



MINUTES OF THE TWENTY-SEVENTH ANNUAL GENERAL

MEETING OF SUPPORT ACT LIMITED

HELD AT THE OFFICES OF APRA AMCOS, 16 MOUNTAIN STREET, ULTIMO NSW

2007 ON MONDAY 9 DECEMBER 2024, AT 12.10PM

Notice of meeting

The Notice of Meeting, dated 12 November 2024, was read by the Secretary, who confirmed that the Notice also provided links to the Support Act website where members could access:

- A copy of the meeting notice and agenda
- Minutes of the previous AGM
- The Statement of Accounts, Directors' Report and Auditor's Report for the year ended 30 June 2024
- An application for election as a Music Industry Director of the Company, and
- A proxy form

Lynne Small welcomed the attendees to the meeting, including members and non-members and acknowledged the traditional custodians of the land on which the meeting is held and expressed thanks and respect to elders, past and present, and welcomed any First Nations attendees to the meeting.

Apologies and Proxies

Apologies:

Linda Courtney (Music Industry Member)
Jacqui Purcell (Music Industry Member)
Leah Flanagan (Music Industry Member)
Kirti Jacobs

Proxies:

Veronica Tooker
Richard Moore
Catherine Haridy

Members present

Ms Small confirmed that a quorum of members was present, being:

Lynne Small
David Albert

Jaime Gough
Robyn Jelleff
Tom Larkin (via video)
Nikki Maloney
John Watson
Clive Miller
Lisa Smith

The following non-members were also in attendance:

Yantra Dowie
Cooper-Lily Nikora
Melissa Morris
Casselly Main
Gemma Iacobaccio
Rebecca Shand
Ashleigh King
Johanna Hayes
Sarah Lay
Craig Smith
James Rimmer
Angela Doolan
Victoria Webber
James Lawrie

1. Confirmation of the 2023 minutes

David Albert proposed that the minutes of the Annual General Meeting held on 1 December 2023 be confirmed and carried as a correct record of the meeting. The motion was seconded by John Watson and carried unanimously.

2. Resolution to receive the Directors' Report, Statement of Account and Auditor's Report for the financial year ended 30 June 2024

The Secretary referred to the Financial Statements for the financial year ended 30 June 2024 which have been subject to independent audit by KPMG. Attending members were invited to raise any questions or comments that they may have in relation to these reports.

With no questions raised, Lynne Small proposed that the Director's Report, Auditor's Report, Financial Statements and accompanying notes for the financial year ended 30 June 2024, as circulated, be received and adopted. The motion was seconded by John Watson and carried unanimously.

3. Resolution to appoint four Members to the category of Music Industry Director

The Secretary advised that one application for election as a Music Industry Director of Support Act Limited has been received in accordance with the Constitution of the Company. It was noted that the applicant, Jaime Gough, has been appointed by the Support Act Board as a replacement Director, to fill the casual vacancy which resulted from Alethea Beetson's resignation at the 2023 AGM. Music Industry Members present voted unanimously to appoint Jaime Gough as Music Industry Director.

4. Resolution to appoint the auditors for the year ended 30 June 2025

The Secretary noted that it was the Board's recommendation that the incumbent auditors, KPMG, be reappointed for the year ending 30 June 2025. Lynne Small proposed a resolution that KPMG be reappointed for that period. This was seconded by John Watson and carried unanimously.

5. Chairperson's Report

Ms Small addressed the meeting, noting that it is the second since she and David Albert took over the Chair role on a joint basis.

Ms Small noted that it has again been a very active year for Support Act, and spoke to the results of the 2024 *Mental Health and Wellbeing in Music and the Creative Industries* survey released in September, which indicate that it remains very challenging for many creative workers to make a livable income from their creative work, with:

- Almost one-fifth reporting total annual income below the poverty line,
- 68% noting the high cost of living challenge, and
- 52% reporting burnout and fatigue

Ms Small advised that the report found elevated psychological distress among music and creative industry workers, with more than 50% falling into that category, and that while this is an improvement on the 2022 survey conducted during covid, it is still concerningly high compared to the general population – reported by the ABS at 15%.

Ms Small stated that these periodic surveys serve as a timely reminder, confirming our own industry experiences, of why Support Act exists and how important its service offerings are for not just the music community, but now for the wider creative sector. Ms Small spoke to those services, noting that Support Act is proud to report that during the period over 230 music workers were aided by short term financial support, while more than 580 individuals received financial, counselling or referral support, in addition to over 2,000 hours of free phone counselling which was provided through the Support Act Wellbeing Helpline, with the key presenting issues being anxiety, depression and career concerns.

Ms Small noted that of the more than 230 financial support recipients over 10% identified as First Nations music workers, and across all of the 230 grants mental health remained the leading reason for need, followed closely by injury / musculoskeletal issues, oncology and homelessness.

Ms Small stated that Support Act remains a key source of information for industry colleagues in crisis, with over 350 service users provided with referrals for other services such as financial counselling, grants programs, housing services, GPs, legal aid, domestic violence and sexual assault services and First Nations specialist programs.

Ms Small advised that Support Act continued to deliver prevention and training programs, offering 10 Mental Health First Aid sessions, 19 Workplace Wellbeing Check Ins, 3 Wellbeing "Mini" sessions, and 18 "Access all Areas" (active bystander intervention training) sessions. Ms Small also noted that during the period Support Act also made available access to Suicide Prevention training, Responding with Compassion workshops (for those who may receive disclosures of trauma), Leading with Empathy

session, and an online ‘Money Moves’ course, to promote financial wellbeing.

Ms Small spoke to Support Act’s First Nations programming, advising that the team facilitated Yarning Strong and Voices Amplified sessions, and delivered bespoke First Nations Mental Health First Aid training sessions. Importantly, Ms Small noted, that Support Act was invited to lead the First Nations Music Industry Review, taking up a recommendation from the *Raising Their Voices* review report, which will be an important piece of work for the organisation over the coming year.

Ms Small further noted that Support Act representatives were on the ground at a range of music industry events, festivals and conferences throughout the year – presenting or co-ordinating panels on relevant topics on at least 26 occasions.

Ms Small stated that Support Act is pleased to have the confidence and support of industry partners to deliver its services, noting that during the period the company finalised arrangements with *Creative Workplaces* through which mental health and wellbeing support and training can be delivered, and similarly, arrangements were settled with both Sound NSW and Creative Victoria for the provision of specific services in those States, and Support Act continued to provide dedicated services for music workers in South Australia through its agreement with their Music Development Office

Ms Small noted that while all of this front-facing work has been going on, in the background Support Act continues to review its processes and systems, to ensure it is well positioned to continue to evolve and enhance its service, advising that since the last report Support Act has transitioned to a new more efficient CRM, enhanced its tracking and reporting of its programming activities, moved to a more modern fundraising platform to improve the donor experience and optimise reporting, implemented campaign tracking and upgraded the website to improve accessibility and functionality for our users.

Ms Small recognized that all of the programs and crisis relief support offered are only made possible by the generosity of our supporters – individual, corporate and government, acknowledging the regular and consistent support of APRA, AMCOS, ARIA, PPCA, Alberts through the Tony Foundation, the Sony Global Social Justice Fund, the JB HiFi Helping Hands workplace giving program, Hilltop Hoods - who generously donate all royalties from their song “I’m Good”, and countless other donors, sponsors and supporters - some of whom prefer to remain anonymous.

Ms Small advised that the 2023 Ausmusic T-Shirt Day campaign raised a record \$920k which was achieved with support from key partners Mushroom Creative House, Gildan, AAMI, triple j and Heaps Normal, among many others. Ms Small recognised the efforts of Support Act’s outgoing Partnerships Manager - Fundraising, Bec Shand, who has grown the campaign significantly during her time with the organisation, and has been a key driver of the recent 2024 campaign which, at this stage looks like replicating the success of 2023. Ms Small noted that Bec leaves the organisation having contributed to a quantum shift in the standing of that key annual fundraising event.

Ms Small stated that members have had the opportunity to review and consider the 2024 finance and audit reports earlier in this meeting, but that it is worth noting that Support Act has traversed the shift to a post Covid world well, using accumulated reserves to maintain service levels and invest in fundraising programs and IT infrastructure that will position Support Act to continue to support the industry into the future.

Ms Small noted that current predictions for the 2025 financial year see Support Act operating at a modest surplus, with sufficient reserves to ensure program continuity.

Ms Small recognised that Support Act's impact would not be possible without the dedication of its fantastic team, led by CEO Clive Miller, and on behalf of the Board, extended thanks to each of them, for the very important contribution they make to the wellbeing of our industry.

Ms Small also extended sincere thanks to her fellow board and committee members, for their work over the past year – all generously given on a voluntary basis.

In her closing remarks, Ms Small noted that Support Act looks forward to continuing its evolution in 2025 – continually reviewing, enhancing and adjusting our service offerings to best support a healthy industry.

6. To transact any other business which may be brought forward in conformity with the Constitution of the Company.

Having completed all matters or ordinary business Ms Small invited those present to raise any items of general business for discussion. No items were raised.

7. Closure

There being no further business, the Secretary thanked all members and non-members for their attendance and declared the meeting closed at 12:23pm.