

epicarts

2017 Review and Annual Report

IT'S TIME TO CELEBRATE ANOTHER SUCCESSFUL YEAR IN THE WORLD OF EPIC ARTS!

We'd like to thank all of our staff, students and partners for helping us make further progress towards our four key aims:

Spread the Message
Be Sustainable
Raise our profile
High quality in all that we do

Here are a few examples of how we did this in 2017...

HIGH QUALITY

in all that we do

Develop the quality of all our work to a high standard, ensuring best practice in all areas of management, the arts, inclusive practice and in the wider creative field.

49 HAPPY STAFF MEMBERS

61% of our staff have a disability or have a child with a disability.



“ I like working at Epic Arts because I have learnt a lot over the years. My skills and knowledge have improved a lot in all kinds of maintenance work. I've worked at Epic Arts for a long time and Epic Arts has become stronger & stronger. ”

Boron,
Caretaker

“ Working at Epic Arts has changed my life. My skills and confidence have improved so much, before I felt scared and shy all the time but then I joined Epic Arts and I became strong. Now I love showing that people with disabilities have ability. ”

Thou,
Theatre Team Leader

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a focus on CHILD PROTECTION

In 2017 we identified Child Protection as an area that we wanted to strengthen. Although we have Child Protection Policies in place we want to ensure that all of our staff to have good knowledge. Increased knowledge through high-quality training will ensure that best practices remain at the centre of our work.

One of our new partners is World Childhood Foundation. A focus in the coming year is to update our policy, build a strong child protection network, provide a supportive environment for children with disabilities and their families and build our capacity on Child Protection.



67% of IAC graduates were offered positions at Epic Arts or an Epic Partner.

All 12 students enrolled from 2015 - 2017 on the Inclusive Arts Course graduated in April.

67% of the class were offered positions at Epic Arts or an Epic partner.

“After two years of studying at Epic Arts, I wake up happy everyday something I never thought I'd feel again. Because of Epic Arts I have a future and I can do anything I want. I used to pity people with disabilities, even myself, but now I think that if you have a disability it doesn't matter! We can all do anything we set our minds to.”

– Chea, IAC graduate, Performer.



[Read Chea's full story online](#)



108 TEACHERS TRAINED in Inclusive Education Methods from 2014 - 2017

2017 saw the end of our partnership with Aide et Action. Over the course of the three and a half year project we integrated **139 children** into public schools, **trained 108 teachers** in inclusive education methods providing them with the skills knowledge and confidence to teach children with disabilities.

We partnered with **6 schools** in Kampot and supported **2 schools to install ramps and accessible toilets** for children with disabilities.

We learnt a lot over the project and will be using this knowledge of lobbying to help get more children into schools.

“ I learnt a lot from the inclusive education training with Epic Arts. Before I joined the training I didn't know that children with disabilities were capable of getting an education and I was surprised that they were able to learn letters and numbers. I believe that the experience I have gained teaching children with disabilities will be an asset in the future. ”

Kong Saokun, Integrated Class Teacher at KunSath School

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Female Dancers DOUBLED

We've come along way since Mary was the only female performer. We now have four women in Epic Encounters performance company.

In 2017 we employed two new performers, doubling the amount of women dancers from 2016. Epic Encounters is now made up of 29% females, with one of those women in a team leader role.

We've also seen an increase in girls joining the IAC course, with 4 girls (31%) currently studying dance, drama and arts on the course.





73% Leadership roles filled by women

Women fill leadership roles throughout the entire organization. From Co-Director, Sokny to Theatre Team Leader, Thou.

We're bucking the trend of male-led organizations. We provide equal opportunities for growth and promotion throughout Epic Arts, from senior management to our performance teams.

Women make up 55% of Epic Arts workforce. Not only do we have a higher percentage of women in leadership but also on an organizational level the average salary for females is higher.



“ I'd never seen someone like me in an important job. When I joined Epic Arts and saw that the Co-Director was a Cambodian woman with a disability it made me feel proud.

Seeing Sokny as the head of an organisation gave me more energy to keep going, to keep trying, to keep gaining experience and growing my knowledge and maybe one day I could be a role-model to a girl with a disability. ”

– Savun, IAC graduate, Performer

spread the
MESSAGE

‘every person counts’

Epic Arts spread the message that ‘every person counts’ through our work, to encourage a more inclusive society and challenge the perceptions of people with & without disabilities and the arts they create.

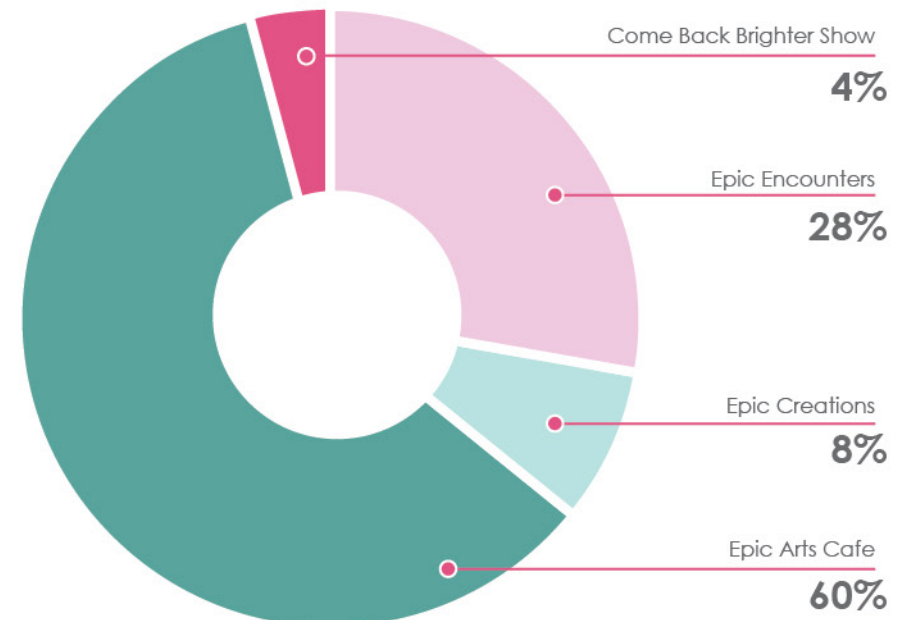


52% of our total income comes from our social enterprises

Our social enterprises, Epic Arts Café, Epic Encounters, Epic Creations & Come Back Brighter all help us to be sustainable.

The rest of our income comes from individual donations and partners.

Social Enterprise income Breakdown 2017



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WOW! 20,960 PEOPLE REACHED

The total number of people we recorded as actively engaging with Epic Arts in 2017, through our Education, Community and Social Enterprise programmes.



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48 ARTS CLASSES at two schools

We continued to deliver our Arts in Schools project, which gives children opportunity to learn and have fun through the arts. Our facilitators are all people with disabilities and the weekly classes give children time to build rapport and have positive experiences with people with disability breaking down stigma and challenging children's perceptions.

“ I really love teaching the children on the project. At first I was shy in front of them and they seemed a little scared of me. Over time I've built relationships with them, I've seen a change in how they are around me. At the start they seemed frightened and laughed, they didn't want to touch my arms. Now they are happy to work with me and they feel comfortable around me. ”

– Chea, Epic Encounters Performer

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THREE WEEKS IN USA

Co-Director, Onn Sokny was one of hundreds selected to be part of the International Visitor Leadership Program. Sokny and 20 other leaders visited six US states to discover how organisations are promoting social change through the arts. Sokny was able to gain insight whilst also sharing how Epic Arts is advocating for social change around the perception of disability, through the arts.

“ Thanks to the United States Embassy in Cambodia for selecting me, I met 24 arts organizations and spent time with 20 other leaders. The trip allowed me to learn more about social issues on a global scale from the organisations I visited, but also from the other fellows. We are from different cultures and religions but we are all facing similar challenges in our own societies. The trip gave me food for thought and made me more determined to continue what we’re doing at Epic Arts.” ”

– Onn Sokny, Co-Director, Epic Arts

ONE

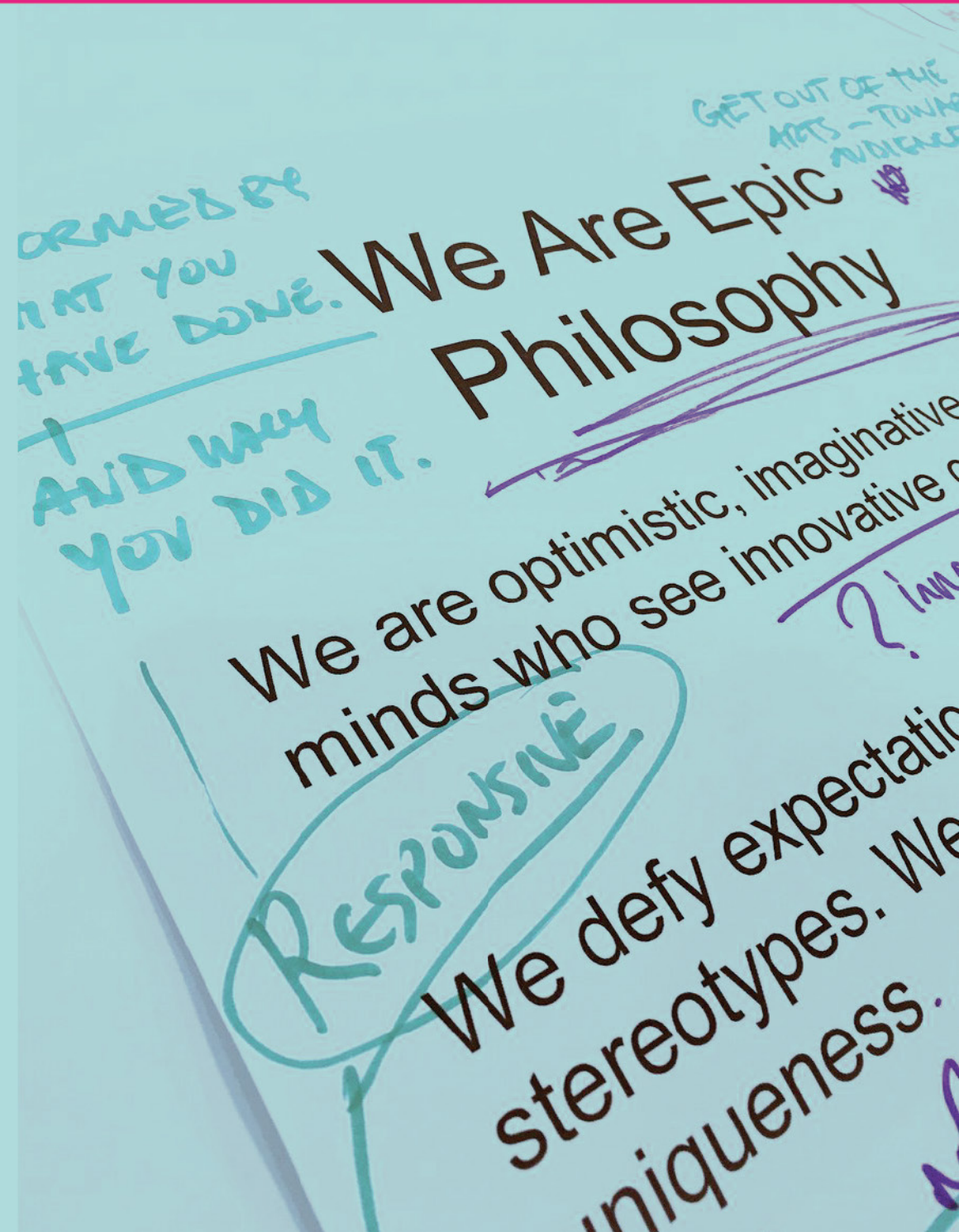
sister organization

Co-Director, Anthony Evans successfully landed funding from Arts Council England to develop a strategy to bring Epic Arts ideas & values to the UK. Our sister organization, 'We Are Epic' was born.

We Are Epic is a new arts company aiming to develop diverse artistic talent & excellence.

Ant and the team are working in the UK to identify pathways, create inclusive professional trainings and broker innovative international collaborations.

[Find Out More](#)



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ONE NEW DANCER

When Thouen graduated from IAC in 2017, he told us he wanted to dance and he starred in our UNICEF funded interview series, [watch his interview here](#).

Since July 2017 we've been working on a new duet performance piece based on Thouen's struggles with communication and finding his voice.

This is our first collaboration with our sister organization, We Are Epic. Who brought international arts producers to Cambodia to start the project in late 2017.




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13 NEW STUDENTS

In October 13 new Students joined the Inclusive Arts Course.

“ I saw the Epic Arts videos that's why I joined the course. I want to be a star in the next video! ”

– Ly, IAC Student



EVERY PERSON
IS A CREATIVE
GENIUS.

Be SUSTAINABLE

Create sustainability through the organisation in areas of funding, staff development, programmes, social businesses and in the way that we grow in the future

WE SECURED THREE NEW PARTNERS

We'll start new projects with **Komar Pikar Foundation** and **World Childhood Foundation** in 2018.

Alta Mane pledged their support to the Inclusive Arts Course.

Thanks to UNICEF, WaterAid, GIZ, United World College South East Asia, Stop Exploitation Now, Light For the World and RideAid for their support in 2017.

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10% INCREASE

in income at Epic Creations

Epic Creations moved into the upstairs at the Epic Arts Café. The move has not only decreased expenses but seen an increase in sales. Profits are up, helping Epic Arts to become more sustainable.

WE CONTINUED TO DEVELOP AUDIENCES

We put a lot of emphasis on testing ideas and reflecting to find what works.

We had our second run of our flagship tourist dance show in early 2017 and a third run in late 2017- early 2018.

Learning from the first year of the show we tested out new ideas for the operation of the show, which increased our profits and saw our audience numbers grow. With economic changes happening in Kampot, Epic Arts aim to develop further audiences and ensure increasing tourist numbers means increased opportunities for our beneficiaries.

Thanks to local businesses Mad Monkey Hostels, The Columns Hotel, Rikkitikitavi, Les Manguiers, Knai Bang Chatt, ACLEDA Bank Kampot, Villa Vedici and Boutique Kampot Hotel for sponsoring the show.



1,405 COOKIES SOLD

and with **14,000 customers** passing through our doors we're looking to the future.



“Run by lovely staff. Be here and support the good cause-charity to empower and bring people with and without disabilities together.”

- Mya, TripAdvisor Reviewer



“The idea behind this cafe is heart warming and the staff are superb both on the counter and the servers.”

- Tyler, TripAdvisor Reviewer



Our first social enterprise, Epic Arts Café opened in 2006 to increase employment opportunities for people with disabilities in Kampot. But, the café has become so much more, it's now at the heart of our funding strategy.

To increase our sustainability and grow, we're looking to the future. In 2018 we're looking for investment to expand Epic Arts Café. Contact Anthony@epicarts.org.uk for more information.

RAISE OUR PROFILE

Raise the profile of Epic Arts as a leading international inclusive arts organisation, on both a national and international scale.

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1 MILLION VIEWS, 1 innovation award, 3 film festival selections

of our first original song 'Leang Somart'

Working with WaterAid Cambodia we created our first original pop song and music video. The video was a huge success on social media and spread the message of washing your hands and good hygiene.

[Watch the video](#)



 **WaterAid**



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FIVE POP STARS

Thanks to SMART and the SMART pop stars, Adda, Bross La, P-Sand, Chesda Van and Soriya Oung, for supporting our work and being in the music video for our first original pop song, Leang Somart.

Pop stars have a huge influence on the general public and can help us in our mission to change the perception of disability. Working with them enables our work to reach a wider audience. It also highlights that people with disabilities should be able to participate in mainstream media.

We hope that we can continue working with high-profile artists to show that every person counts. Special thanks to WaterAid on the collaboration.

[Watch the video](#)



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रामायण की अद्भुत प्रस्तुति

कम्बोडियन एपिक आर्ट की प्रस्तुति के बाद इन्क्लूजन ग्रुप द्वारा विभिन्न प्रस्तुतियां दी गईं। जिनमें सबसे पहले सूफी गायन पर आधारित डिवाइनिटी ऑन व्हील्स की साढ़े पांच मिनट की प्रस्तुति हुई। जिसमें पिया हाजी अली... गाने पर नृत्य प्रस्तुति हुई। इसके बाद अद्भुत रामायण आधारित प्रस्तुति हुई, जिसमें राम-सीता का वनवास, सूपनखा का नाक काटना, सीताहरण, अशोक वाटिका में हनुमान का संदेश देना और राम-रावण युद्ध को दिखाया गया। वहीं बॉलीवुड ऑन व्हील्स में जूबी-डूबी... गाने पर प्रस्तुति दी गई।



पढाई के साथ रोजगार मिलने से मिलती है टिशा



WE VISITED INDIA for the first time!

Epic Encounters visited India to perform in an international inclusive arts festival. The visit caused quite a stir as the company was featured in local and national press.



Charts and
FIGURES

SOURCES OF INCOME 2017

Donations & Fundraising

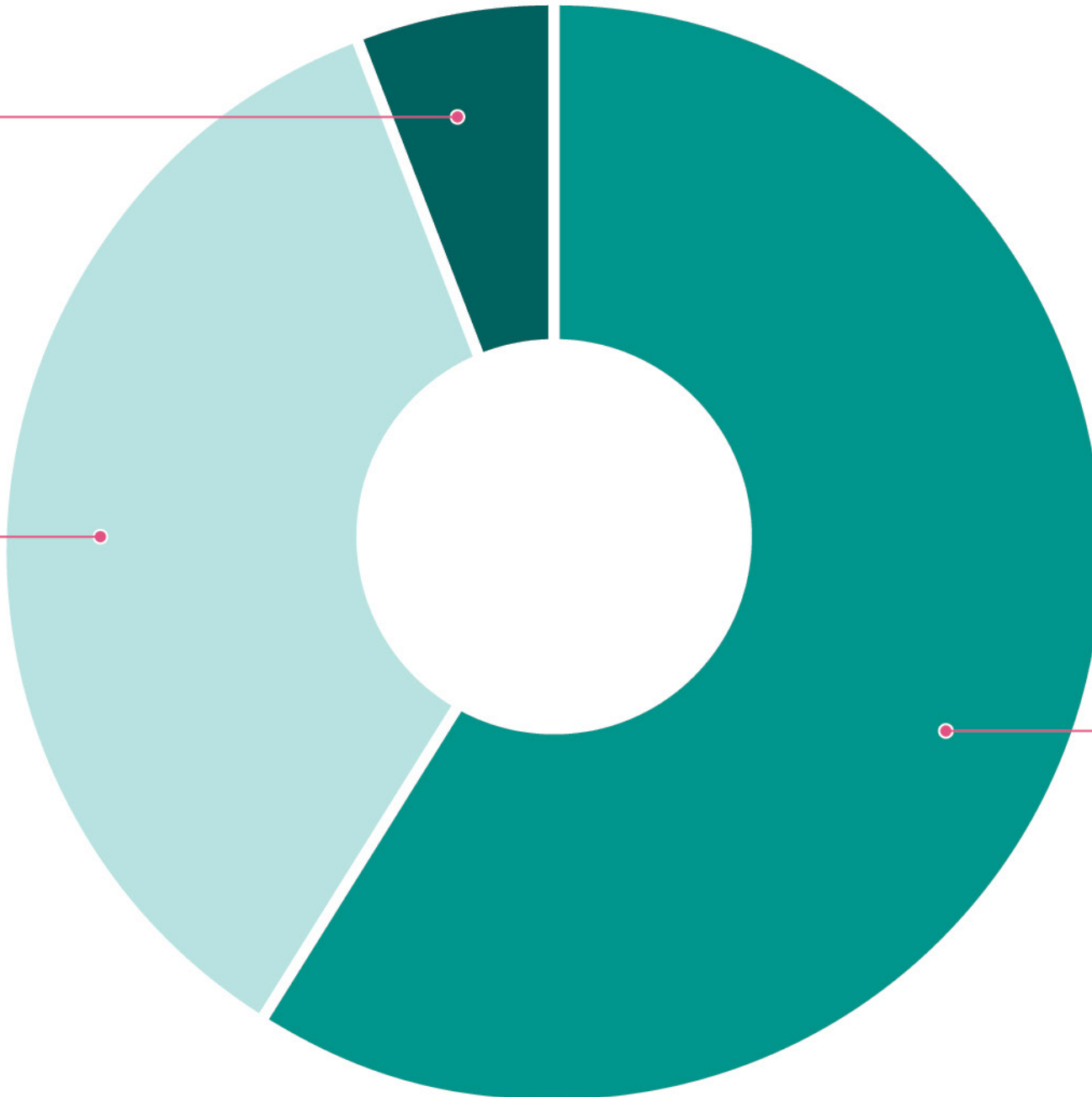
16%

Partner Funding &
Student Sponsorship

31%

Social Enterprise
Programme

52%



SOURCES OF INCOME 2013 – 2017

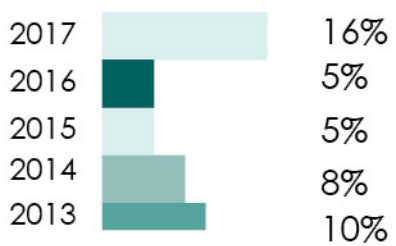
Epic Arts Social Enterprise Programme



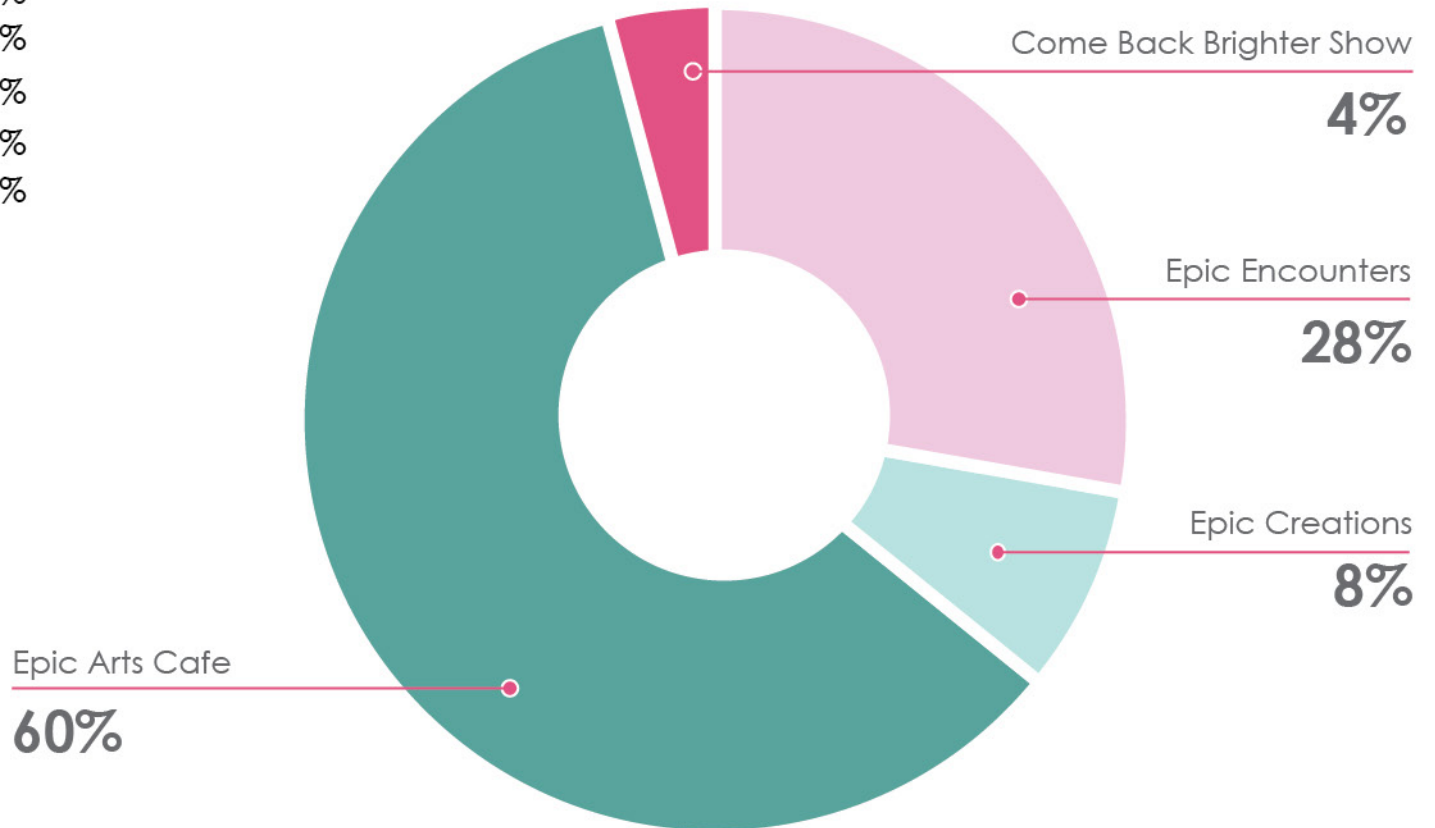
Partner Funding and Student Sponsorship

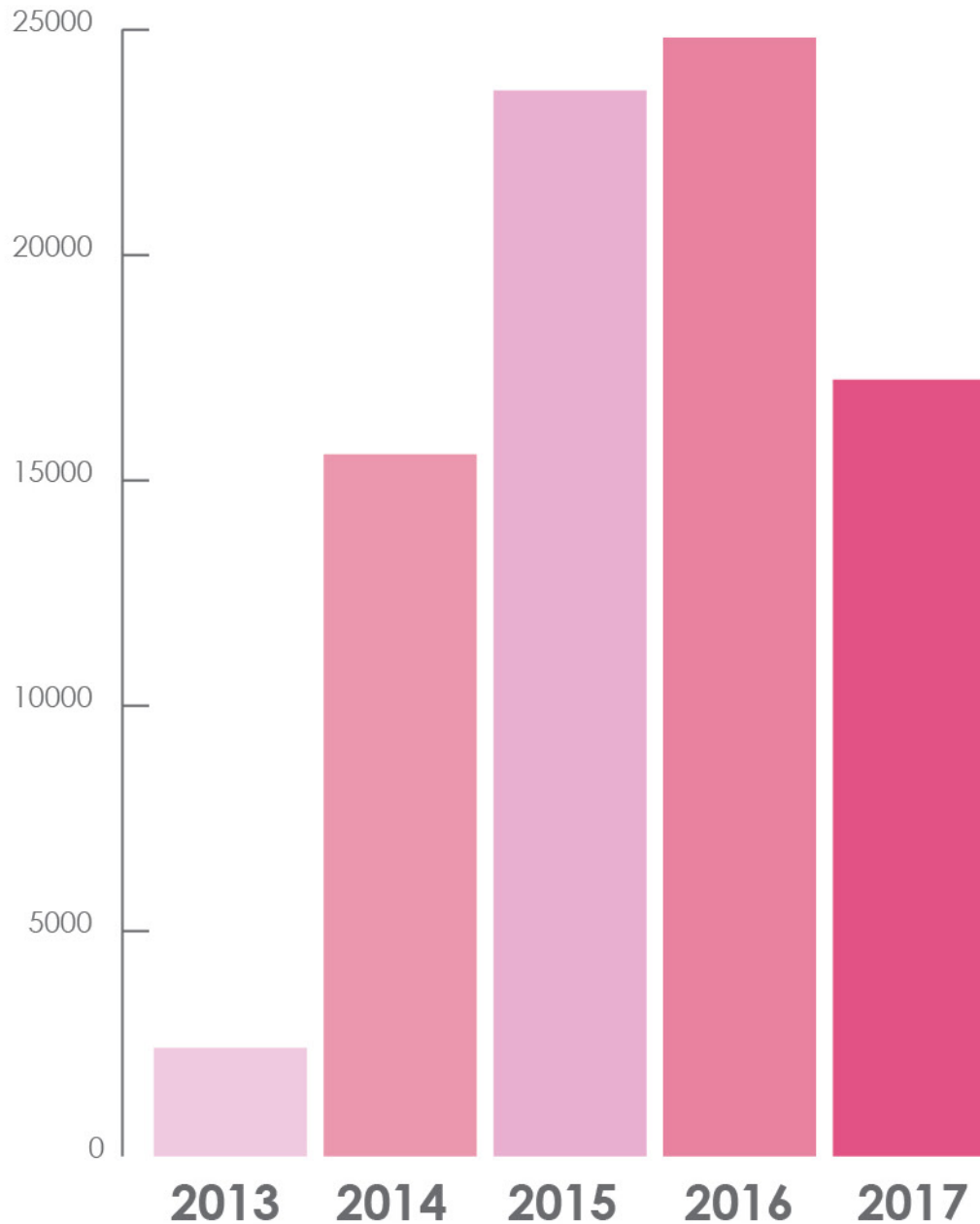


Donations and Fundraising



SOCIAL ENTERPRISE INCOME BREAKDOWN 2017





EPIC ARTS CAFE, KAMPOT PROFIT TREND 2013– 2017

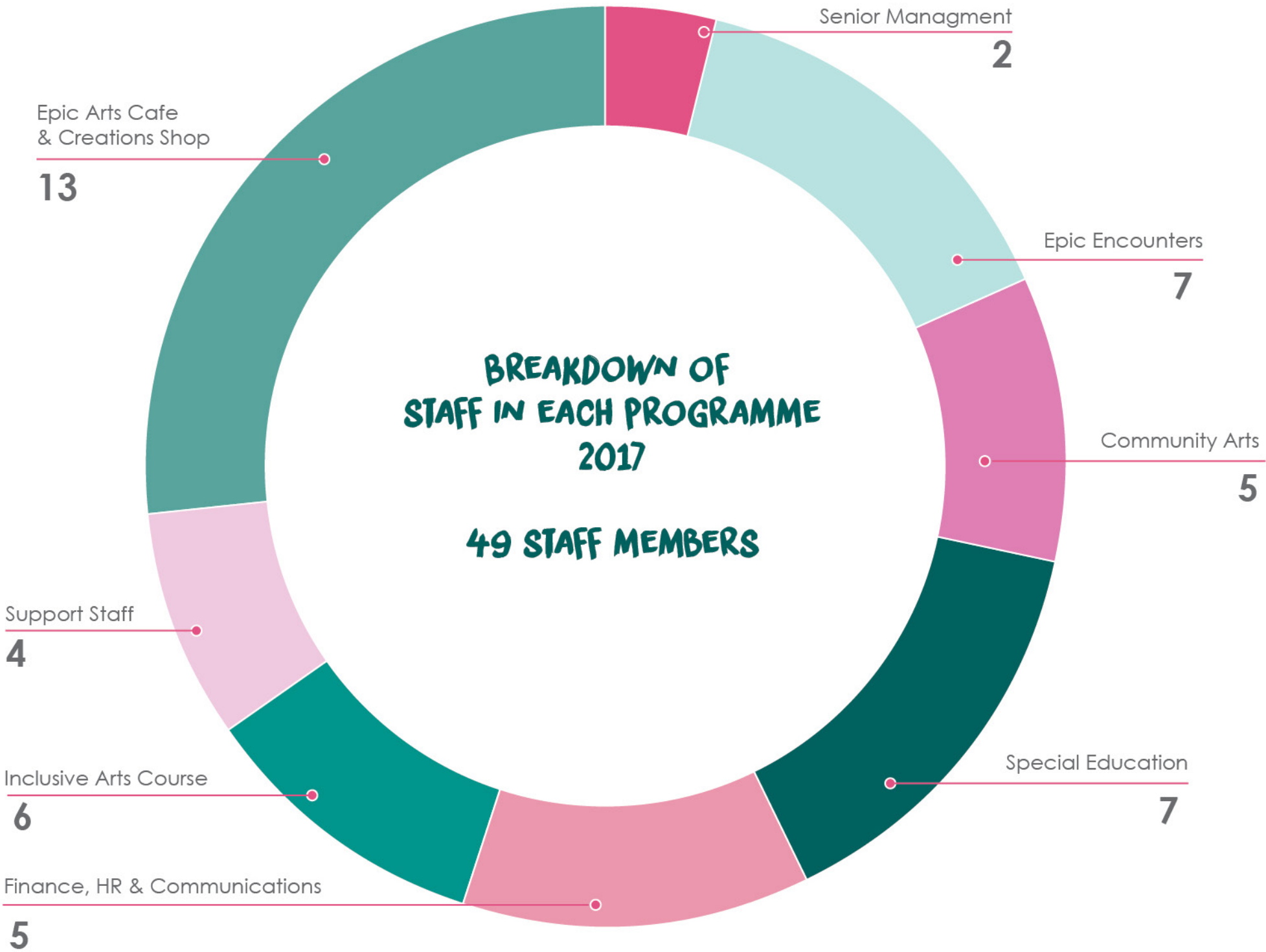
The cafe has gone from strength to strength over the last few years, however 2017 saw the economic climate in Kampot change and even though we are generating similar levels of income levels our expenses are growing.

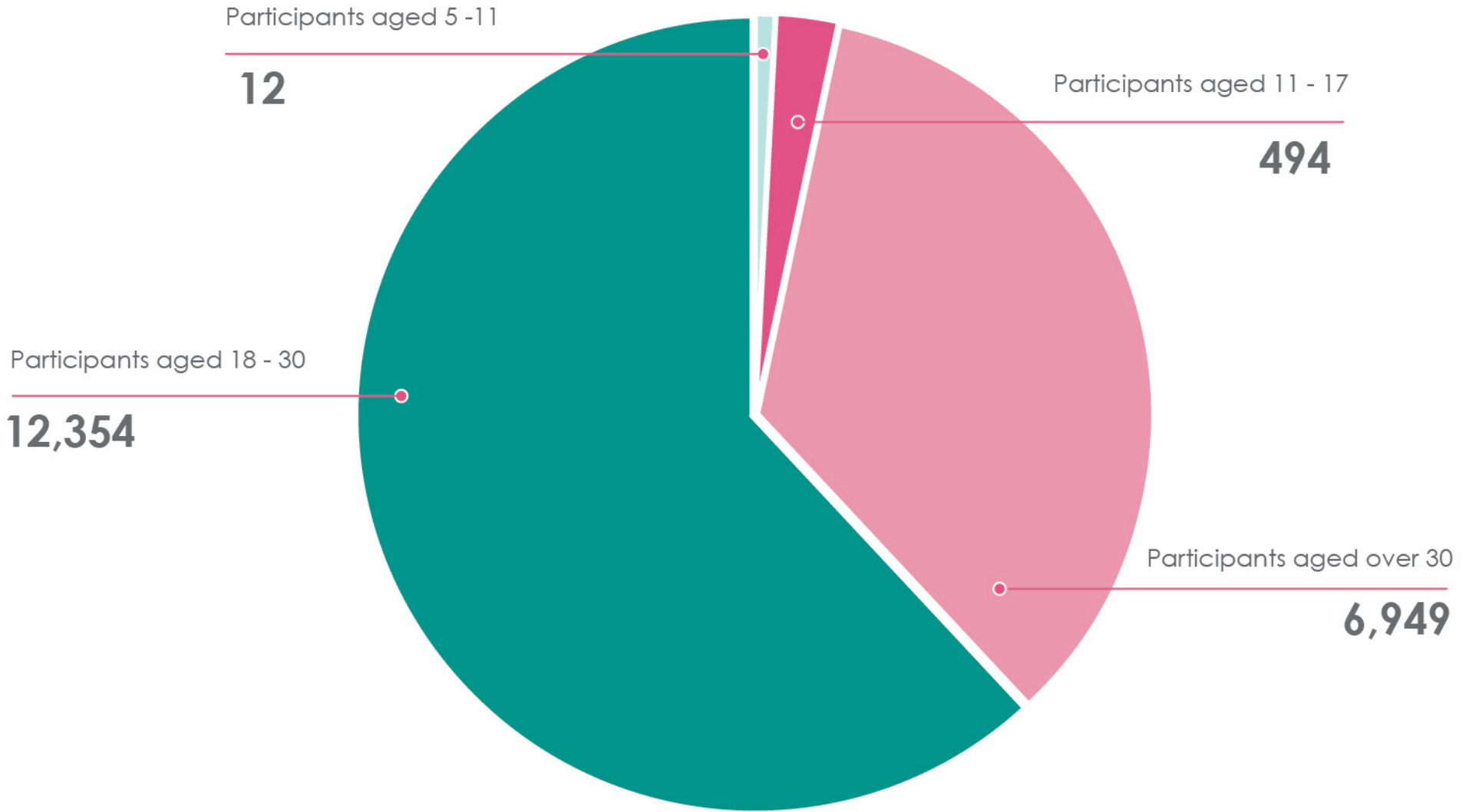
It's time for us to expand and grow the model and we're looking to the future. In 2018 we're looking for investment to expand Epic Arts Café.

Contact Anthony@epicarts.org.uk for more information

BREAKDOWN OF STAFF IN EACH PROGRAMME 2017

49 STAFF MEMBERS





20,960 PEOPLE PARTICIPATED WITH EPIC ARTS IN 2017

20,960 people attended workshops, performances and classes run by Epic Arts.

These were held in Kampot, elsewhere in Cambodia and overseas.

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**Interested in working
with Epic Arts? Talk to
the Management Team**

Kim Coogan
Office Advisor

Talk to me about...
General Epic Arts
queries

Kim@epicarts.org.uk

Ou Buntheng
Operations Manager

Talk to me about...
Performance &
workshop bookings

Buntheng@epicarts.org.uk

Sok Rachny
Finance Manager

Talk to me about...
Finance & social
enterprise

Rachny@epicarts.org.uk

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**Interested in working
with Epic Arts? Talk to
the Co-Directors**

Onn Sokny
Country Director

Talk to me about...
Epic programmes

Sokny@epicarts.org.uk

Anthony Evans
Executive Director

Talk to me about...
New projects & opportunities

Anthony@epicarts.org.uk

Thanks to all private sponsors and donors for their continued support of our work.

LET'S HAVE AN EPIC 2018