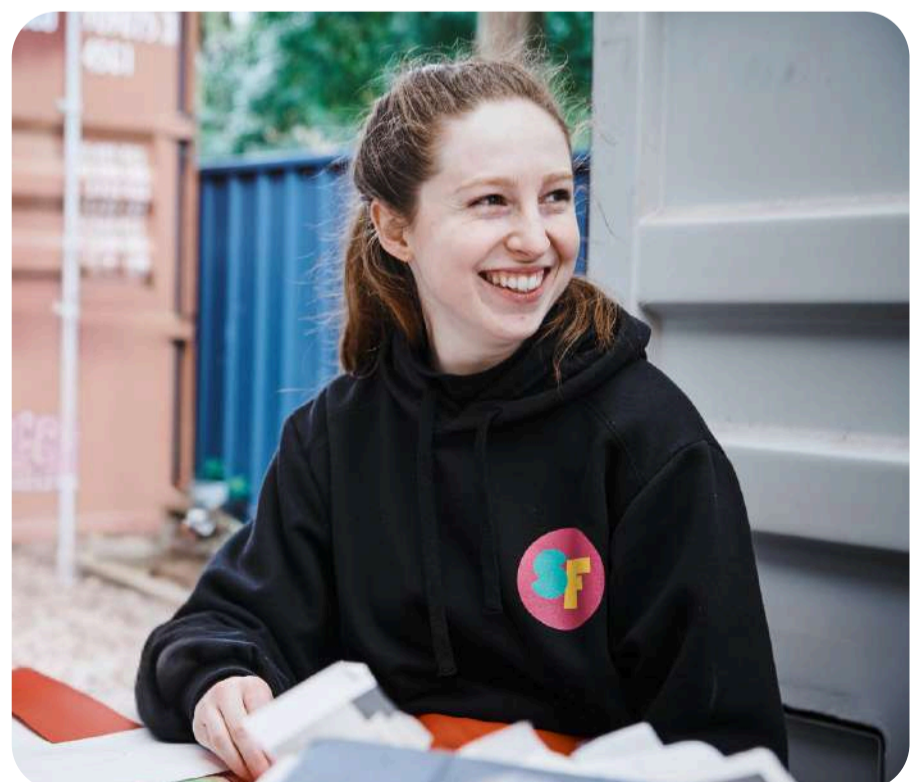
I recently had a conversation with a Young Person where I asked them: "what kind of person do you think Shopfront is for?" They answered: "Everyone. I don't think anyone can come to Shopfront and not like it." When I asked them why, they answered with the kind of confidence of someone who has just been asked a question to which the answer is glaringly obvious: "Everyone is nice here."

I hear that same sentiment everywhere, from Young People who say that they get to be themselves at Shopfront, who have found their community here, to the Young People who are excited to create amazing things and are proud of their role in this community. In a world where Young People aren't encouraged to be themselves and take up space, I'm so proud to be a part of a movement that uplifts Young People. In 2026, I pass on the title of Young Leader to Liv Tsigaropoulos. She's been a Shopfront legend for years, performing in ensembles, on the Young People Advisory Panel, and cracking into the archives to document Shopfront history.

I know this community is in amazing hands and I'm so excited to see the magic Liv will work with our community! While it's an honour to be in a position where I can uplift the voices and ideas of Young People, at the same time I also feel constantly uplifted by the Shopfront Young People. It's an honour to be part of a community of people who pitch in and do their part to make this a safe second home for so many different people. It's a testament to our community that here, Young People can take ownership over their projects and feel like they are contributing to something bigger than themselves.

To every Young Person at Shopfront, thank you. Our running jokes, your amazing story ideas and creations will stay with me for years, and always bring a smile to my face.

Sophie Ward
Shopfront Young Leader, 2025



PURPOSE, VISION, GOALS AND OUTCOMES



VISION

Young People are at the forefront of arts innovation; a future where Australian art is flourishing, diverse, valued and accessible for makers and audiences.

MISSION

Shopfront Arts Co-op creates opportunities for Young People to access and engage with the arts and their creativity, regardless of ability, perceived skill or social circumstance. Through our co-op model and youth-led collaborative processes we improve access to the arts.

Our unique methodology empowers Young People to be critical thinkers and creative leaders, fostering the future of vibrant contemporary art in Australia.

Youth leadership and artistic expression are intrinsic to the success of Shopfront's mission and we consider engagement with the arts to be deep-rooted in the development of strong, engaged and enriched communities.

VALUES

We believe:

- All Young People have a right to expression – their voices are an essential component of the cultural landscape and wider society.
- Creative expression is intrinsic to mental and community health
- A safe place to learn and create is essential for connection, development and personal growth
- Young People create excellent art and are essential to a vibrant and future ready arts and cultural sector
- Collaboration, innovation and integrity are critical to the success of our mission and the success of our organisation.

OBJECTIVES

OBJECTIVE 1

Our art is accessible to all Young People, and reflects their diversity and vibrancy.

Shopfront creates accessible, inclusive opportunities for all Young People and early career artists, actively removing access barriers, enabling them to create art as diverse as they are.

OBJECTIVE 2

Our art and organisation are led by young people and emerging artists who are supported to innovate.

As a Young People led co-op, Shopfront and our work is owned by, created by, governed by, and representative of Young People. In this way Shopfront ensures the vibrancy and relevance of our work; through young artists who will go on to develop the sector, becoming its impassioned leaders, supporters and advocates. We are committed to making works of art that represent the unique voices of our community, are socially engaged and politically relevant.

OBJECTIVE 3

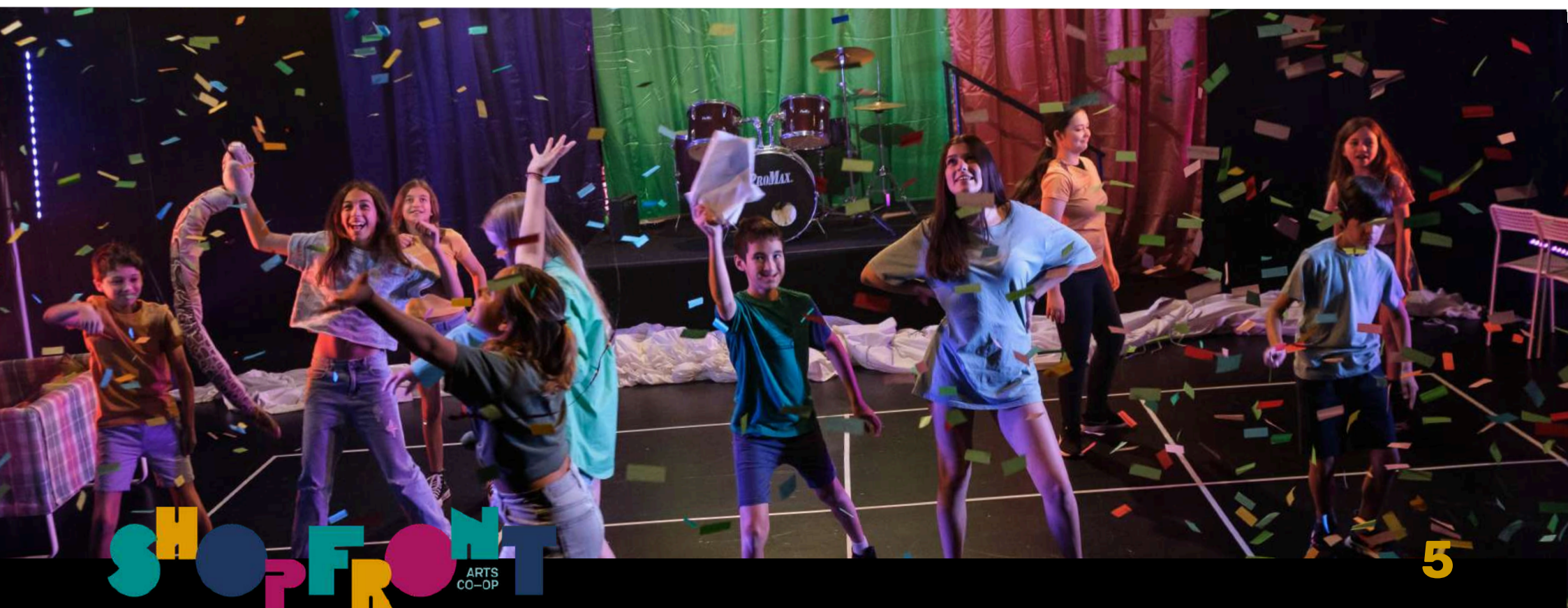
Shopfront is an industry leader in youth led creative practice and plays an impactful role in advocating for youth arts, developing a vibrant future for the wider Australian arts sector.

As an organisation holding a key position in the sector for over four decades, Shopfront has a responsibility to support the development of the arts, arts policy, artists and organisations within the ecosystem. Shopfront supports the strengthening of the Youth Arts Sector in Australia by leading the development of resources, providing opportunities and support for Young People to organise, and working with other Youth Arts organisations to make a strong case for the value of Youth Arts.

OBJECTIVE 4

Shopfront has the resources to ensure a strong and vibrant future.

Shopfront continues to grow sustainably within a model that can maximise our impact and operational efficiency, while leveraging our commercial assets and knowledge to continue to develop income streams that are uncoupled from the cyclical funding model.



OUR IMPACT IN 2025

Worked with **2,541** Young People across **10,836** participations.
Of these Young People:

52.2% Female
16.75% LGBTQIA+
26% Culturally and
Linguistically Diverse

18.5% identify as living with poor
mental health
29% identify as living with disability
1.5% identify as Aboriginal

Collaborated with **19 partners** and
facilitated **235** partnerships workshops.
Provided **\$11,000** worth of free
partnerships workshops.

Supported **220** emerging artists to
make new work within our programs.

Offered **299** sessions of free venue
hire to the value of **\$56,000** for
emerging artists.

Provided **38 free masterclasses**
to emerging artists to the value of
\$36,000.

Provided **63 mentorship**
opportunities to the value of
\$10,000.

// Shopfront is not just a
building. It's the people.
It's the community.

Darcy Duncan, Young Person

THEORY OF CHANGE

VISION

Shopfront is a diverse, youth-led, accessible community where the joy of expression and the process of creating is as essential and valued as the outcome.

VALUES

All Young People have a right to expression– their voices are an essential component of our cultural landscapes and wider society.

A safe place to learn and create is essential for connection, development, mental health and personal growth.

Creative expression of Young People thrives on difference; cultural background, ability, social circumstance, sexuality and identity. Difference is crucial for a vibrant cultural sector and produces excellent art

Creative expression is intrinsic to mental and community health

All Young People should have access to creative opportunities both as makers and audiences. By valuing Young People as equal collaborators, the process of creation and the outcomes are original and owned by them.

ACTIVITIES

Young People amplify their voices through new work

- We facilitate new work and the development of artistic voice with both Young People & Emerging Artists
- We produce Ensembles, Member Shows, Scratch Nights and Supported Residencies
- We upskill, mentor and employ Emerging Artists to develop a creative career

We develop Accessible, Inclusive Youth Led Workshops

- Development guided by Advisory Panels (Young People, People with Disability and/or who are d/Deaf, CALD, LGBTQIA+, First Nations People) and Young Leader

- Onsite, In-schools and community organisations
- Scholarship Program
- NDIS Provision, Sensory Space, Social Stories
- Skilled artist facilitators trained in Mental Health First Aid, Cultural Awareness, Disability Awareness and multilingual staff

We Evaluate our Impact

- SHANARRI Method underpins qualitative, quantitative and storytelling processes
- Commitment to open process & feedback
- Contribution to industry-wide impact studies

We create a safe community space

- Provide a welcoming, accessible space with trained, empathetic staff and thoughtful equipment
- Subsidised community space and office hire
- Free development space hire for Emerging Artists

We support and develop audiences

- We offer relaxed performances, AUSLAN Interpretation, Quiet Spaces and Social Stories
- We partner with community organisations and schools to welcome new audiences
- We offer affordable ticketing and soft entry to cultural offerings across the sector

IMPACT

Young People are Heard

- Young People gain the transferable skill to express themselves
- Young People gain the creative and artistic skills to amplify their voices
- The Individual Voice is heard and respected Social Development
- Increase social connectedness and connections
- Increase confidence
- Increase mental wellbeing and resilience
- Increase joy, fun and playfulness

A Sense of Belonging

- Difference is celebrated, showcased and cherished
- Ownership over space
- Develop a community network of support Development of Artists, Audiences and Advocates
- Young Creatives are empowered with artistic skills, artistic confidence and artistic point of view
- All Young People are welcomed as audience members

Young People are the cheerleaders for The Arts, creativity and creative expression

COMMITMENT TO CHILD SAFETY

All children at Shopfront have a right to feel and be safe, respected, valued and protected from harm. Children should be made aware of and feel confident in their rights and responsibilities.

Shopfront is strongly committed to the safety and well-being of all children that interact with our organisation as members, participants or otherwise by creating and maintaining a child safe environment. The welfare of children under our care is our first priority and we have zero tolerance for child abuse.

Supporting Children's Participation and Satisfaction

As a Co-operative, Shopfront Arts Co-op is committed to supporting, enabling and promoting the **active participation** of children by:

- encouraging expression of and respecting the views of children and parents (including carers or legal guardians)
- encouraging and empowering children and parents to raise any concerns or complaints
- listening to and acting upon any concerns raised by children and parents, carers or legal guardians
- seeking the input of children when making decisions about matters that concern them
- ensuring children understand their rights and the appropriate behaviour expected of both adults and children
- teaching children what they can do and who they can turn to if they feel unsafe
- regularly survey and talk to Young People about Child Safe matters in workshops
- inform Young People about government and non-government services to aid in matters of child safety

- regularly survey parents about our child safe practices and to hear their concerns, opinions and suggestions
- ensuring employees dealing with children are skilful in facilitating their participation
- valuing diversity and not tolerating any discriminatory practices

Shopfront Arts Co-op aims to create an environment where children gain **satisfaction** from their interaction with our organisation as employees, participants in a class/program/workshop, or other activity by:

- supporting children to feel respected and in control of their behaviour/work
- ensuring children enjoy the overall experience of being engaged with activities by conducting regular surveys
- encouraging children to assist each other in achieving goals they have set for themselves and developing a positive sense of pride in their work (e.g. discussing character development and stagecraft in groups and leading warmup activities)
- offering opportunities for children to derive personal satisfaction and a sense of achievement throughout their experience and the relationships they make

Valuing Diversity

Shopfront Arts Co-op values diversity and we do not tolerate any discriminatory practices. Our organisation is committed to protecting children engaged with our organisation from physical, sexual, emotional and psychological abuse, as well as neglect and contempt, ridicule, hatred, or negativity towards a child because of their race, culture, religion, gender (including transgender status), sexual orientation or disability.

In our activities with children we will:

- promote the cultural safety of Aboriginal children
- promote the cultural safety of children from culturally and/or linguistically diverse backgrounds
- promote the safety of children with a disability
- promote the safety of LGTBIQA+ children and young people

Shopfront is committed to the NSW Governments 10 Childsafe standards.

THE SHOPFRONT BOARD OF DIRECTORS

Shopfront Board Composition

The Cooperative Rules allow for a Board of nine (9) Directors, each over the age of 18, who are responsible for managing the business of the co-operative (Rule 36).

Directors may be elected by the membership at an Annual General Meeting or otherwise appointed by a majority vote of the Board to fill casual vacancies (Rules 39 and 42).

The Co-operative Rules do not otherwise provide instruction about the specific composition and diversity of the Board.

To the extent possible within the boundaries of the Cooperative Rules, and particularly where Directors are appointed by a majority vote of the Board to fill casual vacancies, it is in Shopfront's interest to address the following considerations in determining Board composition:

- the ownership of Shopfront, as a cooperative, by its members
- the legal obligations of Directors, including their collective and individual responsibility(ies) to manage the business of the cooperative, drive its strategic direction and ensure it is well governed with a focus on strong financial management and sustainability (including by reference to satisfying diverse funding sources);
- the artistic vision and operational needs of Shopfront, as managed by permanent core staff, including the Chief Executive Officer/Executive Director; and
- inclusion of individuals representing diverse backgrounds and qualities, including age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation and physical ability.



Preferably, the ideal composition and diversity of Shopfront's Board should also include the following perspectives and skills—

- Education and/or community arts and cultural development
- Information technology
- Marketing, including digital marketing
- Membership of Shopfront as a 'parent/caregiver'
- Philanthropic sponsorship, particularly in the arts sector
- Social media
- Strategic management, including resource management

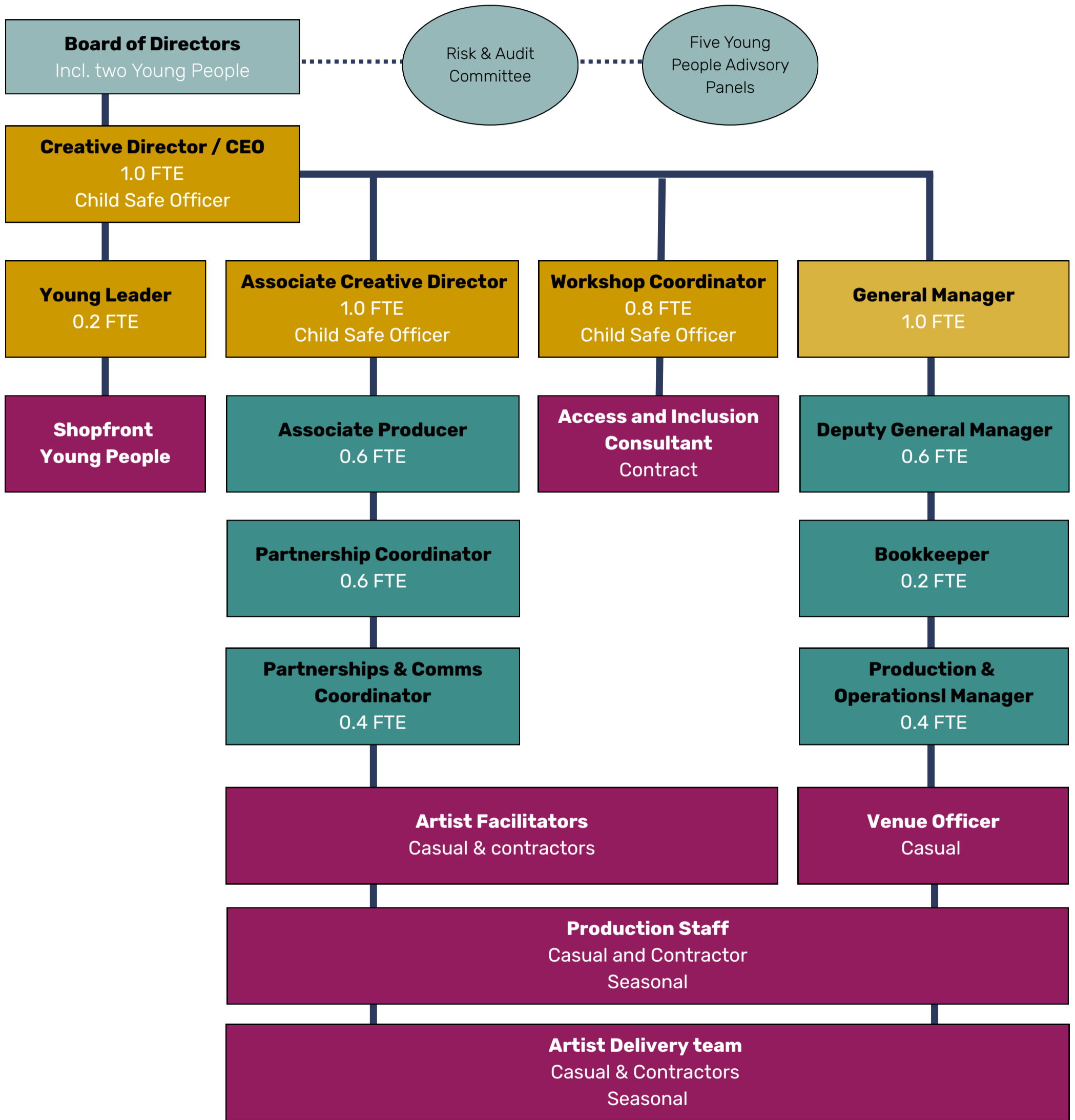
Note: The perspective and skills listed above are listed alphabetically and do not reflect any particular order of priority.

Key Responsibilities of Shopfront Board Members
As part of a Board of nine Directors with a diverse mix of skills, representation, tenure and experience, Board Members work with our Chief Executive Officer / Executive Director and core artistic team to provide strategic leadership and ensure the organisation has sustainable resources to fulfil its vision, mission, artistic and organisational goals.

The role of a Shopfront Director includes—

- attending 6–8 board meetings, usually at Shopfront premises during the calendar year
- advising, and actively participating in, board meetings and specialised board committees (e.g. fundraising, infrastructure)
- providing strategic advice and expertise on matters arising as required to the Board and executive management (including monitoring, evaluating and reviewing the organisation's program and performance, and maintaining accountability and compliance)
- representing and promoting the organisation and its programs and services to stakeholders, including government, philanthropic organisations and donors
- attending performances/presentations and events during the calendar year, and
- engaging with the cooperative membership

ORGANISATIONAL CHART





The home of youth arts

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