

OUR IMPACT



April 2021
—
March 2022



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INTRODUCTION



CELEBRATING FAILURE

Impact reports have become a space for bragging and we're not really into that.

I mean yes we're great, our Community is amazing and if you want to see incredible stuff made, obviously we're the best at delivering that.

BUT, we also make mistakes along the way. Doing radical things means sometimes being the first and that means failing, learning and adapting.

So we wanted to use this Impact report - in the first year of Euella and Jess' Co-Directorship - to tell you about our successes sure, but also what we've learnt along the way.

We hope this shows how admitting you're not perfect is important, and that taking risks and making mistakes are necessary steps in getting to where you want to be.

So, what's your proudest failure?

Rising Arts Agency xx

THE STATS

**TLDR:
WE DID A
LOT OF SH*T**

145

paid opportunities for YP
116 POC, 130 women, 58
d/Deaf, disabled or
neurodivergent

1073

people came to our events
(online and off) – Prince's Trust
Become It Week, Make Space
for Rising and This Is The Work:
Whose Culture

£12,461

income from
donations

£102,177

paid to young people

43%

independent income
48% without BE:IT

124%

Commissions up 124%
on last year (£45k)

WINNERS!

'Transform Award' winners
for work on Bristol Beacon
rebrand

39

partners worked with

£151,728

income up £151,728
on last year



WE GOT VOCAL ABOUT CARE

In the fallout of the pandemic, we've been asking: What does it mean to create different kinds of nurturing spaces - for ourselves, as a team and as a community?

Through our campaigns and partnerships, we've been thinking about:

- How do we reflect, rest and go slower?
- Why - in such a fast-paced, capitalist world - is slowness so important?



"For me, the scope of what care is really changed. It became more expanded, deeper and more nuanced. It's how you hold and facilitate space - an open space, where people really feel like they can be themselves."

– Euella Jackson, Co-Director



RESOURCING RACIAL AND SOCIAL JUSTICE

23

POC paid to rest

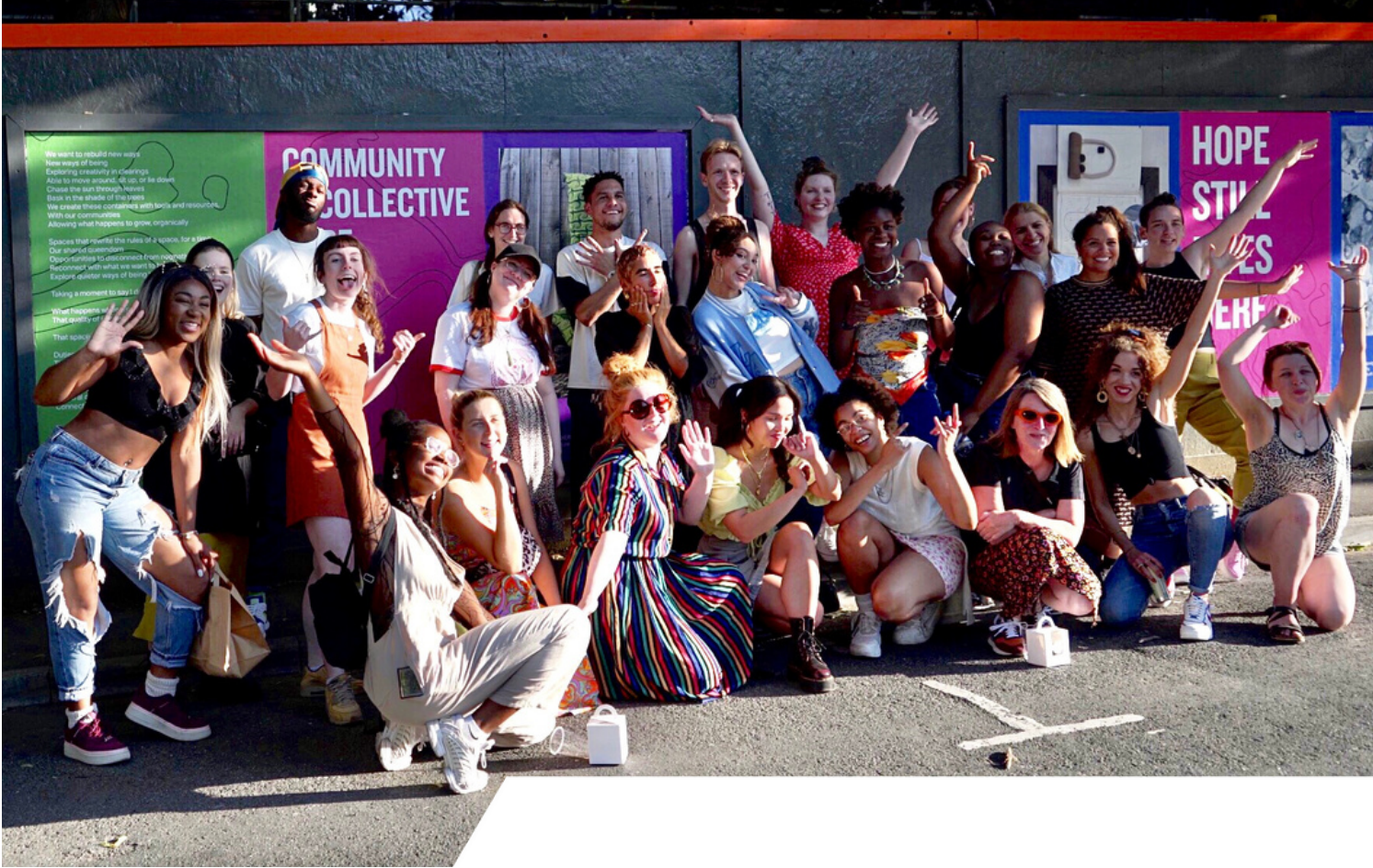
This year we published the Whose Culture report of the findings from our action research project which explored how young people of colour access culture in the city of Bristol - an issue there was no data about. We also worked on two projects inspired by the findings of Whose Culture: Resourcing Racial Justice (RRJ) and Our Culture.

These projects looked at how Rising can remain, and improve, an accessible environment of care for young people who's lived experiences leave them marginalised by the wider sector.

RRJ, led by Roseanna Dias and funded by Prism, interrogated our approach to social justice work and resourced young people of colour to reflect on their own experiences together, as well as take time out to recover from them.

For Our Culture, led by Jess Starns and funded by Co-Creating Change, we worked with groups of young people underrepresented in Rising's Community as well as the sector. These groups of working class, d/Deaf, disabled and asylum seeking young people came together to ask more of the sector and think about what Rising could support them to create for their communities. Now we're working on how to implement them and how we ensure our community remains accessible to everyone.

CARE



WHOSE FUTURE 2021

To honour this work, we wanted to fill the streets of Bristol for the second year in a row – but this time with messages of care and wellbeing. No less urgent than 2020, the statements of “Work Won’t Love You Back” came alongside the great resignation and burnout epidemic taking over society as we emerged out of Covid-19.

#WhoseFuture 2021 was colourful, focused on messages of love, joy, community and celebrating rest - asking the city of Bristol what it means to care for ourselves and each other.

34

artists involved

135

posters across bristol

51

posters sold



LESSONS IN CARE

What we implemented:

- Collective Reflection – we enabled the team to have weekly reflection time booked out in their calendar and scheduled quarterly action learning sets where we could use our coaching skills to support each other
- Reparative Rest Fee – For any work we are commissioned to do that involves a person or people of colour exploring issues directly related to their lived experience we add a 'Resourcing Rest' fee to ensure they have the downtime to rest, reflect and process.

What we learnt:

- Live what you say – We ran this #WhoseFuture campaign as we had done in 2020, with multiple social media posts a day, and loads of events. We realised it felt contradictory to be working all hours of the day to promote a campaign about rest and care! For the 2022 campaign, we agreed on a slower, staggered format, which we could work on at a more sustainable pace.

CHANGE



WE ROLLED WITH CHANGE

As we came to the end of 2021, we knew a lot of change was on the horizon. We needed to take stock of what the Agency was doing now, and how the team could build around that. Emerging from Covid-19, we were asking:

- How can we be present, and show up differently, for each other?

CHANGE



A TEAM IN TRANSITION

By the time Euella Jackson and Jess Bunyan took over as Co-Directors from Rising's Founder Kamina Walton in September 2021, we'd already been talking about radical models of leadership as part of our BE IT Transforming Leadership programme for 2 years.

Kamina had always planned to hand over the Agency after 5 years and Euella and Jess intend to do the same in 5 years or less. It's a way to keep the ambition of the Agency moving forward, but also to remain genuinely youth-led. Kamina remains the only Director, Board or Team member over 30 and we're committed to young people remaining the majority of our leadership.

Several projects also ended at the beginning of 2022, meaning Prince Taylor and Roseanna Dias left the core Rising team to work on their own projects. And Eli Lower – Rising's first employee! – moved from the team into Rising's Community. We also started thinking about new roles: a Storyteller, who could better communicate what we're about, and an Agency Producer to join up some of the work Euella and Jess did in their previous roles as Engagement Producer and Development Manager.

Prince, Roseanna and Eli stay influencing Rising and the way we work, while we continue making space for new voices and ways of thinking to come through.

94%

Rising leadership and team
30 and under

CHANGE



A NEW SPACE

After spending 5 years at Spike Island, taking over Kamina's personal studio and experimenting with a larger space – we came out of lockdown looking for a new home for the Agency. The team wanted to be together, we wanted to be a visible, visit-able presence for our Community.

And so a new partnership was born with Arnolfini. A session led by Prince (also on the board of Arnolfini) and Keiko Higashi, Arnolfini's Engagement Producer, saw our teams meet and talk about what good partnership meant and looked like to us. After feeling that our aims and values did align, we became 'Creators in Residence' in February 2022, sharing a space with the incredible Let's Make Art, on the first floor in Arnolfini.

Like many organisations we've stuck to hybrid working, enabling the team to work from a range of varied locations (e.g. bed, Greece, Las Vegas etc.) in ways that suit them. But we have also been able to invite our Community into an established arts institution, like Arnolfini, that seems committed to working in new ways.

211,692

Slack messages sent
between the team

CHANGE



LESSONS IN CHANGE

What we implemented:

- New Recruitment Model – Following the success of our BE IT year 2 recruitment, in consultation with Community member Anna Rathbone, we made sure our application process was clear and accessible. As a result we got more applicants than ever before.
- Board 1:1s with the Team – Going from colleagues to bosses can be a difficult transition. So, during the end of 21-22 each member of the Rising team met with a board member to have a space to talk about how they'd experienced the transition and what they might want to see happen next or differently.

What we learnt:

- Ending things well is hard – Even when you start a project knowing it has an end date (hello funder schedules) the ending always suddenly creeps up on you as a surprise. It's strange to go from seeing people every week, to then not. When it's a project as big as BE IT, you want to make sure the learning is retained, even whilst the Producers go off to the next project. We don't have an answer for this yet, but we're learning great things from Campaign Bootcamp and Stewarding Loss. And hopefully next time around we'll be better prepared.

COLLABORATION



WE COLLABORATED

As well as Arnolfini, we also celebrated another major partnership with Bristol Beacon this year. At the end of 2020, we recruited three young people from Rising's Community to work on their rebrand with design agency Saboteur. This grew from a few days of consultancy, to one of the young creatives leading on the feel and look of the eventual design.

To celebrate this successful partnership and winning an award, following the brand launch, we took over Bristol Beacon in February 2022, with our 'Make Space for Rising' event. This included an exhibition and performances by Rising's Community, filling the space with young people and good vibes.

COLLABORATION



**WE ALSO
WORKED
WITH MORE
INCREDIBLE
PARTNERS**

THANK YOU!

BRISTOL BASED

Action Hero
Bristol City Council
Full Circle / Docklands
University of Bristol
Caring in Bristol
Voice and Influence Partnership
Watershed
UWE
J3 CIC
Bristol Beacon
Yard Theatre
Desperate Men
Bristol Old Vic
Wardrobe Theatre
Raucous Theatre
Bristol Festivals
Out of Hand
Big Team CIC
Africa Eye
Handstand
Circus City
UP Projects
Co-Creating Change

REGIONAL

Forest of Dean
Sculpture Trail
Jerwood
Battersea Arts Centre
Baltic
Maokwo
Engage
ICO
Film Bath
Strode Theatre

NATIONAL

Arts Council
Arts Council Collection
Channel 4
Clore
Prince's Trust
National Trust

COLLABORATION



LESSONS IN COLLABORATION

What we implemented:

- Community Leading – We really saw the benefit in enabling our Community to lead on big events, Naturally they are an extension of us, but bring their own flavour to whatever they do.

What we learnt:

- Partnership has a different meaning for everyone, and it's important to check you're on the same page. Especially when a lot of the work is happening publicly but less internally - when for us, that culture/mindset change, is why we exist. Yes we can throw a great party, but we can also create impactful organisational change.

FUTURE



LOOKING TO THE FUTURE

We'll continue to embrace change and the team evolves, relocates and is led – as always – by our Community of young creatives. We're looking to double down on our reflective practice by closing the Agency in August, and think more about how (and how widely) our ways of working can be shared as our systems continue to crumble.

Want to be part of it? Get in touch with tilda@rising.org.uk and let's find a way to work together.

Or join the Rising Alliance and support us on the regular to pay young creatives, care for each other and keep doing this radical work independently.

rising.org.uk/support-us

**OUR IMPACT IS
GROWING:
WE REMAIN
GENUINELY YOUTH
LED, FIERCELY
INDEPENDENT
AND RADICALLY
INNOVATIVE.**