

# Student Services Amenities Fund Proposal

## ANUSM Inc. (Woroni)

This proposal will be reviewed and updated based on the quarterly reports and changes throughout the year.

University Experience Division Student.services.council@anu.edu.au

The Australian National University Canberra ACT 2600 Australia www.anu.edu.au

CRICOS Provider No. 00120C

Lead/s

Name	Phone	Email
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### Project/program overview

Woroni's SSAF budget for 2023 represents the goals of the organisation in 2023. Throughout 2022 Woroni has worked to rebuild engagement and involvement in the organisation post COVD-19, this has been achieved both within the team and in the wider ANU community. Going into 2023 Woroni hopes to continue to lean into the activities, publications and events which have gained traction after the uncertainty of 2020-22 and our proposed budget reflects this. The Association does of course still face uncertainty in terms of engagement and equipment needs and so Woroni must continue to be flexible in the coming year.

Woroni intends on using our allocated funds in 2023 to continue to build on the culture of the ANU that has been re-established post COVID-19 and to build the Woroni brand and visibility. In 2022 Woroni had a total budget of \$218,896.06 made up of \$150,000 from the original SSAF allocation, \$28,000 from the reserve pool and \$40,896.06 in rollover from 2021. Woroni has been allocated \$226,310 in SSAF for the full year of 2023 and will work to effectively use this money to make the most positive impact on the ANU community and in students' lives. The possibility of changes to funding mid-year creates more challenges for the Association however we are committed to continuing to serve the student body in the years to follow.

There have been some changes in the budget between 2022 and 2023, notably the website maintenance budget line has considerably decreased as in 2022 Woroni paid for the redevelopment of our website. Additionally, the merchandise budget line has been considerably increased which reflects our intent on reaching into the ANU community further with merchandise, in Bush Week 2022 Woroni distributed 150 tote bags designed by the Art Team and these have seen considerable use by both Woroni team members and other ANU students. The printing budget has also increased which reflects our intent on publishing a creative anthology in 2023 and potentially increasing the size of the Woroni magazines. Woroni also intends on purchasing some new furniture for the office and radio studio to accommodate our team which has considerably increased in size in the last few years. Along the same vein the allocation for Sub-Editor honoraria has also been increased to reflect this increase in team size. We, ANU Student Media (Woroni), believe this will be the best allocation of these funds, allowing us to best serve the 2023 student population.

## Relevant SSAF categories

#### Category

Providing food or drink (no alcohol) to students on a campus of the higher education provider	
Supporting a sporting or other recreational activity by students	
Supporting the administration of a club most of whose members are students	
Caring for children of students	
Providing legal services to students	
Promoting the health or welfare of students	
Helping students secure accommodation	
Helping students obtain employment or advice on careers	
Helping students with their financial affairs	
Helping students obtain insurance against personal accidents	
Supporting debating by students	
Providing libraries and reading rooms (other than those provided for academic purposes) for students	
Supporting an artistic activity by students	$\boxtimes$
Supporting the production and dissemination to students of media whose content is provided by students	
Helping students develop skills for study, by means other than undertaking courses of study in which they are enrolled	
Advising on matters arising under the higher education provider's rules (however described)	
Advocating students' interests in matters arising under the higher education provider's rules (however described)	
Giving students information to help them in their orientation	
Helping meet the specific needs of overseas students relating to their welfare, accommodation and employment.	

## Proposed budget

#### Budget

Cost item	Amount
Accounting and Auditing	\$ 8,000
Art Installations	\$ 3,000
Bank Fees	\$ 400
Cleaning Expenses	\$ 1,000
Collaborative Publications	\$ 16,000
Editor Honoraria	\$ 60,000
Equipment	\$ 350
Software and Equipment Fund	\$ 15,000
Equipment Hire	\$ 2,600
Equipment Repair	\$ 3,000
Events	\$ 8,000
Leadership Development	\$ 3,400
Legal	\$ 10,000
Meeting Expenses	\$ 1,500
Merchandise	\$ 10,000
Miscellaneous Expenses	\$ 700
NUS Attendance	\$ 2,200
Office Refit	\$ 6,160
Office Supplies	\$ 2,000
Printing	\$ 30,000
Professional Development and Training	\$ 6,000
Promotions	\$ 2,000
Repair, Maintenance and Support	\$ 1,000
Show Attendance	\$ 500
Sub-Editor Honoraria	\$ 25,000
Website Maintenance	\$ 7,500

Workers Compensation	\$ 1,000
Total	\$ 226,310

# Key milestones

First Board Retreat3rd – 5th February 2023Second Board Retreat14th – 16th July 2023Woroni Edition 115th February 2023Woroni Edition 222th March 2023Woroni Edition 326th April 2023Woroni Edition 426th July 2023Woroni Edition 530th August 2023Woroni Edition 64th October 2023Woroni Edition 64th October 2023Woroni Edition 7025th October 2023Woroni Creative Anthology25th October 2023O-Week13th – 19th February 2023Bush Week24th – 30th July 2023Term 1 Broadcasting Schedule17th April – 26th May 2023Term 3 Broadcasting Schedule13th July – 1th September 2023Term 4 Broadcasting Schedule10th April – 28th May 2023Term 7 Television Schedule10th April – 28th May 2023Term 3 Television Schedule24th July – 10th September 2023Term 4 Television Schedule10th April – 28th May 2023Term 3 Television Schedule24th July – 10th September 2023Term 4 Television Schedule24th July – 10th September 2023Term 3 Television Schedule10th April – 28th May 2023Term 4 Television Schedule24th July – 10th September 2024<	Milestones	Delivery date
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2023	Term 3 Television Schedule	• •
NUS Conference Expected December 2023	Term 4 Television Schedule	*
	NUS Conference	Expected December 2023

ANU Annual Report Coverage	September 2023
Federal Budget Coverage	March - April 2023
OGM 1	20 <sup>th</sup> February – 31 <sup>st</sup> March 2023
AGM	17 <sup>th</sup> – 28 <sup>th</sup> April 2023
OGM 2	24 <sup>th</sup> July – 1 <sup>st</sup> September 2023
OGM 3	$18^{th}$ September – $27^{th}$ October 2023
SCRIPT Fund Applications	13 <sup>th</sup> February – 27 <sup>th</sup> October 2023
Website Hosting First Half	April 2023
Website Hosting Second Half	September 2023
Website Maintenance Contract	Expected November 2023
Audit	December 2022 - April 2023
Sub-Editor Honoraria Semester 1	May 2023
Sub-Editor Honoraria Semester 2	October 2023
Art Installation 1	February – May 2023
Art Installation 2	July – October 2023
Student Performance Reviews	Expected July – October 2023

## Expected benefits

Milestones	Expected benefit/s
First Board Retreat	This initiative is for the leadership and professional development of Editors and Board members of the Association through one retreat each semester. The aim of the retreat is to equip Board members with the skills to manage the Association and to set goals and priorities for the upcoming semester.
	The Retreats, which were implemented as a recommendation of the EY Governance Review, are essential for handover and institutional knowledge, as well as team bonding between the Editors. Each Retreat is carefully scheduled to maximise the time we have. The Executive creates and delivers workshops aimed to inform Board members of essential policies and practices for sound governance. Learnings gained from these intensive workshops empower Board members to contribute meaningfully and effectively as Directors of the Association, thus allowing the development of collaborative and integrative approaches to Woroni's long-term strategic vision.
	This budget line is fundamental to all the categories of SSAF allocation that we provide. The ability of our Editors to work productively as a

	team, balance both their responsibilities as Portfolio Heads an Directors, as well as plan for the upcoming semester, is vital to the effective running of the Association.
Second Board Retreat	This initiative is for the leadership and professional development of Editors and Board members of the Association through one retreat each semester. The aim of the retreat is to equip Board members with the skills to manage the Association and to set goals and priorities for the upcoming semester.
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Woroni Edition 1	One of Woroni's fundamental products is our printed publication. gives contributors a physical manifestation of their work whilst al allowing students to see the impact of Woroni. This is quintessential the student experience as many people collect the magazines as a w to remember their time at uni. Printing is also accessible; it allows tho without a secure reliable internet connection, or the inability to read we from screens to keep updated with the student body and campus new It also supports students passionate about and/or studying fine arts i providing them a platform for their work and to build a portfolio. Th also contributes to the culture at ANU by fostering an environment appreciation of artists, their work, and the diversity of opinions of t student population. Woroni is nationally recognised as the ANU stude magazine with it being integral to both the ANU brand as well Woroni. This means that the visibility gained through the printing of t magazine helps contribute to this branding.
	The 2015 Market Research report, completed by Market Attitu Research Services (MARS), concluded that Woroni newspapers had 1,600 readership (including multiple readership) rate for each 'Woron edition.' Multiple readerships accounted for about 40% of our pape whilst 60% of distributed newspapers were taken by a single consum during the period of October 2014 to April 2015. This shows t importance and reach of the publication by the ANU student populati further highlighting its importance to the student experience.
	The archiving of Woroni's old newspapers/magazines with the Nation Library of Australia also means that students have a lasting record their work – meaning that the work of students today can be used as reference point into the future. This is complemented by the onli presence of the Association, which brings Woroni in line wi professional media, allows for interactive engagement with the voic and ideas of the ANU student body as well as providing med experience and training for students where there is no formalised AN Journalism degree.
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	Woroni. This means that the visibility gained through the printing of the magazine helps contribute to this branding.
	The 2015 Market Research report, completed by Market Attitude Research Services (MARS), concluded that Woroni newspapers had 'a 1,600 readership (including multiple readership) rate for each 'Woroni' edition.' Multiple readerships accounted for about 40% of our papers, whilst 60% of distributed newspapers were taken by a single consumer, during the period of October 2014 to April 2015. This shows the importance and reach of the publication by the ANU student population further highlighting its importance to the student experience.
	The archiving of Woroni's old newspapers/magazines with the National Library of Australia also means that students have a lasting record of their work – meaning that the work of students today can be used as a reference point into the future. This is complemented by the online presence of the Association, which brings Woroni in line with professional media, allows for interactive engagement with the voices and ideas of the ANU student body as well as providing media experience and training for students where there is no formalised ANU Journalism degree.
Woroni Creative Anthology	The creative anthology will provide an additional outlet for student's voices to be heard, with a special focus on encouraging and promoting creative thinkers, writers, and artists. Without a creative writing degree and limited visual arts and creative expression courses offered at ANU, the anthology presents a unique opportunity for students to have their works published. Due to the unprecedented interest from students in becoming the Creative portfolio Sub-Editor, we believe there is a gap in university output, a need for opportunities to collaborate, write, edit and publish creative expression. The anthology will serve as another fundamental connection to the Woroni brand, benefitting students by creating opportunities.
	Printing the anthology provides a physical copy of contributors' work while also giving the student population an ability to see the impact of Woroni and its promotion and validation of creative expression. This is vital to the student experience as many people will collect the anthology to remember their time at university. Printing is also accessible. It allows those without a secure reliable internet connection to keep updated with the student body, creative outputs, and up-and-coming artists. It allows for those students passionate about and/or studying fine arts to gain a platform for their work allowing them to build a portfolio. This also contributes to the ANU's culture and fosters an environment of appreciation of artists, their work, and the diversity of opinions of the student population. Woroni is also nationally recognised as the ANU student newspaper with it being integral to both the ANU brand as well as Woroni. This means that the visibility gained through the printing of the anthology helps contribute to this brand, of both Woroni and ANU, as organisations who support and foster creativity.
ANUSA Election Coverage	Woroni routinely reports on student elections on campus, helping students to engage with ideas around student union governance, how student union money is spent and what issues student unions advocate on. Our student election coverage includes summarising candidate's policies and positions, and hosting a debate jointly with ANU Observer. This year, our student election coverage attempted to provide some neutral analysis of the policies put forward to provide better accountability of candidates. We also strive to broadcast the election to students more broadly to increase student union participation.
O-Week	In O-Week Woroni aims to display its importance to the ANU community. Our Market Day stall informs students, particularly new students, about what Woroni is and the work that we do. We also use O-Week to inform students of the services that are available at ANU. Having this information directly provided by the largest media group on campus and written by students allows for a student view to be taken on the issue. We also host events throughout O-Week to welcome new students to campus and enhance ANU's campus culture. Finally, we use O-Week to try to involve students with Woroni either by joining the team as Sub-Editors or radio presenters or by encouraging them to contribute, this gives many students a great opportunity to become

	involved in campus life and gain experience in a semi-profession media organisation while at university.
Bush Week	In Bush Week Woroni aims to display its importance to the AN community. Our Market Day stall informs students, particularly ne students, about what Woroni is and the work that we do. We also u Bush Week to inform students of the services that are available at AN Having this information directly provided by the largest media group campus and written by students allows for a student view to be taken of the issue. We also host events throughout Bush Week to welcome ne students to campus and enhance ANU's campus culture. Finally, we u Bush Week to try to involve students with Woroni either by joining the team as Sub-Editors or radio presenters or by encouraging them contribute, this gives many students a great opportunity to becominvolved in campus life and gain experience in a semi-profession media organisation while at university.
Term 1 Broadcasting Schedule	Woroni Radio provides an avenue for students to express themselv creatively and journalistically. Through Woroni Radio, radio edito train students on presenting and using the various radio equipme needed to produce quality radio shows and podcasts. Students involv in Woroni Radio have been able to access professional developme opportunities and upskilling with industry leaders. All radio shows a trained on industry-grade equipment while also receiving support from experienced
	These processes allow students to gain broadcasting experience wh also developing connections within the industry. In 2021 Woroni Rac partnered with Syn radio in Melbourne to broadcast shows on an F station around Melbourne while standard digital broadcast continu with the Woroni website. Further, these radio shows allowed stude DJs to gain exposure and, when training events are held, to hear ti from experienced industry leaders. Finally, these shows allow a further building of ANU culture, with many colleges and communi groups tuning in and hosting their own shows to be connected to t wider ANU community.
Term 2 Broadcasting Schedule	Woroni Radio provides an avenue for students to express themselv creatively and journalistically. Through Woroni Radio, radio edite train students on presenting and using the various radio equipme needed to produce quality radio shows and podcasts. Students involv in Woroni Radio have been able to access professional developme opportunities and upskilling with industry leaders. All radio shows a trained on industry-grade equipment while also receiving support from experienced produce
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Term 3 Broadcasting Schedule	Woroni Radio provides an avenue for students to express themselv creatively and journalistically. Through Woroni Radio, radio edite train students on presenting and using the various radio equipme needed to produce quality radio shows and podcasts. Students involv in Woroni Radio have been able to access professional developme opportunities and upskilling with industry leaders. All radio shows a trained on industry-grade equipment while also receiving support fro experienced produce
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Term 4 Broadcasting Schedule	Woroni Radio provides an avenue for students to express themselve creatively and journalistically. Through Woroni Radio, radio editor train students on presenting and using the various radio equipmen needed to produce quality radio shows and podcasts. Students involved in Woroni Radio have been able to access professional developmen opportunities and upskilling with industry leaders. All radio shows are trained on industry-grade equipment while also receiving support from experienced
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Term 1 Television Schedule	Woroni TV works on a term-based production schedule, primarily working on internal projects while also collaborating with the broader ANU community. Within these teams, students receive training in operating camera and other equipment, video editing, and video production. Becoming involved in Woroni TV is an opportunity for students including those without prior experience to gain skills transferable to other filmmaking and television news contexts. In recent years, Woroni TV projects have primarily been a mix between documentary content with a campus focus and creative fiction content This has included Love Island ANU, The Deep End, scavenger hunts around campus, animation projects, parody nature documentaries, interviews with academics, and informative content geared around federal and ANUSA elections. This focus on campus life aims to bring together the ANU community: helping students gain a better understanding of their campus, showcasing the expertise of academics and encouraging student talent and creativity. Further projects have ranged from the hyper-local to the global, producing current affairs videos which have focused on subjects ranging from the 2021 Myanmar coup to student opinions on federal politics. In 2023, Woroni plans to extend such coverage by collaborating with Woroni's news portfolio to examine what political issues mean for students. TV also plans to expand into short film making. This may include seeking student scripts and actors, giving those not directly part of the TV tear the opportunity to have their work published on an established platform with wide viewership.
Term 2 Television Schedule	Woroni TV works on a term-based production schedule, primarily working on internal projects while also collaborating with the broader ANU community. Within these teams, students receive training in operating camera and other equipment, video editing, and video production. Becoming involved in Woroni TV is an opportunity for students including those without prior experience to gain skills transferable to other filmmaking and television news contexts. In recent years, Woroni TV projects have primarily been a mix between documentary content with a campus focus and creative fiction content This has included Love Island ANU, The Deep End, scavenger hunts around campus, animation projects, parody nature documentaries, interviews with academics, and informative content geared around federal and ANUSA elections. This focus on campus life aims to bring together the ANU community: helping students gain a better understanding of their campus, showcasing the expertise of academics and encouraging student talent and creativity. Further projects have ranged from the hyper-local to the global, producing current affairs videos which have focused on subjects ranging from the 2021 Myanmar coup to student opinions on federal politics. In 2023, Woroni plans to extend such coverage by collaborating with Woroni's

	news portfolio to examine what political issues mean for students. TV also plans to expand into short film making. This may include seeking student scripts and actors, giving those not directly part of the TV tear the opportunity to have their work published on an established platform with wide viewership.
Term 3 Television Schedule	Woroni TV works on a term-based production schedule, primarily working on internal projects while also collaborating with the broader ANU community. Within these teams, students receive training in operating camera and other equipment, video editing, and video production. Becoming involved in Woroni TV is an opportunity for students including those without prior experience to gain skills transferable to other filmmaking and television news contexts. In recent years, Woroni TV projects have primarily been a mix between documentary content with a campus focus and creative fiction content This has included Love Island ANU, The Deep End, scavenger hunts around campus, animation projects, parody nature documentaries, interviews with academics, and informative content geared around federal and ANUSA elections. This focus on campus life aims to bring together the ANU community: helping students gain a better understanding of their campus, showcasing the expertise of academics and encouraging student talent and creativity. Further projects have ranged from the hyper-local to the global, producing current affairs videos which have focused on subjects ranging from the 2021 Myanmar coup to student opinions on federal politics. In 2023, Woroni plans to extend such coverage by collaborating with Woroni's news portfolio to examine what political issues mean for students. TV also plans to expand into short film making. This may include seeking student scripts and actors, giving those not directly part of the TV tear the opportunity to have their work published on an established platform with wide viewership.
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NUS Conference	The National Union of Students (NUS) is the peak representative boc for undergraduate students across Australia. The NUS Nation Conference is held annually in the first week of December, and Woror and ANU Observer typically send representatives to the conference to report on it. Attendance to the National Conference is ~\$500 per perso therefore this line item incorporates the conference costs, registration accommodation and food for two representatives. 2022 was the fir year since the COVID-19 pandemic began that <i>Woroni</i> volunteers cou attend the conference in person.
ANU Annual Report Coverage	Many students take an interest in the management of the ANU Annu Report, but don't want to spend the time reading and dissecting is <i>Woroni's</i> reporting on the report helps to engage students in the ANU

	management in an accessible manner, helping to broaden and deeper how students engage in the ANU community.
Federal Budget Coverage	Being the national university's student paper, and located in the nationa capital, <i>Woroni</i> is in a unique position to cover the federal budget. Our reporting on the federal budget focuses on how it will impact students a demographic not often represented in budget breakdowns. <i>Woroni</i> , coverage is also improved by the ANU's collection of academics whe can provide enriching expert opinion. In 2022, <i>Woroni</i> was given access to the federal budget media lock-up in what provides a key professiona development experience for our reporters.
OGM 1	Woroni General Meetings provide a public forum for reporting on the work of the association and passing motions in accordance with the provisions of our Constitution. Editors deliver reports on the work that their portfolios have completed and/or are looking forward to, and ordinary members of the Association (ANU students) are given a space to formally raise whatever comments or feedback they may have on this. Editor honoraria is also passed at General Meetings, and this, in addition to the Editor reports, allows a vital level of transparency into the work of portfolios and the remuneration of the Board in light of this.
	No other student media organisation in Australia replicates the diversity and breadth of Woroni's output. The TV, Radio, Content, News and Art portfolios work to produce a year-long schedule of content across our many mastheads. Without permanent staff members, the quality of this content and the proper governance of the Association is almost entirely reliant on the Editors fulfilling their constitutional duties. On average, Editors spend 28-35 hours per week working on different aspects of ANU Student Media. We have found that there were very few periods of low activity through the course of the year, as Editors are simultaneously responsible for their respective portfolios and for the overarching direction and maintenance of the Association.
	Additionally, the Editors are on call 24/7 for urgent issues in their portfolio areas. Editors are known to work not according to a fixed schedule, but until their work is done, and are responsive to their team and fellow Editors at all times. Furthermore, Editors are all responsible for managing the recruitment, training, work output and wellbeing of 8-14 sub-editors, producers, artists, and reporters – themselves all enthusiastic and dedicated volunteer students. The Woroni Board of Editors collectively manages some highly technical portfolios (TV, Radio), some which are extremely time sensitive (News) and some which require a great deal of work from a large pool of people (Content, Art) – these factors all conspire to make the work of Woroni Editors complicated, pressing and accountable to all ANU.
	Based on the proposed 2023 total honoraria pool of \$60,000, There i \$7500 allocated per Editor per year – just around \$5 per hour. Thi increase on the 2022 pool reflects the fact that the responsibilities and workload of Editors continues to increase and diversify as we strive to best serve the ANU student population.
AGM	Woroni General Meetings provide a public forum for reporting on the work of the association and passing motions in accordance with the provisions of our Constitution. At the Annual General Meeting, the Editor in Chief reports on the work of the Association over the last financial year (1 <sup>st</sup> December – 30 <sup>th</sup> November). Additionally, the Managing Editor reports on the financial position of the Association and presents the annual audit. This meeting provides essential financiai oversight to the Board which otherwise would not occur and is a chance for ordinary members (ANU students) to raise concerns about the activities or finances of the Association and to celebrate the success of Woroni over the last year. Editor honoraria is also passed at General Meetings, and this, in addition to the Editor reports, allows a vital level of transparency into the work of portfolios and the remuneration of the Board in light of this.
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#### OGM 3

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#### SCRIPT Fund Applications

Collaborative publications provide an avenue for Woroni to support upcoming and long-standing publications and productions, such as *Bossy*, that have previously relied on uncertain funding but had established themselves as vital to the ANU community.

We hope to increase the number and variety of publications that are funded through SCRIPT which may include expanding into multimedia productions. Woroni also hopes to partner with autonomous departments to create more specific publications for the student community, facilitating more discussion and providing more options for students to gain media experience.

The three major publications that Woroni funded in 2022, and which are likely to continue into 2023, were *Bossy*, in collaboration with the ANU Women's Department; *Chiaro*, an art magazine; and *Rabbit Hole* 2.0, the ANU Literature Society's magazine.

*Bossy* Magazine is an established magazine of the ANU Women's Department. *Bossy* accepts submissions from women-identifying, femme-aligned, non-binary and genderqueer ANU students, staff members and alumna. Their aim is to publish content that is different, interesting, and relevant for all readers. *Bossy* has been successful in educating the community about intersectional feminism. Bossy printed 1 edition with the help of Woroni in 2022 and are planning their 2023 edition.

Overall, this budget line provides directly to the student population, increasing the accessibility for students to publish their ideas. This also allows for an increase in diversity of opinions on campus and the

	avenues for students to share their ideas as well as allowing for students to develop their portfolio of their media and art. With the ANU no providing a media or journalism degree this line contributes to providing the ability for students to gain experience in this field.
Website Hosting First Half	This item forms a part of the Website Maintenance budget line. The funding of this allows us to continue hosting our website which is a major product of the Woroni brand. Our website publishes all of our content, especially important are our news articles and live radio whose primary place of publication is our website.
Website Hosting Second Half	This item forms a part of the Website Maintenance budget line. The funding of this allows us to continue hosting our website which is a major product of the Woroni brand. Our website publishes all of ou content, especially important are our news articles and live radio whose primary place of publication is our website.
Website Maintenance Contract	This item forms the rest of the Website Maintenance budget line. In 2022 Woroni paid for a redevelopment of the Woroni website in order to keep it up to date and increase accessibility. This annual contract would allow us to have our developers continuously make importan updates to the website to ensure that it continues running effectively, i would also allow us to contact the developers to fix issues that arise with the website easily.
Audit	This line item accounts for the accounting and auditing costs of the Association, in line with the 2014 EY Governance Review and bes practice. The cost of the audit is approximately \$6000 but can increase based on budget size and complications and the subscription to Xero the accounting software is approximately \$1000. The 2023 budgeted amount reflects the costs incurred in 2022.
Sub-Editor Honoraria Semester 1	In Semester 2 2022, Woroni had 53 Sub-Editors and 15 Senior Sub Editors. These volunteers work across all of our portfolios (News, Art Content, Radio, TV and Management) and are an essential part of ANU Student Media. Sub-Editors work between 5-15 hours per weel sourcing, editing, writing, creating and producing content across ou platforms and mediums and working to assist in the management of th association. Senior Sub-Editors have greater independence an responsibilities than Sub-Editors and assist their Editor in managing their team.
	Sub-Editors are allocated honoraria retrospectively in recognition of their work for the Association. The amount each Sub-Editor receives i small, in Semester 2 2022 the median for Seniors was \$203.75 and th median for general Sub-Editors was \$126.17. The process for allocating honoraria is decided by the Board and each payment is approved by th Board. Seniors are awarded higher honoraria in recognition of th greater responsibilities and independence that is inherent in their roles Sub-Editors are awarded a rank between 1 and 10 which represents hov well they have fulfilled their responsibilities over the semester and th honoraria calculations rely on this rank. Payments are standardised s that Sub-Editors receive the same amount for each rank and Seniors ar paid a set percentage higher than Sub-Editors. In 2022 the honorari pool was \$19,000, divided as \$9,500 per semester.
Sub-Editor Honoraria Semester 2	In Semester 2 2022, Woroni had 53 Sub-Editors and 15 Senior Sub Editors. These volunteers work across all of our portfolios (News, Art Content, Radio, TV and Management) and are an essential part of ANU Student Media. Sub-Editors work between 5-15 hours per week sourcing, editing, writing, creating and producing content across ou platforms and mediums and working to assist in the management of the association. Senior Sub-Editors have greater independence and responsibilities than Sub-Editors and assist their Editor in managing their team.
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Art Installation 1	Art installations can be an effective way to spread a message, evoke wonder and curiosity, serve as a reminder of the culture and history of an area and add another level of artistic expression and beauty to a place. They can inspire creativity within the student body, whilst also providing a way for students interested in and/or studying fine arts to see their work displayed somewhere as well as contributing to the development of their portfolio.
	Though art installations, Woroni and the ANU can foster a sense of pride and connection with students. This contributes to the culture at ANU by nurturing an appreciation of artists, art and the diversity of voices and opinions of the student population. It would further increase the visibility of Woroni by serving as an advertising opportunity for Woroni's brand.
	If students can see their work featured, they will be more likely to feel satisfied and connected to the University. Through bolstering students' connection to the ANU, art installations can also promote feelings of community and camaraderie within the student body.
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	If students can see their work featured, they will be more likely to feel satisfied and connected to the University. Through bolstering students' connection to the ANU, art installations can also promote feelings of community and camaraderie within the student body.
Student Performance Reviews	Woroni is proud to support and assist all student drama and theatre performances. Therefore, we regularly attend performances of plays, musicals and revues run by student societies. To further promote these shows and foster conversations around student theatre, acting and writing, Woroni writes and publishes timely reviews. These include interviews with directors and a Woroni Reviews Sub-Editor attending dress rehearsals and performances. Woroni has received overwhelming positive feedback and appreciation from these reviews and their promotion of student shows. We hope to continue to review student theatre again next year. The budget for this enables the Association to reimburse Sub-Editors for the tickets they purchase to these performances.