



## **Cork Midsummer Festival Paying the Artist Policy**

Cork Midsummer Festival is committed to the fair and equitable remuneration of artists and to leading by example. We aim to ensure that all artists and team members are remunerated appropriately and equally in line with best practice and statutory requirements.

- Rates of remuneration are commensurate with experience and industry norms. We liaise with local, national and international colleagues on best practice such as CMC guidelines for music commissions and Theatre Forum for rates of pay in the performing arts.
- All fees are subject to negotiation with artists and companies.
- All artists have written contracts which outline the details of the engagement, terms and conditions and pay schedule.
- Contracts differentiate artist fees and potential agreed upon expenses (travel, per diem, etc.).
- CMF has a prompt and transparent payment process and prioritises artists and freelance arts workers in its payment schedules. All payments are made within 30 days of receipt of an invoice.

### **Artists and Financial Risk**

We work with artists, companies and organisations in a variety of different ways to protect artists against financial risk.

1. Development and year-round supports which include:
  - Advice and consultation in areas including admin, legal, contracts, budgets and deals, marketing and PR, production, participation practices, technical theatre, event management, site-specific and outdoor performance, and producing.
  - Mentorship, feedback, and consultation from the team
  - One-on-one consultation on application writing and support, where needed
  - Funding application supports through Memorandum of Agreements, Letters of Support, References, etc.
  - Box office targets - we work with companies to set prudent and achievable box office targets based on our experience of audience attendance patterns at the Festival. We have significant, proven expertise in this.
2. Favourable financial agreements with the Festival - We offer box office guarantees, venue supports and accommodation agreements. Often the guarantees offered are

above the projected overall box office target to mitigate the biggest financial unknown in any artists budget.

3. Production and in kind support - The team works closely with artists and companies in the weeks leading into the Festival. We offer additional in kind support.
4. Contingencies - Cork Midsummer Festival's overall budget is a live, working document. At certain stages of the year, it is reviewed and updated daily. We are in regular contact with artists and producers about budgets for their projects. We track box office targets on a daily basis from when tickets go on sale. We make the decisions necessary to ensure that we retain contingencies to enable us to respond to artists needs.

## **Breakdown of Examples of Agreements with Artists**

### **1. Artist Development and Year-Round Support**

Breakdown of Administration, Production, Development, and Marketing support to 100+ artists:

- **Artistic advice and support**
- **Advice and consultation** in areas including admin, legal, contracts, budgets and deals, marketing and PR, production, participation practices, technical theatre, event management, site-specific and outdoor performance, and producing.
- **One-on-one consultation** on application writing and support
- **Funding application supports** through Memorandum of Agreements, Letters of Support, References, etc.

### **2. In-Kind Support**

- Cork Midsummer Festival provides producing and technical support, marketing and press support and advertising, administrative support, and ticketing services to each production in the Festival.

### **3. Financial Model**

Cork Midsummer Festival works with artists, companies and organisations in a variety of ways. In some cases we work with artists and companies by taking a risk sharing approach – in these instances the arrangements are weighted fully in favour of the artists in terms of box office splits. Box office arrangements vary depending on the nature of engagement, level of investment from CMF and expected audiences.

We work with artists to secure sufficient grant or fundraising support to realise new work and we provide as much financial and in-kind support as programme budgets allow.

Meetings take place between artists and staff to advise on realistic box office targets, production costs and other budgetary items. We operate different models of support and expectation depending on whether an artist or company are completely unfunded, have bursary, development or research funding and wish to present a work in progress, have

local authority or arts council project funding, or strategically funded organisations or companies.

#### **4. Artist Development**

##### **a. Artist in Residence**

Our Artist in Residence will receive a flat fee, travel expenses, and in-kind marketing and producing support.

##### **b. Jane Anne Rothwell Award**

The recipient of the Jane Anne Rothwell Award receives a total of €5,000 to go towards their artist fee, materials, and production, as outlined in their application. The recipient will also receive in-kind marketing and producing support.

##### **c. Tales of Two Cities**

Cork Midsummer Festival pays three artists as a part of the Tales of Two Cities programme. Artists receive €5,000, travel and accommodation to Dublin and Bristol, mentorship support totalling €2,000 each, and €2,000 in-kind for marketing and producing support. While these financial supports are invaluable for emerging or new-career artists, they also receive consistent and tailored advice and support from the Director and the Programme Producer (and from their counterparts at partner The Everyman) towards future presentation, artistic practice, strategic planning, career development, etc.

#### **4. Participatory and Engagement**

The Festival commissions participation residencies with communities of interest, this agreement will outline the intention for the engagement (relationship development, Creative Enquiry, methodology research, participant objectives, capacity building etc), will specify the duration of engagement, the anticipated contact as well as production, marketing, producing support etc if an output is intended. The Festival pays a €250 day rate for engagement/facilitation and a €150 day rate for meetings, and studio development days.

#### **5. Others**

Cork Midsummer Festival also pays artists for events during the Festival and Launch - artists presenting in any capacity in any festival context are paid at rates consistent with Performing Arts Forums's annual Payscales Survey results

This policy will be reviewed by the Board of Cork Midsummer Festival in July 2027

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