



**Lincoln Arts  
Centre**

**Vision  
2023 - 2026**

# Our Vision

A world transformed by  
creativity.

# Our Mission

To nurture the next generation of  
artists and artistic ideas to present  
work that challenges, inspires or  
delights.

# Our Values

Curious - We are always eager to learn, open to new ideas, to expand our knowledge of the way things work, broadening our approach and the people we work with.

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Courageous - We take risks, and try new things, knowing that if we fail people have our back. We challenge where we need to because we care, even if it makes us nervous.

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Collaborative - We foster an environment where we invest time and energy in other people and organisational partners to build long term, transparent and trusting working relationships or organisational partnerships.

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Global - We care about the inter-connectivity of our world, our relationship to the environment and the people in it. We are ambitious for Lincoln and its place in the world.

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Resilient - We live in a world of many challenges so securing our resources, and people's wellbeing is important so that we continue - it is a long game, not a fast one.



BA Fine Art, UoL, University of Lincoln, Performance, sculpture, mixed media, painting, installation, audio visual, technology, projection, Photo- Phil Crow

# Lincoln's Future Arts Centre

The Future Arts Centre is a research project and consultation where we open our doors and invite conversations about our mission and vision. The first phase took place in October – December 2022. We hosted a series of workshops, online conversations, and a survey to discuss with our community where we want to go across four thematic pillars: Perception, Programme, People and Place.

Over 200 people weighed in and the learnings we gathered feature in this plan and in our upcoming activities, including in the setting up and running of our new critical friends' group. Our community, made up from those who engage with our art centre and those who haven't yet, want to see bold and innovative work, they care for an inclusive and dynamic environment, and they look forward to seeing more talent nurtured at the Lincoln Art Centre. We look forward to providing this and more.



# What people have said so far...

1.

Serving the community and doing good work for and with it was one of the main ideas to come through our consultation across all four pillars. Community seemed to mean different things and we will ask our Critical Friends' to help us define this further.

2.

Art is important and what makes us distinctive. Socially engaged art that challenges, inspires, delights and entertains was often highlighted as one of our priorities going forward.

3.

Our place within the University of Lincoln is something to hold on to and be proud of. Our consultation highlights that we should lean into how this drives artistic innovation and new ideas.

4.

We discussed at length the need to make our cultural offer distinct from everything else that is offered in the region. Nurturing young talent and the robust support of academia will help us with this.

5.

Building and nurturing something that lasts is important. This will take time,, but we know where our community wants us to go and we will work hard to get there.

# Pillars of Transformation

In order to reach our goal to completely transform Lincoln Performing Arts Centre from a traditional model to a receiving house, to an organisation fit for a post pandemic world. We identified four key areas of focus.

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**People** – we want to include and promote creative engagement across all our people. We established our critical friends' group through a process of open applications to increase transparency and drive organisational change.

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**Programme** – we want a public-facing artistic programme developed in collaboration between academics, industry and the public working with artists at national and international levels.

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**Perception** – we want to be an arts centre with a strong and evidenced civic purpose, perceived by the public and our university as dynamic, outward-facing and completely overhauled digitally and physically to suit our vision.

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**Place** – we want to create a welcoming social and active place which contributes sustainably and economically to the University's commitment to net zero by 2030.

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Underpinning and included in these pillars are our three organisational drivers: building resilience, taking climate action and championing diversity. The following pages outline our immediate priorities per pillar. A full delivery plan is outlined in our business plan.

# People

Our people are our greatest asset. When they are looked after and motivated they'll ultimately drive the transformation we seek. We're initially focussing on the following objectives for people

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1. Develop a values-led, inclusive workplace for all staff and volunteers, embedding work, wellbeing and professional development focus in regular 1-2-1s

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2. Establish new Governance group that enable accountability with our stakeholders.

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3. Establish process for monitoring impact and diversity statistics with our audiences, participants, partners, staff and develop new EDI action plan alongside University.

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4. Promote and utilise our place within the university to drive higher standards of training.



# Perception

How we are perceived impacts almost everything we do. We must have a greater awareness of how different people perceive us, work really hard to challenge and positively change how we are viewed. Our initial priorities for this are:

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1. The arts centre viewed as a facility for the whole university, doing work on our campus, city, county and country.

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2. Deliver a new website and enhanced digital output to dramatically improve the experience people have with us when interacting online..

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3. Brand refresh that represents the breadth of the arts centres work and highlights the centre as a framework from within which art is created, collaborations made, and audiences, artists and academia meet.

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4. Re-positioned as a University Arts Centre, that prioritises talent development and dramatically enhances student experience, learning and graduate outcomes.

# Programme

The programme we co-create with our academic colleagues, industry peers and communities are how we deliver our mission of A World Transformed By Creativity. It's integral to what we do. We will prioritise:

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1. Public facing programme built from within working with local and international artists, in-line with a new Artistic and Programming Policy that prioritises contemporary performance and visual arts, new artists and new artistic ideas through talent development, innovation, research, working internationally and excellent children and young people's work.

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2. Collegiate approach to programming, informed by different schools and colleges working together with commitment to local ecology through artistic proposals open submission window which is used to facilitate collaboration across the university – not just within LAC.

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3. Visual arts programme developed as Project Space+ is incorporated into LAC.

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4. Establish Peer Review framework with Critical Friends group.

# Place

The places we manage and make art in are one of our best assets, from state of the art facilities to beautiful campuses and rich historic Lincolnshire, It's important people want to visit our place and protect our environment. We will prioritise:

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1. Revive our external and internal spaces through a clear investment plan, in line with brand refresh and Perception objectives.

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2. Review Café offering, with a view to making it an in-house social enterprise or working with a trusted third party on a commission basis.

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3. Deliver carbon literacy training to all staff, and work with expertise at the Lincoln Climate Commission to reduce our carbon footprint and embed sustainability practices in-line with universities commitment to Net Zero by 2030. This includes making environmental sustainability a key criterion for any new projects or commissions and embedded in the selection process or hire agreement.

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4. Embed creativity into the fabric of the building through commissioning of new artistic work.



Ensemble Show: The Inescapable Hourglass (Dir. Teo Ghil) | BA Drama & Theatre / English (May 2022)

# Critical Friends

To help us on our transformation journey we have enlisted the support of twenty Critical Friends. These are volunteers from Lincolnshire and beyond and include people who work at the university, students who study at the university, audience members, teachers, NHS staff, people who work in the third sector, international and national artists and local independent arts producers.

These Critical Friends will meet with the team to offer feedback on our vision, and alongside our Governance Board monitor the progress of it. They will also peer review events and public outcomes, so that at each stage feedback is embedded so that we continually push for improvement in our work and ensure we remain relevant.



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# Lincoln Arts Centre



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