



2025 - 2029

Warwick Art Gallery

*Strategic
Plan*

Warwick Art Gallery connects its community with contemporary and regional art through exhibitions, education programs, and opportunities for creative participation.

We work with:

- Artists
- First Nations people
- Local arts clubs, organisations and places
- Media
- Mental health support agencies
- Other galleries and museums
- Touring exhibition bodies
- Schools
- Southern Downs Regional Council

We work for:

- Artists
- Community
- First Nations peoples\Older people
- People with special needs
- Schools
- Tourist
- Visitors

We are assisted by:

- Artists
- Community Groups
- Federal Government
- Funding bodies
- Local Art Groups
- Members
- Southern Downs Regional Council
- Sponsors
- State Government
- Visitors
- Volunteers

We acknowledge the traditional owners of the land on which Warwick Art Gallery stands and pay our respects to their elders past, present and emerging.

OUR VISION, PURPOSE AND VALUES

Vision

At Warwick Art Gallery, we believe in inclusivity, innovation, and the power of art to bring people together. We work to create a future where we shape a thriving cultural landscape for the Southern Downs.

Purpose

To strengthen community identity, support regional artists and contribute to the social and cultural vitality by inspiring creativity, connection and critical thinking through art.

Values

- **Creative Confidence** - We awaken and champion the creativity that already exists in our community - in farms, workshops, studios and homes.
- **Connection to Place** - We celebrate Warwick's distinct character and cultivate a cultural identity grounded in our region.
- **Participation & Belonging** - We create welcoming opportunities for everyone to engage, contribute and create.
- **Integrity & Excellence** - We deliver professional, thoughtful and high-quality artistic experiences.

About us

Warwick is proudly shaped by agriculture, industry and resilience. Warwick Art Gallery affirms that creativity is equally embedded in this identity.

In a time of economic pressure, social division and environmental challenge, the Gallery commits to strengthening creative confidence, fostering connection and contributing to the long-term cultural vitality of our region. In regional communities, the arts strengthen social connection and cultural identity, creating the foundations from which long-term cultural and economic value can grow.

Warwick Art Gallery fosters creativity and connection within its local community through inclusive exhibitions, workshops, and programs that invite participation and reflect regional stories and experiences. At the same time, it engages with the broader art world by presenting contemporary practice, supporting artists at all stages of their careers, and contributing to ongoing cultural dialogue beyond the region.

Our focus for the next four years

We will focus on strengthening community relevance, diversifying income, future-proofing infrastructure, growing audiences through experience, and building organisational resilience.



Deepen Community Value & Increase Visibility

(Addresses: cost of living, struggle for recognition, health & wellbeing, livability, recognition of local success)

- Emphasis on low-cost / free access and inclusive programming
- Clearly articulated and measured social impact (wellbeing, connection, education)
- Celebrate and platform local artists and stories
- Align strongly with council priorities like liveability and community pride

Sustainable Funding & Partnerships

(Addresses: dependency on local government funding, cost of living pressures)

- Build philanthropic relationships and sponsorships
- Develop earned income streams (workshops, retail, venue use, tourism-linked offers)
- Partner with health, education, and community sectors to unlock new funding avenues



Infrastructure & Environmental Responsibility

(Addresses: aging infrastructure, climate change)

- Advocate for staged infrastructure upgrades (accessibility, climate control, usability)
- Embed sustainable practices in operations and exhibitions
- Position upgrades as supporting regional growth and tourism readiness

Audience Growth, Tourism & Experience

(Addresses: population growth, experiential travellers, Olympics readiness)

- Design memorable, participatory experiences (not just exhibitions)
- Package the Gallery as part of a broader visitor journey in the Southern Downs
- Align programming with Brisbane 2032 - training, cultural tourism, regional visibility
- Target both new residents and cultural tourists



People, Leadership & Succession

(Addresses: succession planning, organisational sustainability)

- Develop clear succession pathways for staff, volunteers, and governance
- Capture institutional knowledge and strengthen systems and documentation
- Support professional development and leadership growth
- Build a pipeline of future advocates and champions

Operational Goals

1. Strengthen Creative Confidence and Community Value

We will champion creativity as essential to individual wellbeing, community connection, and regional vitality.

We will:

- 1.1 Expand accessible, affordable, and inclusive programming in response to cost-of-living pressure
- 1.2 Create pathways for first-time participants, emerging artists, and underrepresented voices
- 1.3 Embed evaluation processes to demonstrate impact on wellbeing, confidence, and participation
- 1.4 Strengthen recognition of the Gallery as an essential community asset



Operational Goals

2. Define and Elevate Warwick's Cultural Identity

We will position the Gallery as a leader in shaping and sharing Warwick's cultural identity locally and beyond the region.

We will:

2.1 Curate exhibitions that explore place, industry, resilience, and regional stories

2.2 Develop a signature, experience-driven initiative that reflects Warwick's distinct character

2.3 Align with tourism and regional growth opportunities, including Brisbane 2032

2.4 Increase the visibility of local artists and cultural stories to broader audiences



Operational Goals

3. Foster Connection, Inclusion and Civic Dialogue

We will provide an inclusive, trusted space that fosters connection, respect, and meaningful dialogue.

We will:

- 3.1 Create safe, non-partisan spaces for creative expression and conversation
- 3.2 Support programming that builds empathy, understanding, and social cohesion
- 3.3 Ensure equitable access across age, background, and geography
- 3.4 Contribute to the region's liveability through cultural participation and engagement



Operational Goals

4. Support Community Resilience and Environmental Responsibility

We will contribute to the region's resilience through creative response, environmental awareness, and sustainable practice.

We will:

4.1 Integrate creative recovery initiatives during times of crisis or disruption

4.2 Collaborate with local agencies to support community wellbeing

4.3 Embed environmentally sustainable practices in operations and programming

4.4 Advocate for infrastructure that supports long-term cultural and community resilience



Operational Goals

5. Strengthen Sustainability, Partnerships and Capacity

We will build a resilient, sustainable organisation that can thrive in a changing environment.

We will:

5.1 Diversify income through grants, partnerships, philanthropy, and earned revenue

5.2 Strengthen relationships across health, education, tourism, and community sectors

5.3 Invest in staff development, leadership, and succession planning

5.4 Advocate for and plan improvements to ageing infrastructure

5.5 Maintain high standards of governance, evaluation, and artistic excellence

These goals position the Gallery as a vital community asset, a driver of cultural identity, and a resilient organisation responsive to social, economic, and environmental change.

We will know we are succeeding when....

- Our community sees the Gallery as an essential part of regional life - reflected in strong participation, local pride, and clear evidence of its impact on wellbeing and connection.
- Warwick is recognised as a place of cultural richness, with the Gallery contributing to its identity as a vibrant, creative, and welcoming destination.
- The Gallery is resilient and future-focused, supported by diverse income, strong partnerships, and the people and infrastructure needed to sustain its work.



Organisational Structure

Warwick Art Gallery Inc Management Committee

Chairperson
Dr Paul Currie

SDRC Council Rep
Deputy Mayor Cr Sheryl Windle

Vice Chairperson
John Payne

Treasurer
Mandy Russell-Sharam

Secretary
Izelle Barnard

Warwick Artists Group Rep
Judy Currie

Warwick Potters Rep
Sandra Gordon

Committee
Barbara Bokenham
Amanda Booy
Tom Condon
Leah Kelly

Warwick Art Gallery Staff

Gallery Director
Karina Devine

Public Programs Coordinator
Dr Johanna Park

Exhibitions Officer
Laura Kubicek



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