

2024 WINTER LAB  
OVERVIEW INFO PACKET

Dear Applicants,

Thank you for your interest in our Winter Lab program!

The following document will provide an overview of the process for submissions and, if accepted, the preparation that makes for a successful development experience. Like each of the projects, Winter Lab is ever-evolving and expanding. Our aim is to empower artists, support new Australian work and connect a robust community of curious minds.

If this Overview Info Packet is overwhelming or dissuading you from applying, please reach out via email and we can help find an alternative that supports your application.

Warm regards,

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New Work Manager, Antipodes Theatre Company

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## SUBMISSION CRITERIA

- As the Lead Artist(s), you are based in Australia.
- The work is intended to be performed in front of a live audience.
- The work has not yet been published or had a full production. We typically only commit to developing work where we have the option of producing (or co-producing) its World Premiere.
- A minimum of 50% (or a majority) of roles in the work must be played by women, ethnically diverse artists, people with disability, trans or non-binary actors, seniors or other members of historically or culturally marginalised communities that are not well represented onstage.
  - NOTE: Your script doesn't need to be written to fit this criteria, but you confirm by submitting that you are comfortable casting to fit this criteria.
- You are the sole owner of the work, all of which is wholly original (except to the extent that it contains material which is in the public domain or for which you have obtained or are not required to obtain permission to be used in the work), and has not been otherwise copied in whole or part from any other work;
- You have the full authority to grant production rights;
- Neither the work nor its use violates, conflicts with or infringes upon any copyright or rights of privacy or publicity, nor does it defame any person or entity.

For more information on Antipodes, check out our [Mission](#) and [Core Values](#).

## KEY TERMS

**Lead Artists** are the main creative forces behind each project. They could be the sole creator or already be working as a team. Typically, Lead Artists are expected to stay with the project beyond the Winter Lab as an essential part of the creative team. At all times, the Lead Artist(s) will control the trajectory of the process and how best to use their time during the Winter Lab.

**Collaborators** are the other individuals (directors, dramaturges, actors, choreographers, designers, intimacy consultants, etc) paired with Lead Artist(s) to work on their project over the course of the Lab. The Collaborators' task is to support and empower the Lead Artist(s) point of view in accelerating the project along its development trajectory.

Each project will also be assigned an **Project Associate**. They can be utilised for feedback, reading material, participate in activities, discussions or other engagement as it best suits the Lead Artists' process. They will likely be paired with a project because they have an interest in the style or subject matter of the piece. They will check in with Lead Artists periodically, sit in on Active Work Sessions, assist with organisational tasks and report to the Producers should any issues arise.

**Active Work Sessions** are defined as any times when Collaborators are “called” to work on a specific project (max six hours per day). Each project’s schedule will be based on the availability of the Collaborators (with a minimum of one day off for every six consecutive days) and will typically be scheduled in 2-3 hour segments, though this may vary depending on the project. Each Collaborator can be engaged for a maximum of 20 hours over the course of the Lab.

**Open Sessions** are intended as an opportunity for everyone to get a glimpse into the other projects (and vice versa). Lead Artists can choose to present a reading or excerpts of their work, host a discussion, run relevant workshops with a large group, or use this time as another Active Work Session with the rest of the Lab as ‘flies on the wall.’ Audiences for Open Sessions will be made up of Lab participants and invited guests. Each project must host an Open Session and these will be limited to 30-45 minutes per project. We discourage Lead Artists from spending too much time ‘rehearsing’ their project (if they are presenting material as part of their Open Session) or including any ‘staged’ elements such as blocking, lighting, scenery, costumes, etc.

## SUBMISSIONS PROCESS

**Round One.** Antipodes Theatre Company is committed to supporting artists as well as new work. We try to assess whether applicants are likely to create amazing work, and whether we think they will uniquely benefit from our support. Often, we prioritise projects that are still in early stages of development over those that have already gone through previous developments/workshops.

Once you’ve submitted the application form, a panel of Antipodes representatives and industry professionals will review all applications and create a shortlist of projects for follow-up Zoom interviews. Unsuccessful applicants will be notified and provided feedback about the strengths and weaknesses of their submission, provided they meet the submissions criteria.

**Round Two.** Shortlisted applicants will complete follow-up Zoom interviews with all or some of the panelists. You may be asked to provide additional information or work samples prior to and/or after your interview. The panel will then select the projects for the Winter Lab. Unsuccessful applicants will be notified and provided feedback about the strengths and weaknesses of their submission.

**Successful Applicants** will be sent an offer via email, and confirm their acceptance via a DocuSign agreement. The Producer(s) will then confirm your ideal schedule structure and a list of potential collaborators (see more below). Depending on the detail of your application, this may be done via email or a Zoom meeting if needed. Please note, we use Google Drive for project schedules and storage so please ensure you have made a free [Google Account](#) with your provided email(s).

## **MEDIA ANNOUNCEMENT #1 - LEAD ARTISTS & PROJECTS**

We will send out a media release featuring artist and project information (including working titles for the purposes of the Winter Lab), as well as creating a dedicated page on the Antipodes website. All the necessary information should be included on your application, however if you need to update or provide any missing items - this should be done upon acceptance of your offer.

## **LEAD ARTIST GROUP CHECK-INS**

Two check-ins will be held over Zoom with all Lead Artists and the Producer(s). These check-ins will provide an opportunity to build relationships with the other Lead Artists, hear about what they are working on and discuss how everyone is structuring their time. You can also prompt any offers from the other Lead Artists for feedback, suggestions or consultation as needed.

## **SCHEDULE - YOUR PROJECT**

Lead Artists may schedule Active Work Sessions between Tuesday and Friday, 10:00am-1:00pm or 2:00-5:00pm and only within the official dates of the Winter Lab. We want each project to keep 1:00-2:00pm clear for their lunch break so that Lab participants can come together in a common area to share a meal, chat about their process and build meaningful connections.

There are no expectations, outcomes or deliverables required of the Lead Artist(s) by Antipodes as part of the Winter Lab experience. We anticipate every project will be different, and want to provide as much structure and flexibility as possible. Based on previous Winter Labs, we've put together a rough framework below for how you may want to structure your time. You may desire an alternative or a hybrid of these options - tell us more! Please consider how much time you may need between sessions to accommodate writing, rewrites or formatting.

- Option A: Short sessions (2-3 hours per day) over two weeks with days off as needed
- Option B: Long work sessions (max 6 hours per day) over one week
- Option C: Long work sessions (max 6 hours per day) at the beginning and end of the Lab with a break in the middle
- Option D: Long work sessions (up to 6 hours per day) every other day or otherwise spaced out over two weeks

You don't need to have all Collaborators in the room at all times. If you intend to be on-site working without collaborators, perhaps as an incentive to write or to prepare for a session later that day, please include it on your schedule so the Producer(s) can factor you into daily operations.

## SCHEDULE - GROUP EVENTS

In addition to developing your individual projects, the Winter Lab is designed as an opportunity for you to grow as an artist and to build relationships with the others involved. To help facilitate this, we plan a variety of events on Mondays and Saturdays that all Lead Artists are expected to attend outside of their projects schedule:

- **Open Sessions** will be held on both Saturdays, so some of the projects will need to schedule their **Open Session** at the midway point of the Lab. These might be projects that are not planning a reading or presentation or that would like to get feedback to incorporate into their sessions during the second week. If you think your project would benefit from (or not be hindered by) having an Open Session at the end of the first week, please include that in your ideal schedule.
- **Artist Orientation:** An opportunity to introduce yourself and your project to the group, hear about the other projects, and meet the other participants.
- **Meet & Greet/Social Events:** Casual social events at chosen venues or onsite with food and refreshments.
- **Workshops:** We'll invite outside artists to lead workshops focused on equity, inclusion, mental wellbeing and other areas that we feel are vital to the artistic experience.
- **Panel Discussions:** An opportunity to engage with outside panelists (and each other) about trends, concerns, and outlooks related to the performing arts industry in Australia.
- **Retrospective:** Share your thoughts about the Lab, what worked and what didn't, your favorite or most memorable part, and what future plans you have for your project.

**Sunday** is the universal day off for all participants. Below is a projected schedule (subject to change).

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## 1 - 13 JULY 2024

PROJECTED SCHEDULE  
Subject to change

MONDAYS		TUESDAYS - FRIDAYS	SATURDAYS	
1/7	8/7		6/7	13/7
10AM - 11.30AM Artist Orientation	10AM - 1.00PM Workshop	10AM - 1:00PM Active Work Sessions	10AM - 1:00PM Open Sessions	
11.30AM - 1.00PM Meet & Greet				
PROVIDED LUNCH		LUNCH BREAK	PROVIDED LUNCH	
2.00PM - 4.00PM Workshop	2.00PM - 4.00PM Panel Discussion	2PM - 5PM Active Work Sessions	2.00PM - 4.00PM Panel Discussion	2.00PM - 4.00PM Retrospective
4.00PM Social Event			4.00PM Social Event	

## **SOURCING COLLABORATORS**

We will work with you to decide who the best people will be to collaborate on your project. It is important that we understand the full extent of what you hope to accomplish and how you plan to spend your time (to the best of your ability). That said, we want to remain flexible and adapt to your needs as they arise.

Once we've landed on the desired Collaborator roles for your project, we encourage you to provide a list of potential artists that you think are suitable for each role (and we will do the same). We'll ask you to list them in order of preference so we can go through the list as needed until we find someone who is available for the Winter Lab dates.

You may want to provide a brief open letter to any and all potential collaborators that we can send out outlining your intentions for the project and what you'd want to come from any collaboration.

We expect the majority of Collaborators will be assembled and assigned to projects within the first month after accepting your offer, provided that all Lead Artists are responsive during that time as we won't approach potential Collaborators without your interest and approval. Once Collaborators are confirmed, we will begin finalising your schedule.

As a new initiative, in 2024 we aim to provide both an Intimacy Consultant and a Cultural Consultant who will work across all projects.

## **YOUR PREPARATION**

This looks different for everyone. You could create mood boards, collect source images, list out activities for you and your collaborators, identify the questions you want answered, write several pieces of material for actors to play with...anything that will support your process.

Coming into the Winter Lab with a plan for each session will help you make the most of your time. Your creativity may stray from the plan, but it will provide you options and something to fall back on.

## **HONORARIUMS**

As an independent theatre company, we provide a modest honorarium to every participant in addition to the resources provided as part of the Lab (venue hire, printing, some meals provided, workshops, panels, etc). Each Lead Artist receives a \$500 honorarium, while Collaborator honorariums vary depending on the approximate amount of hours they are engaged for (ranging from 3 - 20 hours).

We recognise that it may not be financially feasible for everyone to take the necessary time away from 'day jobs' during the Winter Lab to take full advantage of your time. However, there is a lot happening over the two weeks and you will need to factor in preparation, downtime and potentially having additional savings to help avoid restraining your creativity. We acknowledge the privilege many of us are provided to solely focus on making art and reassure you there is no expectation that you should enter financial hardship to participate.

## **MEDIA ANNOUNCEMENT #2 - COLLABORATORS**

A week or so out from the Winter Lab, we'll announce the vast majority of Collaborators (if not all) via a media release and update our webpage.

## **THE 2024 WINTER LAB COMMENCES**

We'll provide the following:

- a dedicated work space for each project
- assistance with formatting and printing your scripts, sheet music, etc.
- lunch on both Mondays and Saturdays
- access to communal area for meals, meetings, etc
- opportunities for inviting other Winter Lab participants into work sessions or sitting in on other projects' sessions (outside of Open Sessions)
- option to invite friends, colleagues, industry and others to your Open Session
- resource packet containing industry and venue contacts, festival information and more

With notice, the Producer(s) will sit in on a few Active Work Sessions to check in on your experience during the Lab, participate and/or observe.

Near the end of Winter Lab - we'll also create an image featuring the headshots of everyone involved in this year's Winter Lab, to celebrate everyone's contributions.

## **POST WINTER LAB**

We'll schedule follow up meetings with Lead Artists to allow for a more personalised review of this stage of development. There are no expectations, outcomes or deliverables required of the Lead Artist(s) by Antipodes as part of the Winter Lab experience. However, we do base decisions about future programming on the outcomes of the Winter Lab, so it is in every Lead Artist's best interest to contribute to the development and integrity of the project if they wish to be considered for future opportunities in an Antipodes season. We try to keep in touch with all artists to hear about their progress outside of Winter Lab and reach out when we have suitable opportunities.