



VANCOUVER **FRINGE**

TRANSPARENCY **REPORT**

2022 – 2023



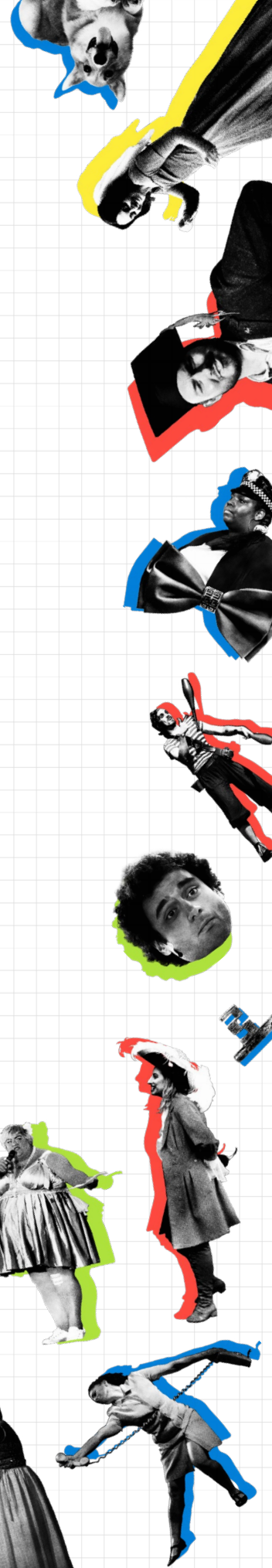


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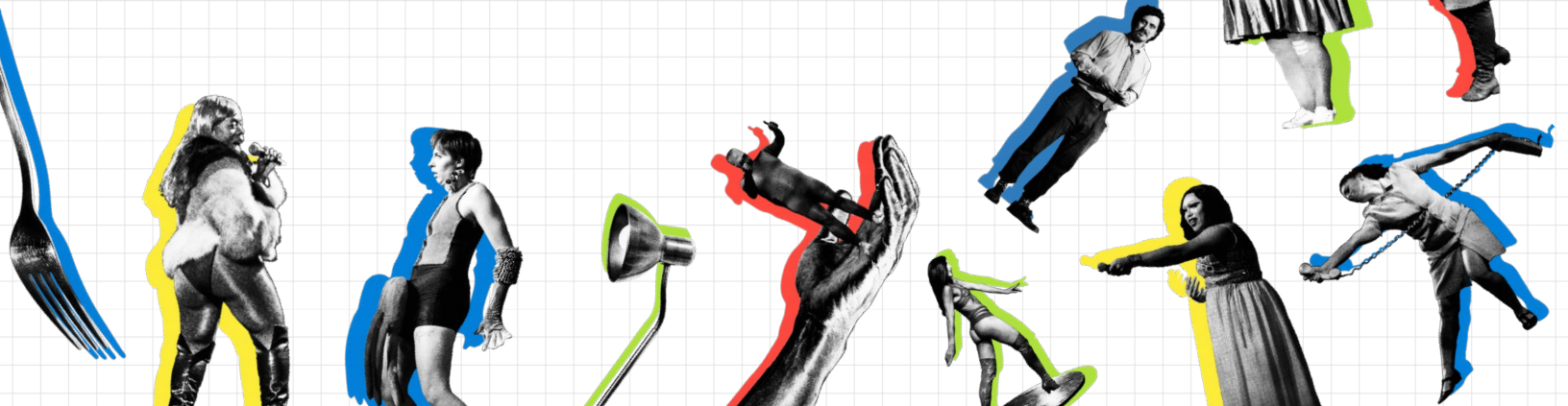
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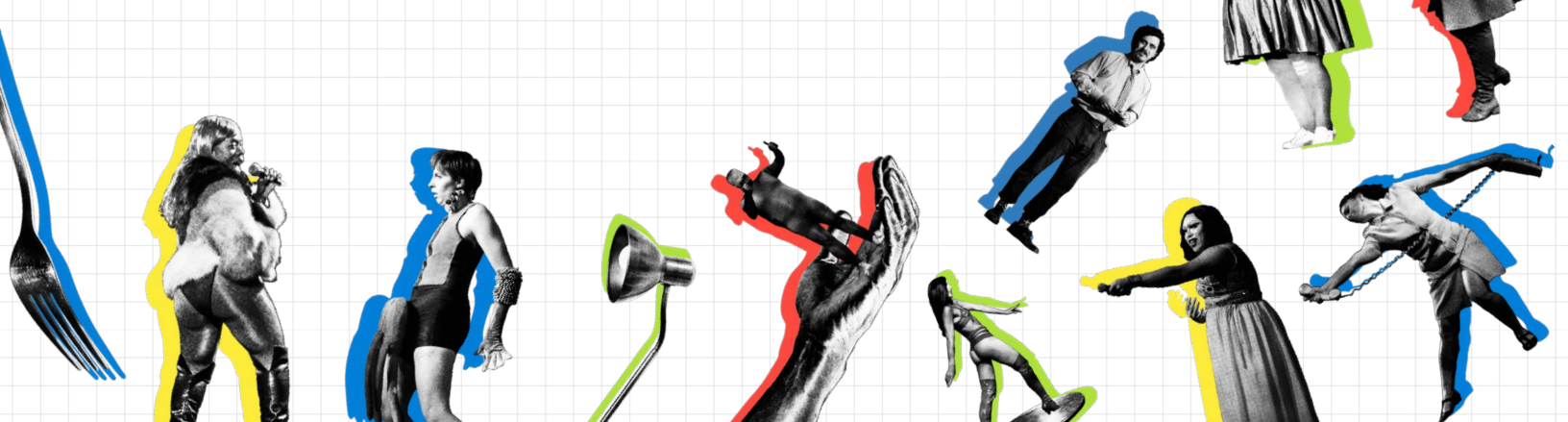
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I believe in the fundamental importance of the Vancouver Fringe. For us to persevere and thrive, we must be honest and continue to listen to our community. Despite our challenges, I am struck by the capacity of this community to come together. Without you, we could not continue. Thank you for your support and help.

Darius

Duncan Watts-Grant
Executive Director



AT A GLANCE

STAFF

4.5 full-time, permanent staff
3 part-time, permanent staff
15 seasonal staff



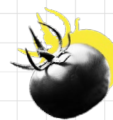
DONORS

165 donors, with an average donation of \$162.67



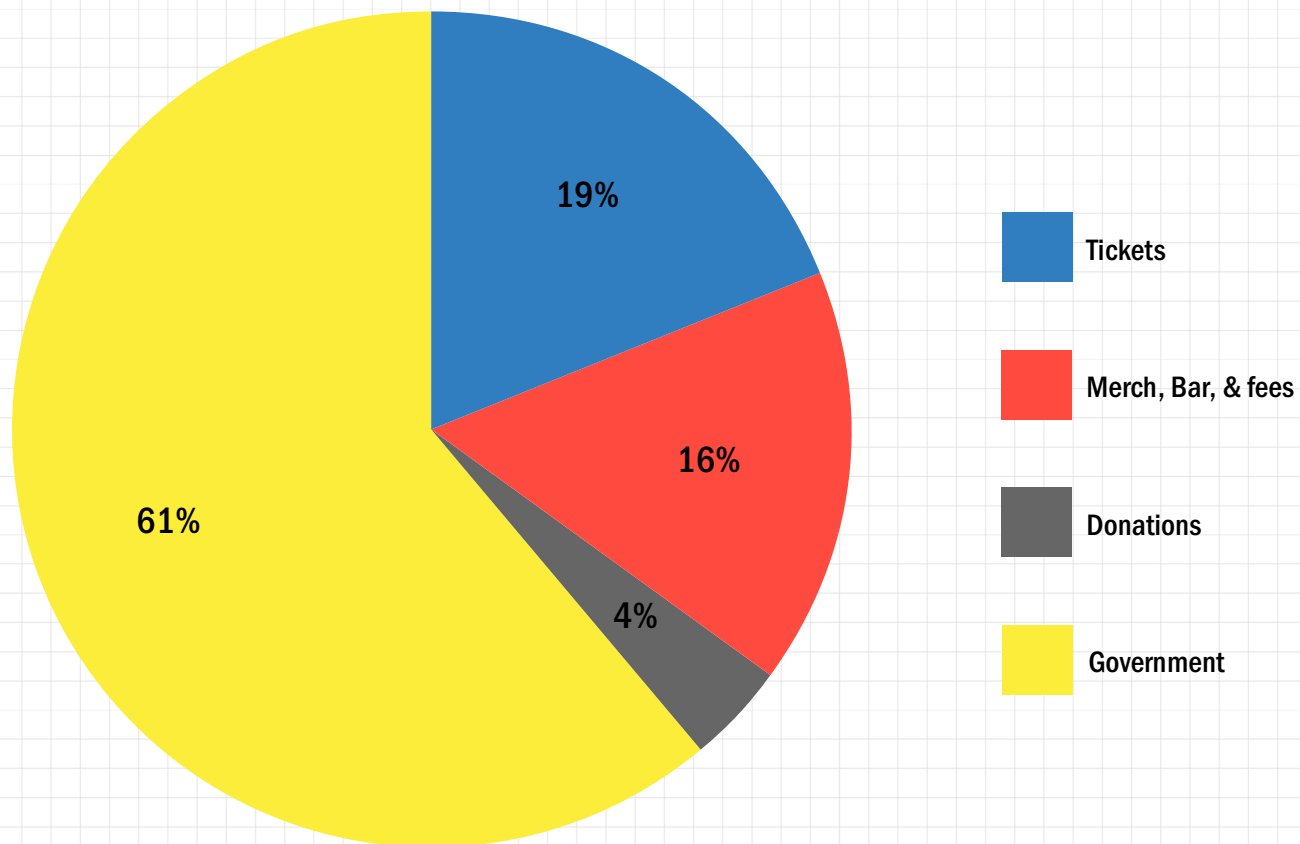
VOLUNTEERS

350+ volunteers, with an average of 16 hours



REVENUE

WHERE WE MADE OUR MONEY IN 2022

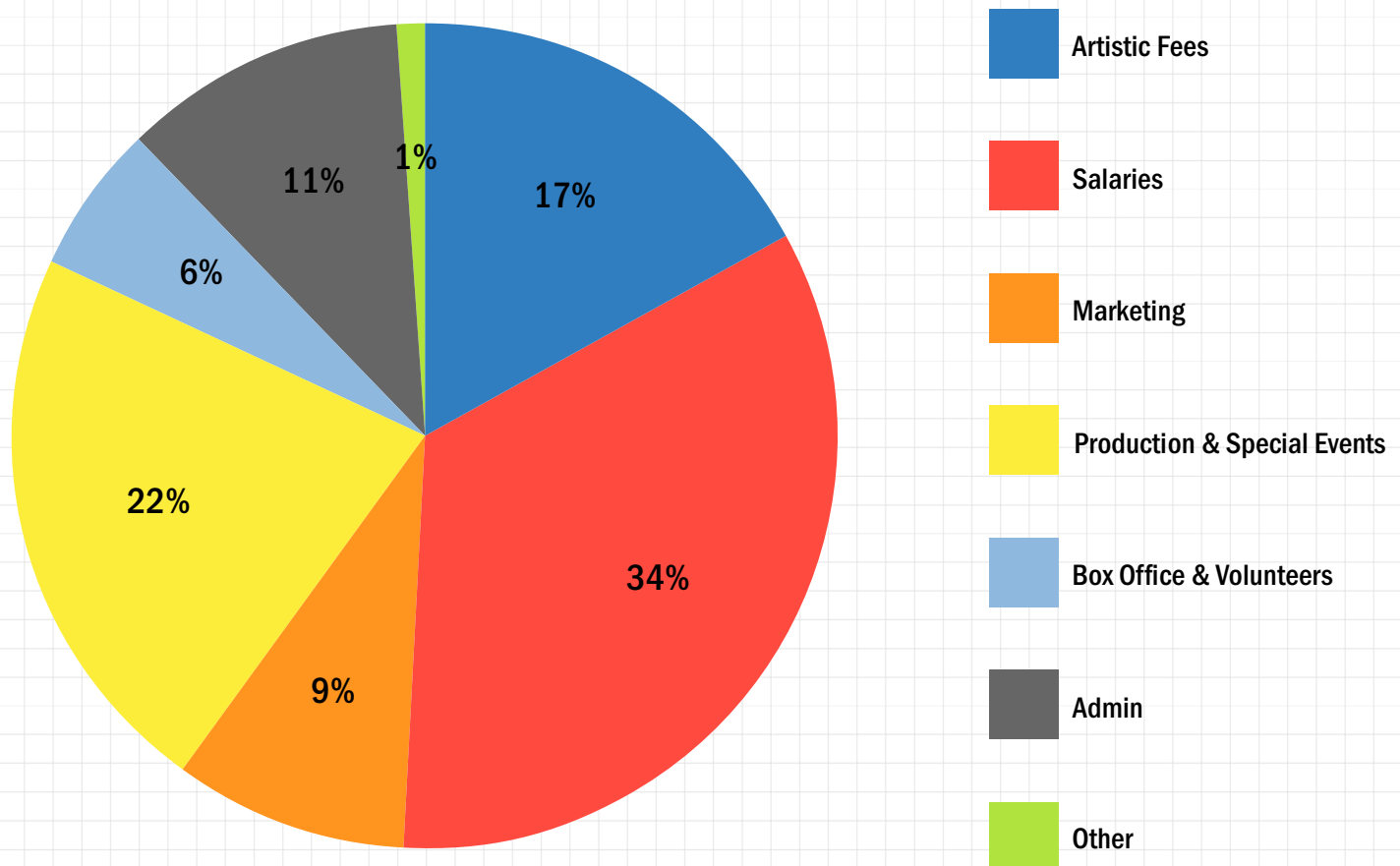


As with many organizations, COVID-19 presented significant funding challenges for our organization. A decrease of individual donations and corporate sponsorships. Currently our largest funder is Government granting, with a mixture of funding from Federal, Provincial, and Municipal agencies. Although tickets represent a significant portion of our annual revenue, this is offset by our providing 100% of the base ticket price directly back to the artists. We maintain a \$3 fee on all ticket prices to pay the cost of credit card transaction fees, box office fees, and theatre improvement fees.

Moving forward, as an organization we have a significant need to develop and broaden our fundraising activities. To be able to operate sustainably we rely on corporate, individual, and foundation donations, as well as the Government granting we currently receive.

EXPENSES

WHERE WE SPENT OUR MONEY IN 2022



Along with expanding our funding, we are also in a paradigm where we will need to carefully consider the footprint and scope of the Festival. Like so many organizations, we are grappling with reduced audiences and growing costs. We have more main stage venues this year than ever before, and not only does this have considerations around the loss of Bring Your Own Venues (BYOVs) but put significant financial pressure. We are currently assessing the scale of the 2024, with the possibility of a reduction in our overall footprint.

The Fringe is also on the path to becoming a living-wage employer, having significantly raised salaries in the last 18 months, and now for the first time, releasing salary bands as part of this report.

SALARY BANDS

EXECUTIVE DIRECTOR –
\$85,000-\$90,000

**OPERATIONS MANAGER
(FORMERLY MANAGING
DIRECTOR) –
\$65,000-\$70,000**

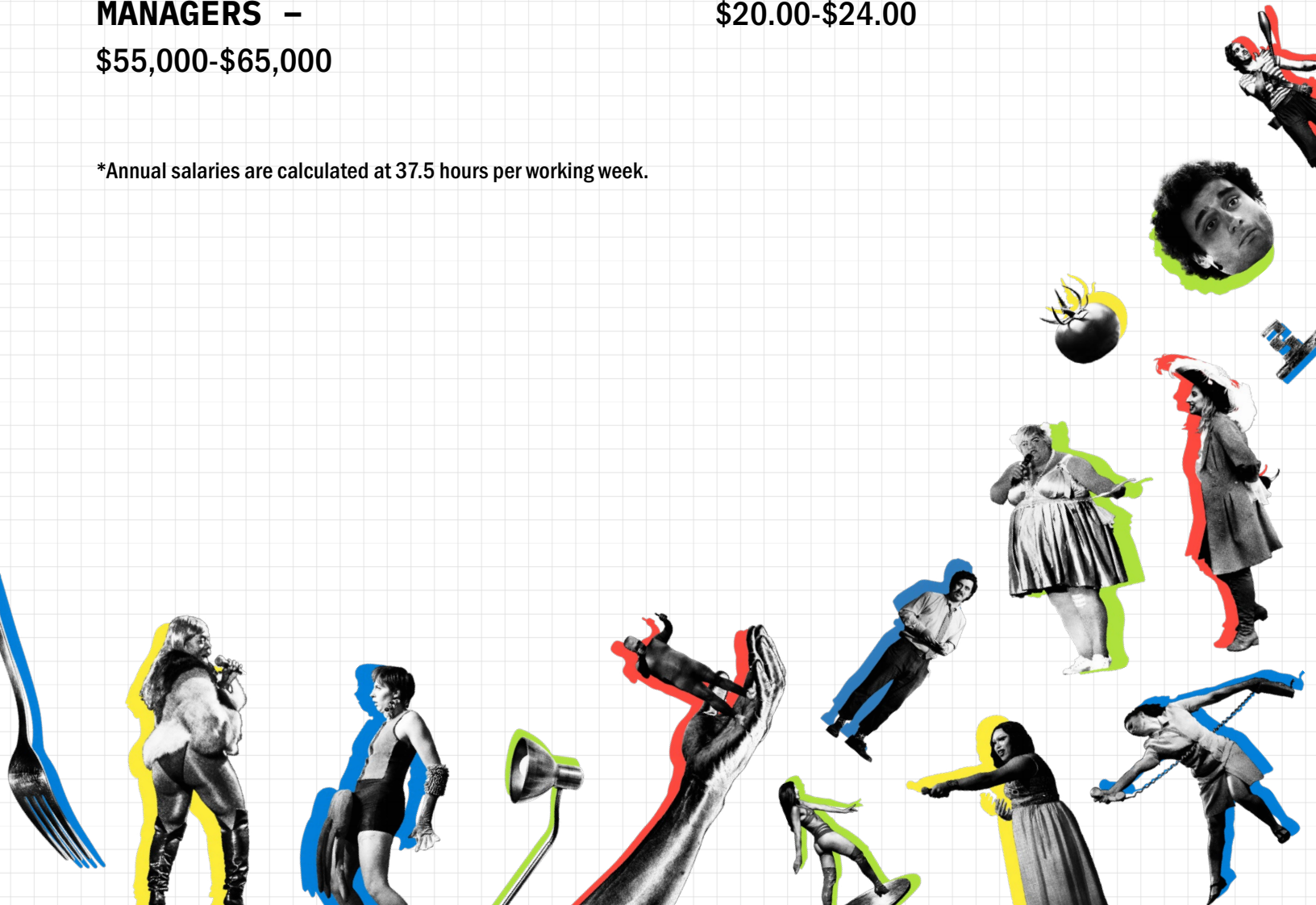
MANAGERS –
\$55,000-\$65,000

FESTIVAL MANAGER –
\$47,500 - \$50,000

COORDINATORS –
\$45,000-\$50,000

ASSISTANTS + CUSTOMER SERVICES – HOURLY, \$20.00-\$24.00

***Annual salaries are calculated at 37.5 hours per working week.**



GOALS FOR 2023

INCREASE EQUITABLE REPRESENTATION WITHIN THE FESTIVAL

This year, for the first time in the Vancouver Fringe's history, we segmented the lottery to include an equity-seeking category. To continue supporting diverse artists, we will also be creating a stream for equity-seeking artists to receive help applying for the lottery and exploring avenues to reduce fees for these artists.

CREATE SPACE FOR FEEDBACK

We heard from our community that we need to be more accountable and create spaces for community members to share their feedback. This year, we will host two town-hall meetings, one in October after the Festival, and the other in the spring after the lottery.

CREATE FINANCIAL SUSTAINABILITY FOR THE FRINGE

To ensure that we can continue to operate, we will develop new fundraising avenues and reduce the Festival footprint to a manageable size. This will require identifying goals for individual, legacy, corporate, foundation, and government support.

DEEPEN OUR CONNECTION TO THE COMMUNITY

Through new partnerships and collaborations, we will build stronger connections with other arts and community organizations. We will partner with at least three other performing arts organizations and, through the 2024 Awards, connect artists with further opportunities to bring their work to the stage.

