

AUSTRALIAN INSTITUTE FOR THE CONSERVATION OF CULTURAL MATERIALS

STRATEGIC PLAN 2016-2020

Discover. Connect. Preserve.

STRATEGIC PLAN 2016-2020

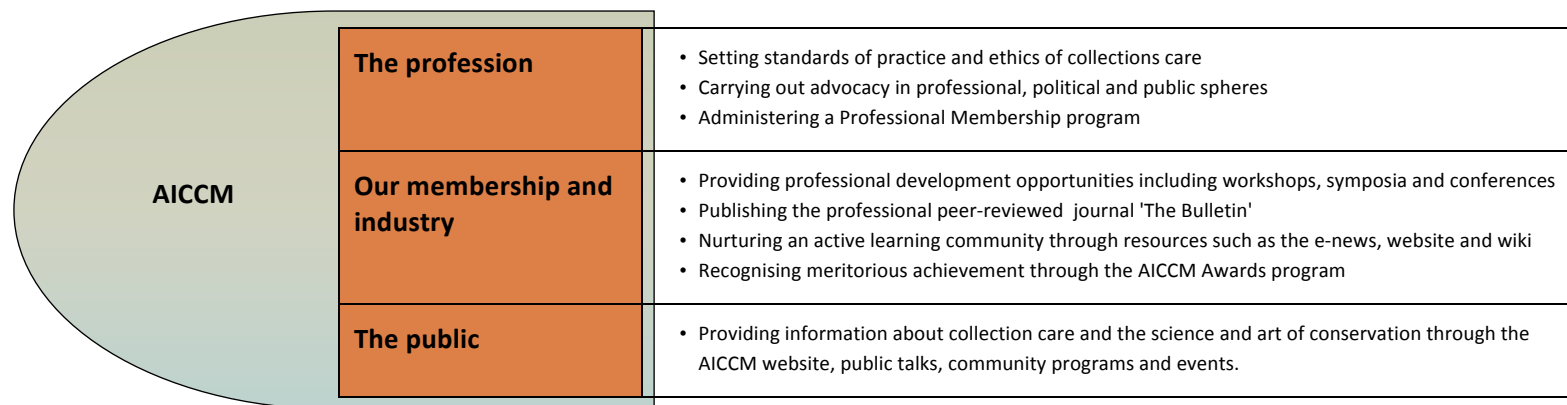
Introduction

The Australian Institute for Conservation of Cultural Materials (AICCM) is a not-for-profit organisation concerned with the conservation, preservation, research of, and access to Australia's tangible and intangible cultural, historical and scientific heritage. Since 1973, the AICCM has actively worked to promote the long-term care of Australia's heritage in recognition of the role that it plays in developing and enhancing our national, community and familial identities.

The AICCM is committed to preserving Australia's heritage as a resource for present and future generations. We recognise the knowledge, skills and stories that our heritage embodies, and its role in creating a vibrant, rich and resilient society. We research and care for objects, artworks, documents and digital media of cultural, social, scientific and personal significance from the past and present and acknowledge these as agents of memory, inspiration, information, evidence and discovery through which personal and collective stories are told through time.

Our work

AICCM promotes the science, craft, knowledge and skills used to investigate and conserve Australia's cultural, historical and scientific heritage. As the peak professional body for conservators within Australia, we are active in supporting and furthering the three areas: the profession; our members and those engaged with the preservation of cultural, historical and scientific heritage; and the public interest.



Our membership is made up of professional conservators, conservation students and cultural heritage member organisations as well as those in related professions, such as archivists, curators, librarians and volunteers working within the museums and heritage sectors. Many of our members focus their work in particular material specialties such as books and photographs, paintings, furniture, digital media, contemporary art, textiles; operational specialties such as collection management, preventive conservation and environmental analysis, conservation science; or in environment-specific capacities such as Antarctic or underwater heritage. They work in public cultural, historical and scientific institutions such as galleries, libraries, archives and museums and in private practice.

About Us

- The AICCM is a not-for-profit association that was established in 1973 and incorporated in the Australian Capital Territory in 1977. AICCM is the professional organisation for conservators in Australia. AICCM is the national body and in addition to it there are local state and territory divisions that are separately incorporated. AICCM is governed by a constitution, the most recent version of which is dated 25 September 2014.
- We have over 595 members made up of Australian and international conservators and allied professionals (79%); students (16%) and collecting, heritage or educational organisations (4%). Over 22% of our members are Professional Members, which recognises a minimum of six (6) years professional industry experience and an on-going commitment to professional development. Our Professional Members use the prefix PMAICCM to designate their status.
- Income derives from membership fees (67%); AICCM workshops and symposia (15%); and advertising (7%). The remaining 11% is made up of sponsorship, investment returns and copyright royalties.
- In 2008, the AICCM established the AICCM Public Fund and was registered on the Government Register of Cultural Organisations. AICCM is endorsed as a Deductible Gift Recipient (DGR) by the Australian Taxation Office.
- The current structure of the organisation is dependent on a voluntary National Council and six (6) State/Territory Divisions who carry out the strategic and administrative work of the AICCM. There are eleven (11) Special Interest Groups (SIGs) who organise symposia, workshops and other professional development programs. They are supported by contract staffing of 0.8 FTE positions, divided across key functional roles of Secretariat and Web Editor.
- Over the last 40 years, AICCM members have been instrumental in establishing public and private conservation studios across Australia and have acted as advisors on government policy through the Collections Heritage Council (later Heritage Collections Council). As part of the Heritage Collections Committee (HCC) Conservation and Collection Management Working Party, AICCM members were instrumental in developing a range of policies and publications that ensured long-term preservation of Australia's cultural, historical and scientific heritage and remain widely used resources today. These documents include: National Conservation and Preservation Policy for Movable Cultural Heritage, Canberra, 1995; National Conservation and Preservation Policy and Strategy: Australia's heritage collections, 1998; Significance (2001), Significance 2.0 (2009), re-Collections (1998), Be Prepared (2000) and Guidelines for Environmental Control in Cultural Institutions (2002).
- Research within the conservation field is disseminated via The Bulletin, a peer-reviewed journal first published in 1975. In 2015, publication of The Bulletin was transferred to Taylor & Francis cementing its place amongst the premier international conservation journals.
- The AICCM publishes a quarterly e-newsletter. In 2015, the AICCM transferred format of its Newsletter publication from print to e-news to permit greater distribution and support web search functionality. Our commitment to communicating the importance of conservation and its impact on society through the sharing of member projects and aggregating conservation news generally, was aided by the appointment of a part-time Web Editor to manage social media; the e-newsletter and the website.

Summary

This Strategic Plan is a response to the challenges and opportunities faced by the AICCM within the next four years. As a strategic document, it is reflective of longer-term agents of change affecting the profession. Below are the issues that are currently recognised as the most significant to the organisation:

- **A sustainable organisation**

Critical to our viability is the ability to manage our financial and human resources, to meet the expectations of our membership. Currently 70% of operating costs are covered by membership fees, and we have limited resources to expand services. Key areas towards sustainability are to:

- Understand and satisfy membership base.
- Develop fundraising and marketing capability to support conservation projects within the community.
- Develop Executive Officer role with suitable remuneration.
- Build the capacity and skills of our volunteer base. The AICCM is dependent upon the volunteer hours of its membership to carry out its operational and strategic aims. We are committed to the development of office bearers within their roles, fostering a supportive and collegiate environment that recognises the enthusiasm and skills of our colleagues and creating opportunities for the next generation of conservators to lead. A strong and skilled volunteer council also cares for the core paid staff members of AICCM.

- **Remaining relevant in an evolving industry**

As the wider arts and cultural landscape adapts to new funding models and embraces technological and social innovations to meet access and collection needs, the AICCM will continue to develop its role and relevancy:

- Analyse our role in the heritage industry and developing policy and projects accordingly.
- Advocacy - Deliver positive messages and cultivate a climate of support for the preservation of our personal and collective cultural, historical and scientific heritage.
- Use new technologies/platforms for communication.
- Maximise collaboration with allied industry groups for effective policy development and greater impact in identified projects.
- Plan for the conservation of our digital future.
- Meet the challenges posed by new and contemporary media, sustainable collections management, climate change and the provision of regional access to conservation services.

- **Member services - strengthen what we do well**

Key strengths of the AICCM are its member services including events and publications. We are committed to supporting the profession to meet current and emerging conservation challenges, and will:

- Support emerging graduates and facilitate inter-generational skills transfer and learning opportunities.
- Support and disseminate new research and information through peer review publication and awards.
- Provide an active professional development program including face to face events and biennial national conference.
- Strengthen Professional Membership as a benchmark for industry skill sets and educational pathways.

AICCM STRATEGIC PRIORITIES 2016-2020

vision	mission	values	priorities	strategies
<p>The conservation of Australia's shared cultural, historical and scientific heritage through strong professional conservation practice and public engagement</p>	<p>To maximise members' contribution to conserving the nation's heritage through programs of communication, professional education, advocacy and project support</p>	<p><i>collegiality</i> We value the input of colleagues and a participative approach to carrying out our work</p>	<p>1. A sustainable organisation</p>	1.1. Understand and satisfy membership base
		<p><i>respectfulness</i> We recognise differences, value diversity and regard the needs and desires for whom we carry out work</p>		1.2. Build fundraising and marketing capability
				1.3. Build capacity in AICCM volunteer program through succession planning and project-based opportunities
				1.4. Develop Secretariat position into Executive Officer role with suitable remuneration
				1.5. Ensure governance and structure are relevant
			<p><i>passion</i> We care deeply about the work we do and seek to share our knowledge and excitement with others interested in cultural heritage</p>	<p>2. Increase relevance in an evolving industry</p>
		2.2. Plan for the conservation of our digital future		
		2.3. Develop projects to support key development areas including regional outreach, disaster preparedness and sustainable collections management		
		2.4. Support emerging professionals and student members		
		<p><i>professionalism</i> We conduct our conservation work through a Code of Ethics and ascribe to on-going professional development</p>	<p>3. Member services</p>	3.1. Use opportunities for communication through new technologies
				3.2. Peer reviewed publications and awards
				3.3. Value and promote our Professional Members
3.4. Create opportunities for professional development and fellowship				
<p><i>accountability</i> We seek to be responsible with our resources and explain the social, cultural and economic value of the work that we do</p>				