



QMUSIC

2015

Annual Report



Queensland Music Network
Incorporated
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QMusic – The Queensland Music Network – is a registered non-profit association dedicated to developing, servicing and representing the Queensland music industry.

QMusic acknowledges the support and funding of the Queensland Government, Australia Council for the Arts and APRA AMCOS



President's Report

QMusic took another step along a new path in 2015, consolidating its financial performance while planning for growth opportunities.

We began the year budgeting for a deficit, mindful of the need to view QMusic's hard-won surplus as an investment tool rather than simply a safety buffer. The fact that QMusic was able to post another surplus in 2015 was due to the outstanding work of Joel Edmondson in his first year as executive officer and his remarkable team. Joel took over from Denise Foley, whose tireless work as executive officer enabled QMusic to thrive during some testing years and move into its third decade with confidence.

Last year again brought political changes. While 2014 began with a reduced funding contribution from the former State Government, 2015 was marked by fluctuations at federal level. The changes to Australia Council funding drew widespread media attention and strong reactions from parts of the national arts industry. QMusic had a positive conversation with representatives of then Arts Minister Senator George Brandis on the importance of the live music industry to the nation's economy and culture. QMusic also appeared before a Senate Inquiry into arts funding, called after the changes were announced to Australia Council funding. The inquiry has so far proven little more than a political exercise.

The most disappointing part of late 2015 – and this continued into 2016 – was the State Parliament's implementation of lockout laws. QMusic fought against these flawed laws for many months, co-ordinating meetings of stakeholders and also meeting with elected officials. We outlined the impact these laws will have on this state's outstanding live music industry. Unfortunately, the music industry was not given due consideration during the political process. The live music industry will face challenging times when these laws are introduced unless the State Government can provide assistance to prevent similar problems experienced by Sydney's locked out regions. The Government has made promising steps in this regard but more needs to be done. The industry can be assured that QMusic will continue this discussion with Government.

There were many successes in 2015 – most notably another memorable staging of BIGSOUND. We appreciated the presence of Arts Minister and Premier Anastacia Palaszczuk at the official BIGSOUND opening, which also drew keynote speaker Peter Garrett and many of the speakers, partners and delegates who would make the event a success. Denise Foley performed at her usual level in her role as BIGSOUND producer, joining with programmer Nick O'Byrne for three days and nights that showcased inspiring discussion and an outstanding live program. I thank Joel, Denise, Nick and the many BIGSOUND team members who worked at remarkable levels to make the event successful. I very much look forward to Maggie Collins joining Nick as joint programmer in 2016.

BIGSOUND and the Queensland Music Awards remain the major events for QMusic. The QMAs have been well received at the Powerhouse, supported most generously by Hutchinson Builders and Bank of Queensland. The awards were very well supported by the state's artists, showcasing the depth of talent spread across Queensland.

The QMusic team arranged our first networking nights in 2015. These quarterly events were made available to QMusic's members to help spark industry discussion, ideas and connections. I thank the many members who attended the first two of these events and look forward to seeing more in 2016. We thank our members for their loyalty, feedback and unflagging support for the music industry and we continue to look for ways to enhance the value of membership.

QMusic is only able to continue to serve the industry because of partnerships with the likes of Virgin Australia and oztix. In 2015, these organisations were again key partners for QMusic. I thank Virgin Australia and oztix for their support and look forward to continuing this most energetic and supportive relationship. I also thank APRA and the many other partners who helped to make 2015 successful for QMusic.

I also thank Arts Queensland for its ongoing commitment to helping to develop Queensland's music industry. We very much enjoy our relationship with Arts Queensland and the input and value provided by the likes of Kirsten Herring and Rebecca Atkinson. Arts Queensland always provides its time and insights



Peter Garrett Keynote BIGSOUND 2015 Photo by Elleni Toumpas

generously – and shows a genuine commitment to wanting to improve opportunities for Queensland artists. We look forward to continuing to work towards productive outcomes for the music industry.

The QMusic board and staff have twice met for planning days in recent months to determine the next steps for the organisation. The board has formed sub-committees to help drive outcomes at a micro level. One of these sub-committees spearheads our first philanthropic program. This will be a major focus of 2016. I remain grateful to the QMusic board members for the energy, passion, advice and generosity that they freely provide. In 2015, we welcomed two new board members – Oztix founder and CEO Brian Chladil and Screen Queensland CEO Tracey Vieira. In the first months of 2016, we welcomed NR Barbi solicitor Natalie Strijland. The trio has already made a strong impact at board level and we look forward to their contributions in 2016. We farewelled Adam Thatcher and Peter Dann, who gave generously of their time and ideas during several years on the board. We wish them well and look forward to seeing them at QMusic events.

We also farewelled Lynette Irwin from the board after 16 years. Lynette's loss is significant but I am pleased to say that she will not be completely lost to QMusic. One of the most exciting elements of this year's AGM is the bestowing of QMusic life memberships on Lynette and Denise Foley. These memberships were voted unanimously by the QMusic board in recognition of the tireless contribution that both have made to the state's music industry. We could fill this annual report with the tales of Denise and Lynette's contribution and

how that changed QMusic and the industry for the better. We congratulate them both on this rarely awarded honour and are proud that their work will be forever acknowledged with life memberships.

I also congratulate the brilliance, innovation and energy of the QMusic team. This group does not know how to slow down. QMusic is fortunate to have such skilled staff – and such a committed network of contractors and volunteers – who go above and beyond for the industry. Our volunteers are exceptional. We are very fortunate to have an executive officer with the skill and vision of Joel Edmondson. He is superbly supported by Roxy Noori, Michelle Padovan and Sue McComber. Unfortunately, the impact of the 2014 state funding cuts meant that we farewelled Stacey Coleman from our staff in 2015. Stacey was a much-loved member of the office. We thank her for her contribution and we look forward to seeing Stacey at industry events.

In 2016, the QMusic board will continue to focus closely on the next strategic steps for the organisation. The success of recent years has fired energy levels across QMusic and underlined the organisation's opportunities to serve and develop the industry in Queensland.

That success has always hinged on the support of you the Queensland music industry. We thank the industry again for its contributions during an important time for QMusic. We look forward to another exciting year during which we will continue to promote the importance, value and astonishing output of the contemporary music industry.

Michael Crutcher
President



Luke Daniel Peacock, Home Showcase BIGSOUND 2015. Photo by Savannah Van der Niet

Treasurer's Report

2015 was destined to be a challenging year. It was a year of significant transition for QMusic as an organisation and from a financial purview one of increasing uncertainty as we sought to build upon the tremendous successes of 2014 against a backdrop of reduced funding and a tight economic environment.

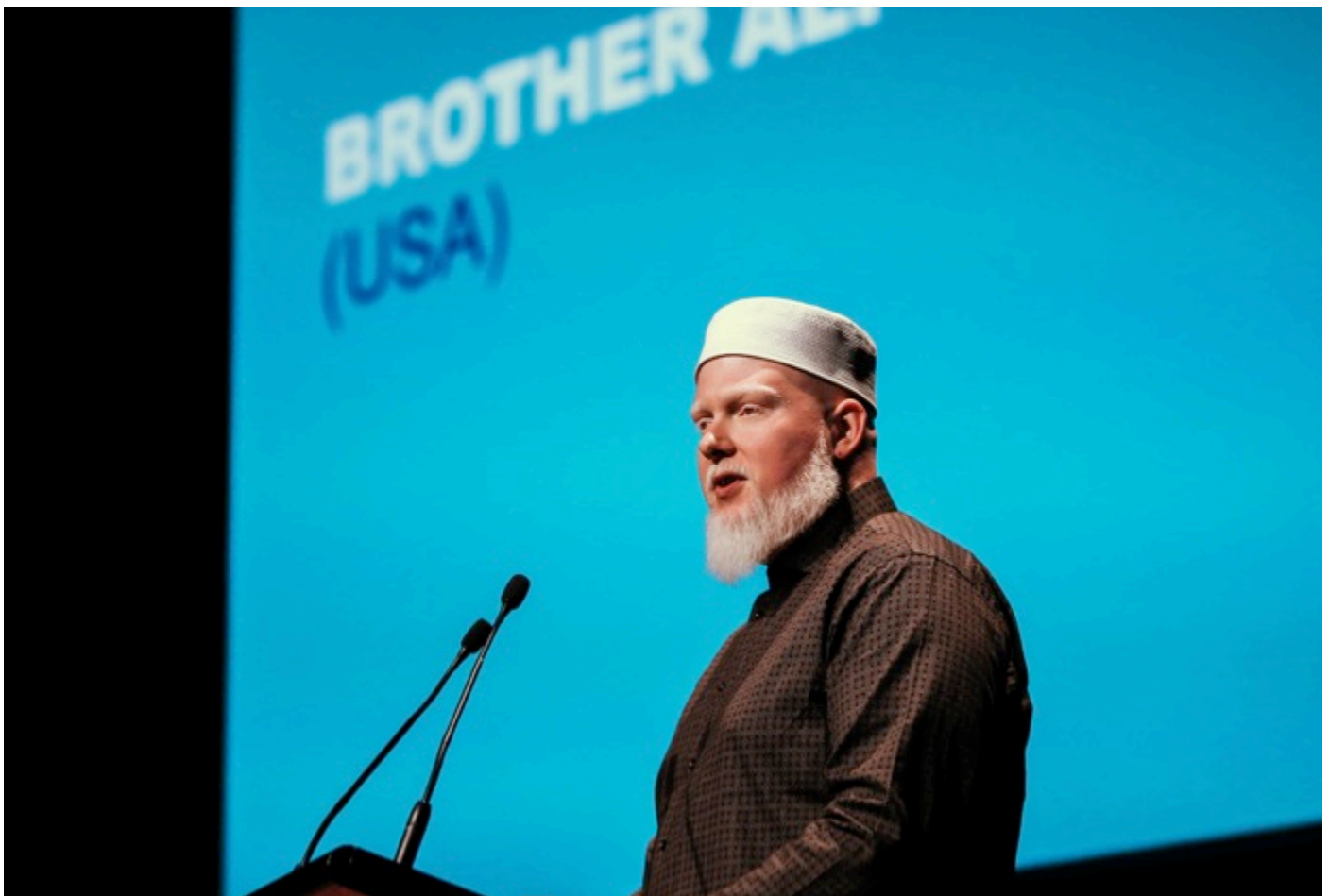
As with all things in life, there were high points and low but through the skillful stewardship of the QMusic team ably led by its then newly appointed Executive Officer, Joel Edmonson, an initially budgeted loss of \$26,674 was defied. We instead ended the year with a surplus of \$30,437 with significant contributions coming from a substantial increase in BIGSOUND registrations, higher than anticipated QMA sales, workshop revenue, membership fees and a very welcome contribution from Brisbane Marketing.

As has been a hallmark of QMusic for many years, expenses were decidedly constrained at some \$25,000 below budget which allowed the uptick in revenue to filter through to the bottom line and thereby mitigate anticipated losses.

While BIGSOUND sponsorships disappointed to a degree in 2015, QMusic retained several particularly high calibre supporters and has engaged new collaborators in 2016 that are showing great promise for the further development of this key revenue driver into future years. BIGSOUND's future in fact looks as bright as ever, and with it QMusic, with increased interest being registered from a myriad of influential parties. As we've always known, we are on to a very good thing developed on the back of exceptional efforts from the likes of the irrepresible Denise Foley, savvy outgoing Programmer Nick O'Byrne and the host of QMusic and BIGSOUND protagonists that came before them.

As at 31 December 2015, QMusic sits on a record surplus of \$198,863 which we intend to utilise prudently through investment in the organisation and its cornerstone events BIGSOUND and BIGSOUND Live.

Ben Hancock
Treasurer



Brother Ali Keynote BIGSOUND 2015. Photo by Savannah Van der Niet

Executive Officer's Report

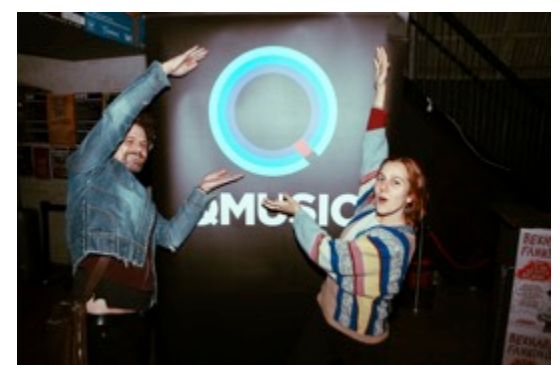
It is with great pleasure that I provide my second annual report as Executive Officer, at the end of my first full year stewarding this amazing community of committed and talented people that we call QMusic.

As seems to be the case each year, 2015 was a mix of challenges and triumphs for QMusic. BIGSOUND had its biggest year yet, with over 1200 delegates from around the globe generating \$3.1m economic impact in Fortitude Valley. BIGSOUND 2015 was praised in the media for having some of the most inspiring and challenging content yet, with a special focus on the experience of women in the music industry. I am very grateful to Denise Foley for taking on the BIGSOUND Producer role in 2015, which gave me the chance to learn from her 9 years of experience on the job. As a result of BIGSOUND's success, the organisation finished 2015 another \$30,437 up on its existing cash reserves, giving the QMusic a secure platform for strategic risk-taking when the appropriate opportunities arise.

Small to medium arts organisations were again the target of government funding cut in 2015, but this time at a Federal level. QMusic was unable to escape the impact of significant reductions in the Australia Council's funding; the unforeseen cancellation of the September funding round meant that 2015 was the final year (for the moment) that Australia Council funds were available to support QMusic's regional program. We were sad to farewell Project Officer, Stacey Coleman, and are thankful for her years of service to the organisation. Stacey's departure represents the culmination of a slow decline in government funding of QMusic's program, one that significantly impacts on our ability to create opportunity for regional artists. During 2016, QMusic will attempt to reinvigorate the State and Federal government's interest in regional artist and industry development, with a planned relaunch in 2017. The music industry is fast-changing and this break in service provision gives QMusic the chance to rethink the way it delivers services to the sector.

Redesign of QMusic's service portfolio will be aided by the arrival of two new board members in late 2015 - Brian 'Smash' Chladil and Tracey Vieira. Smash is a music industry veteran and has worked across a range of touring and event management functions, and is currently the owner and CEO of Australia's largest independent ticketing company, OzTix. Tracey is the CEO of Screen Queensland and provides the rest of the board with unique insight into the opportunities for collaboration between the music and screen industries. She is also a highly experienced company director, bringing additional governance experience that will further professionalise the work of the QMusic management committee.

During BIGSOUND 2015 we also welcomed incoming Executive Programmer Maggie Collins, who will work with outgoing programmer Nick O'Byrne in 2016. Maggie brings a diverse skillset to the role, having been a triple j radio presenter, band manager, and venue booker. We were also very happy to welcome Michelle Padovan to QMusic in the Marketing and Communications role in early 2015. Michelle has already done wonders for how QMusic communicates with the public, particularly in regards to how we are presented online. Both women are highly creative, intelligent people and we couldn't be happier that they have both joined the team. QMusic also said goodbye to Event Manager Jolanda Horsburgh, who delivered her last BIGSOUND this year. Jolanda has been part of the event's engine room with Denise Foley for many years and has been responsible for instituting many of the rock-solid systems that underpin its smooth operation.





Joel Edmondson, Annastacia Palaszczuk, Maggie Collins at BIGSOUND Opening Night 2015 Photo by Elleni Toumpas

More broadly, the QMusic staff must be congratulated for their expertise, tenacity and commitment. The loss of our only remaining programs and projects staff member was met with a willingness to absorb additional work, as well as an enthusiasm for the future opportunities. As has been the case in previous years, QMusic's output is well beyond what would normally be expected of 3.6FTE staff.

Following is an overview of the work of QMusic in 2015. This could not have been achieved without the myriad of committee, staff, contractors and volunteers who continue to support the work that QMusic does with the Queensland music industry. QMusic was able to invest \$184,075 back into the hands of Queensland artists and industry workers who assisted us to achieve these goals in 2015.

Joel Edmondson
Executive Officer

QMusic Program Report

Our core program in 2015 comprised the following:

ARTIST PROFESSIONAL DEVELOPMENT SERVICES

Music Action Plans (MAPs)

MAPs were again a popular service that put emerging artists in direct contact with experienced industry professionals so that they could receive tailored career advice.

- 16 MAPs were provided at the QMusic office in 2015

Broadcast

Broadcast is a highly valuable database that enables QMusic and its partners to communicate with the music industry in Queensland and beyond.

Feedback from subscribers is extremely positive. By year end we had 6,582 subscribers.

Workshops

QMusic's workshop program was held in Brisbane and four regional locations: Toowoomba, Mackay, Cairns and Townsville.

- 19 workshops across Queensland, 14 in regional locations
- 34 opportunities for music industry professionals to contribute to these workshops in a paid capacity
- 417 workshop attendees



Hook Up Workshop and Networking Session at Foundry Records 2015. Photo by Martine Cotton

Networking

QMusic also hosted general music industry networking sessions in Brisbane, Cairns and the Gold Coast. These events attracted a total of 375 people wanting to build their relationships

QMusic also hosted a Hook-Up Session specifically dedicated to Mobile and DIY Studio production. In late 2015, QMusic began a partnership with Music Industry Inside Out and 4ZZZ to run additional Hook-Up Sessions. These were held on a monthly basis to packed rooms at Foundry Records in Fortitude Valley:

- Management
- Record Producers

These Hook-Ups provide both networking opportunities for artists as well as business development opportunities for our music industry businesses often operating as sole traders.

Masterclasses

QMusic hosted a Sounds Australia/APRA masterclass on music export. Millie Millgate and Glenn Dickie (Sounds Australia) presented and conducted one-on-one meetings with relevant artists.

Visiting vocal coach Torb Pedersen also provided a vocal masterclass to 20 participants at Tall Poppy Studios.

Women in Music

Our annual Women In Music networking event was again held in the lead up to BIGSOUND to provide a specific opportunity for women in the industry to network and do business before the chaos of BIGSOUND begins. Over 100 women attended the event.



BIGSOUND 2015 Women In Music Networking Event Photo by Elleni Toumpas

Little BIGSOUND

Little BIGSOUND was produced for the fifth year, with much greater pro bono input from QMusic. QMusic and a group of youth volunteers from Queensland Academy of Creative Industries, Music Industry College, mainstream high-schools and Southbank TAFE ensured the event ran smoothly. The pro bono contribution of speakers ensured that this event was able to run on an almost non-existent budget, with the exception of ongoing financial support from the National Australia Bank to cover upfront costs related to venue and ticketing costs. This grant money will no longer be available, and the loss of QMusic's project officer role means that Little BIGSOUND will not run in 2016.

- 75 speakers and youth volunteers
- 100 attendees

ADDITIONAL PARTNERSHIP ACTIVITIES

QMusic remains committed to partnerships and still uses the guiding principal that active partnerships underpin all that we do. All of the above services were provided through partnerships, but here are some additional activities that our partners delivered and we contributed to.

Sisters Inside

Sisters Inside Inc. is an independent community organisation which exists to advocate for the human rights of women in the criminal justice system, and to address gaps in the services available to them. QMusic partnered with Sisters Inside to facilitate a songwriting and recording project for twenty young women between the ages of 12 and 18 whose lives have been affected by the incarceration of a mother or primary carer. The outcome of this process was a hip-hop recording entitled *Hope: A Collection of Murri Mixes*.

The launch of the Hope CD was held at Sisters Inside on June 19, as was officiated by the Acting Premier, Jackie Trad.



Gold Coast Music Awards

QMusic supported the first ever Gold Coast Music Awards by providing a BIGSOUND delegate pass to a category winner. The Gold Coast is at an exciting point in its development as a music community, and the awards (staged by street press Blank GC) showcased that community's achievements. QMusic also contributed to Gold Coast City Council's draft Contemporary Music Plan.

Grant Administration

2015 saw QMusic administer the Grant McLennan Fellowship (funded by Arts Queensland in conjunction with APRA AMCOS) on behalf of Arts Queensland, as well as the Billy Thorpe Scholarship (fully funded by Arts Queensland).



Grant McLennan Fellowship recipient Tim Steward with (L-R) Sean Seanett, Chris O'Neill, Joel Edmondson Photo supplied by Arts Queensland



2015 Billy Thorpe Scholarship recipient Ayla with Lynn Thorpe at the Queensland Music Awards Photo by Stephen Booth

QUEENSLAND MUSIC AWARDS

2015 saw the QMAs staged to a sold-out crowd at the Brisbane Powerhouse. 775 songs were submitted across 14 genre categories, and demonstrated the diversity and depth of talent that characterises Queensland contemporary popular music.

QMusic are grateful to The Bank of Queensland and Hutchinson Builders for their ongoing support of the QMAs.

The **#NotON** campaign was launched at the Queensland Music Awards on Monday March 30 and has the backing of national organization to raise awareness as a collective Against Violence Against Women and the shocking statistics in Australia.



Members of Halfway, Violent Soho, Busby Marou and Tim Steward at the Queensland Music Awards Photo by Stephen Booth

BIGSOUND

BIGSOUND enlisted the services of a sponsorship agency for a second year running in 2015. The Boss Agency from Sydney was contracted on a commission only basis for the procurement and management of new corporate partnerships. Management of existing and long-running partnerships remained within the remit of BIGSOUND's core team.

Arts Queensland and The Australia Council for the Arts continued to provide key public sector support to the event. This was the second year that The Australia Council funded the Incoming Visitors program, which paid for 10 international buyers to attend BIGSOUND.

BIGSOUND by numbers:

BIGSOUND Attendance

- 1,226 Conference delegates
- 4,964 BIGSOUND Live attendees
- 157 speakers, including 54 international guests
- 43% interstate and international attendees
- 150 BIGSOUND Live showcasing bands
- 102 interstate and 5 international showcasing bands, 30 Brisbane and 3 from Greater QLD.
- 74% of BIGSOUND Facebook fans under 35 years of age showing an even split between male and female fans
- The conference venue, The Judith Wright Centre of Contemporary Arts, experienced a ten-fold increase in visitor numbers during BIGSOUND, from 300 – 400 people on a normal day to over 5000 on the first day of the conference.

Economic And Tourism Impact

- \$3.10m spending was generated, an increase of 10% on 2014
- 8,401 total visitor nights
- Visitors stayed an average of 1.7 nights in Brisbane
- 2,528 event-related visitors to Brisbane



Sounds Australia Meetings

- 844 total connections
- 645 one-on-one meetings

Volunteers And Contractors

- 135 volunteers
- 1918 volunteer hours
- 28 contractors
- 682 contractor hours

Associated Events And Parties

- 16 associated events
- 13 official BIGSOUND parties

Local Trader Program

- 45 local businesses participated in the Local Trader Program

Exposure

- 104 print media and 618 online media articles
- 686 radio mentions/interviews/commercials
- Over \$3.10 million in advertising space rates through publicity (Meltwater)
- Over 355 million online unique visitors from coverage*
- 17,756 unique visitors and 126,633 page views on bigsound.org.au during August
- 24,285 unique visitors and 179,080 page views on bigsound.org.au during September
- 20,912 likes on BIGSOUND Facebook page
- 10,917 followers on BIGSOUND Twitter page
- 3,076 followers on BIGSOUND Instagram – a 108% increase on 2014
- 4,102 subscribers on BIGSOUND mailing list
- 1,302 iPhone App downloads during August and September



QMUSIC REACH

In 2015, combined visits to the QMusic websites was 167,040. Facebook continues to be the main source of referrals to QMusic's websites, although online music publications are a significant secondary source.

- 29,044 combined Facebook followers
- 15,549 combined followers on Twitter
- 3,216 combined followers on Instagram
- 6,582 Broadcast subscribers



Blank Realm performing Queensland Music Awards 2015, Brisbane Powerhouse Photo by Stephen Booth

QMusic Management Committee

The elected Management Committee is:

Michael Crutcher
President

Michael was the editor of The Courier-Mail, Queensland's largest source of news and analysis from 2010 to 2013. His appointment followed stints as the newspaper's deputy editor, chief of staff and investigations editor. Earlier in his journalism career, Michael spent a decade as a sportswriter, covering the Australian cricket and rugby union teams. In his spare time, Michael tries valiantly to prevent his music collection from overloading his mobile phone storage levels.

Stephen Green
Vice President

Stephen has had experience in many different facets of the industry including roles as a music publicist, radio plugger, journalist, marketing manager, conference programmer, radio announcer, in-flight entertainment producer, vocalist and music retailer. Currently managing director of SGC Media (a joint venture with MGM's Sebastian Chase working on international new media marketing for Australian artists), Stephen works with projects including John Butler Trio, The Waifs, British India, Triple J's Hottest 100 compilation, Blue King Brown and San Cisco as well as with organisations including D-Star and QMusic. Stephen is also board member of Brisbane music education not-for-profit Starving Kids.

Lynette Irwin
Secretary

Lynette has been working in the Queensland music industry for more than twenty years as music producer, presenter, promoter and manager specializing in jazz. She is Creative Director of Absolute Events and heads the record label Pinnacles Music. Lynette currently serves on the board of Jazz Queensland.

Ben Hancock
Treasurer

Ben is a partner of the independently owned financial services firm, Stonehouse Wealth Management and a director of mid-tier accounting firm, Bach & Company Chartered Accountants. Ben has completed studies in commerce, accounting and finance including a Master of Business Administration and Master of Financial Planning. He is a Graduate Member of the Australian Institute of Company Directors and is a fervent supporter of Queensland music.

Scott Hutchinson
Ordinary Member

Scott is Chairman of Hutchinsons Builders, Queensland's largest privately owned building company which celebrated its 100th anniversary in 2012 representing almost a century of service to Queensland and testament to the company's commitment, expertise and integrity. Scott is also an avid music lover.

Peter Dann
Ordinary Member

Peter has over 25 years of senior public sector experience, primarily in finance and economics based roles, including 15 years with Queensland Treasury. He is currently a General Manager at Queensland Treasury Corporation. Peter has degrees in economics and commerce from University of Queensland, as well as an MBA from University of Cambridge, and is a CPA and a Fellow of the Australian Institute of Management. Peter is also a bass player/guitarist and occasional one handed synth player whose musical history goes back to the 1980s Brisbane indie scene, but mainly confines himself these days to a bit of home recording.

Stuart Watters
Ordinary Member

Stu has been working in the music industry for over 15 years. His previous roles vary broadly from CEO of Australian Independent Record Labels Association (AIR), running the QMusic, serving on the Worldwide Independent Network (WIN) and holding a position on the International Honorary Committee at MIDEM for five years. In 2009 Stuart left AIR with a desire to develop his own film production, publishing, music services and consulting company Morph TV whose clients (past and present) include Nightlife Music Video, The Seed Fund, Arts Queensland, QPAC, Hunted Media, Brisbane City Council, Mix It Up, Fieldworx, The Gin Club, The Medics, Mountain Goat Brewery and QMusic.

Adam Thatcher
Ordinary Member
Up to October 2015

Adam is General Counsel and Company Secretary of the Virgin Australia Group of Airlines and has been with the Group since 2010. Prior to that he was a partner at Allens, one of Australia's leading commercial law firms where he specialized in corporate finance and infrastructure projects particularly in the health, water and transport areas. Adam has a keen interest in a wide variety of music and is currently studying the piano at the David Redfern school of music.

D-J Wendt
Ordinary Member

D-J is a promoter, tour producer, live performance producer and manager. He is the owner of Dmand Pty Ltd, a company that specialises in producing and promoting concert tours and theatrical productions in Australia, Europe and The United States for theatre and arena productions. He is also the owner and executive producer for Frog in a Sock Pty Ltd and Tenorissimo USA LLC which produce live concerts, TV specials, DVD's and albums for The TEN Tenors. In his spare time he enjoys all forms of sport and hanging out with his family.

Jesse Barbera
Ordinary Member

Jesse is co-owner of several venues and managing director of The Fans Group - a group of companies comprising artist management, venue marketing, operations & bookings and an events company. In his spare time he drinks whisky on planes.

Brian "Smash" Chladil
Ordinary Member
From September 2015

Smash has been self-employed in the music business for more than 30 years. Starting as a sound guy, he owned a PA business, became a tour manager then a band manager, owned a studio and then an indy label and since 1990 ran an event management company that produced some of Australia's best festivals including Livid, Homebake, Big Day Out Queensland and Soundwave Queensland. He even tried promoting (losing both times!). In 2003 he co-founded Oztix which today is Australia's largest independent ticketing company. His hobbies include rock and roll, motor bikes and politics. In his spare time he does work for the QMusic Board.

Robert Forster
QMusic Patron

Robert Forster is one of the most important figures in Australian music, with a body of work that speaks authoritatively at an international level. The Go Betweens formed in 1978 and released a total of six albums, creating one of Australian music's most important legacies, before splitting at the end of 1989. The band reformed in 2002, recording three further albums before Grant McLennan's death on May 6th, 2006. Robert has recorded several solo albums and is a well-respected music journalist, winning the Pascall Prize for Critical Writing in 2016 for his column with *The Monthly*.

QMusic wishes to thank all members of the Management Committee for their time. This is a voluntary role to which all members of the Committee have shown dedication and their input and time is much appreciated by the staff.

QMusic Staff

Joel Edmondson

Executive Officer
From January 2015

Joel is a Brisbane-bred musician engaged in a life-long exploration of the role music can play in meaningful social, economic, political and spiritual change. After completing his undergraduate studies at Griffith University, Joel was awarded the Scotland Scholarship by the British Council. He completed his Masters in Music in the Community at the University of Edinburgh. During this time he won numerous awards for his design of innovative musical instruments for children with developmental disorders. In recent years, Joel has further developed his skills as a creative change facilitator, implementing strategic reform across the not-for-profit and local government sectors. Joel was also a founding director of the Red Hill DIY venue Hangar, and its artist-run label, LoFly Records. He joined QMusic as the Executive Officer in January 2015.

Michelle Padovan

Marketing & Communications Officer
From March 2015

Michelle joined the QMusic team in February 2015 with a background in media relations, radio broadcasting and business administration. Originally from Sydney, she has worked everywhere in music from independent record chain Fish Records to publishing and PR house IMMEDIA. Cutting her teeth in publicity at Two Fish Out Of Water, she has worked on campaigns for The Waifs, Augie March, The Drones, The Jezabels and The Falls Music & Arts Festival. Following her heart to Brisbane in 2011, Michelle has been a Co-Station Manager at 4ZZZ, with close to four years experience managing the day-to-day running of the community radio station and its 200 volunteers.

Stacey Coleman

Project Officer
March 2012 – December 2015

Stacey has spent most of her 20 year working career in the music industry ranging from retail, event coordination, tour and stage management, music distribution and sales to radio station management with 4ZZZ. She has also had 20 years' experience as an active musician in Brisbane playing solo and in various bands and is currently guitarist and backing vocalist in Brisbane band Hits. Stacey is the Project Officer at QMusic and develops and facilitates workshops and masterclasses to support and educate Queensland artists making sure they thrive and survive.

Sue McComber

Finance Officer
December 2005 - ongoing

An accountant with extensive experience in the not-for-profit sector, Sue's association with QMusic began at the end of 2005 when she was approached by Denise Foley to review the then quite precarious financial position of QMusic. The review led to an ongoing involvement with QMusic when Sue later took over the responsibility for maintaining the financial records of the organization. Being a part of the team that has seen QMusic return to a vibrant and financially secure organization has been a professional highlight for Sue.

Roxy Noori

Administration & Membership Officer
February 2006 - ongoing

Working in the music industry for the past nine years, Roxy's long term administration background has allowed her to streamline many of the functions and roles of the QMusic workspace. Well versed with the online environment and passionate about the Queensland music industry, she continues to oversee the smooth running of the office as well as membership matters.

QMusic wishes to thank all of the staff and volunteers for their commitment to the organisation and contribution they have made to the Queensland music scene.



QUEENSLAND MUSIC NETWORK INCORPORATED
ABN 14 083 014 720

FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2015

QUEENSLAND MUSIC NETWORK INCORPORATED

**INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2015**

	NOTE	2015 \$	2014 \$
INCOME			
Member subscriptions		23,979	25,250
Operating grants	2	461,191	410,958
Sponsorships		250,000	284,702
Events		339,366	300,652
In Kind Income - Flight Vouchers		50,000	25,000
In Kind Income - Advertising		185,000	-
Interest income		4,109	4,156
General fees, publications and subletting revenue		67,543	470,937
		<u>1,381,188</u>	<u>1,521,655</u>
EXPENDITURE			
Events Production / Marketing		516,463	876,758
Depreciation		3,944	3,289
In Kind Expenses - Flight Vouchers		50,000	25,000
In Kind Expenses - Advertising		185,000	-
Office expenses		101,915	97,661
Wages		455,308	385,370
Superannuation		38,121	30,758
		<u>1,350,751</u>	<u>1,418,836</u>
Profit before income tax		<u>30,437</u>	<u>102,819</u>
Income tax expense		<u>-</u>	<u>-</u>
Profit after income tax		<u>30,437</u>	<u>102,819</u>
RETAINED PROFITS/(LOSSES) AT THE BEGINNING OF THE FINANCIAL YEAR		<u>168,426</u>	<u>65,607</u>
RETAINED PROFITS/(LOSSES) AT THE END OF THE FINANCIAL YEAR		<u>198,863</u>	<u>168,426</u>

The accompanying notes form part of these financial statements.

QUEENSLAND MUSIC NETWORK INCORPORATED

**ASSETS AND LIABILITIES STATEMENT
AS AT 31 DECEMBER 2015**

	NOTE	2015 \$	2014 \$
CURRENT ASSETS			
Cash and cash equivalents	3	284,753	268,475
Trade and other receivables	4	<u>132,576</u>	<u>186,114</u>
TOTAL CURRENT ASSETS		<u>417,329</u>	<u>454,589</u>
NON-CURRENT ASSETS			
Property, plant and equipment	5	16,324	13,939
Intangibles	6	<u>3,423</u>	<u>3,423</u>
TOTAL NON-CURRENT ASSETS		<u>19,747</u>	<u>17,362</u>
TOTAL ASSETS		<u>437,076</u>	<u>471,951</u>
CURRENT LIABILITIES			
Trade and other payables	7	28,785	57,028
Provisions	8	23,374	23,905
Unexpended sponsorship		3,000	28,000
Grants received in advance		<u>183,054</u>	<u>184,337</u>
TOTAL CURRENT LIABILITIES		<u>238,213</u>	<u>293,270</u>
NON-CURRENT LIABILITIES			
Provisions	8	<u>-</u>	<u>10,255</u>
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>10,255</u>
TOTAL LIABILITIES		<u>238,213</u>	<u>303,525</u>
NET ASSETS		<u>198,863</u>	<u>168,426</u>
MEMBERS' FUNDS			
Retained Profits		<u>198,863</u>	<u>168,426</u>
TOTAL MEMBERS' FUNDS		<u>198,863</u>	<u>168,426</u>

The accompanying notes form part of these financial statements.

QUEENSLAND MUSIC NETWORK INCORPORATED

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2015**

	NOTE	2015 Inflows (Outflows) \$	2014 Inflows (Outflows) \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Sponsorships/Sales/Fees		815,691	1,072,774
Recurrent Grants		434,908	549,265
Memberships		23,979	25,250
Interest Received		4,109	4,156
Cash paid to suppliers and employees		<u>(1,256,080)</u>	<u>(1,494,198)</u>
NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	9	<u>22,607</u>	<u>157,247</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for intangibles		-	-
Payment for property, plant and equipment		<u>(6,329)</u>	<u>(4,147)</u>
NET CASH USED IN INVESTING ACTIVITIES		<u>(6,329)</u>	<u>(4,147)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		-	-
Repayment of loan		<u>-</u>	<u>-</u>
NET CASH USED IN FINANCING ACTIVITIES		<u>-</u>	<u>-</u>
NET INCREASE / (DECREASE) IN CASH HELD		16,278	153,100
CASH AT THE BEGINNING OF THE YEAR		<u>268,475</u>	<u>115,375</u>
CASH AT THE END OF THE YEAR	3	<u>284,753</u>	<u>268,475</u>

The accompanying notes form part of these financial statements.

QUEENSLAND MUSIC NETWORK INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The committee have prepared the financial statements of the association on the basis that the association is a non-reporting entity because there are no users dependent on general purpose financial statements. This financial report is therefore a special purpose financial report that has been prepared in order to meet the needs of the committee and the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of the financial statements.

(a) Income Tax

No provision for income tax has been raised as Queensland Music Network Incorporated operates solely as a non-profit association established for the encouragement of music and accordingly it is exempt from income tax under section 50-45 of the *Income Tax Assessment Act 1997*.

(b) Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvement.

(c) Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income and expenditure statement.

(d) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

QUEENSLAND MUSIC NETWORK INCORPORATED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2015**

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(e) Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

(f) Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(g) Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

(i) Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

QUEENSLAND MUSIC NETWORK INCORPORATED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2015**

NOTE 2 - OPERATING GRANTS	2015	2014
	\$	\$
Australia Council - Projects	100,000	95,000
Arts Queensland - Core	204,495	227,219
Arts Queensland - Projects	46,724	70,739
Arts Queensland - Arts Leverage Fund	84,972	-
Local Government Projects	<u>25,000</u>	<u>18,000</u>
	<u>461,191</u>	<u>410,958</u>
 NOTE 3 - CASH AND CASH EQUIVALENTS		
Cash on hand	232	575
Cash at bank	<u>284,521</u>	<u>267,900</u>
	<u>284,753</u>	<u>268,475</u>
 NOTE 4 - TRADE AND OTHER RECEIVABLES		
Trade debtors	128,611	176,550
Less provision for doubtful debts	-	-
Deposits paid	1,217	250
Prepayments	715	7,281
Rental bond	<u>2,033</u>	<u>2,033</u>
	<u>132,576</u>	<u>186,114</u>
 NOTE 5 - PROPERTY, PLANT AND EQUIPMENT		
Office equipment and furniture	44,185	37,856
Improvements - leased premises	2,000	2,000
Less: Accumulated depreciation	<u>(29,861)</u>	<u>(25,917)</u>
	<u>16,324</u>	<u>13,939</u>

QUEENSLAND MUSIC NETWORK INCORPORATED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015	2014
NOTE 6 - INTANGIBLES	\$	\$
Trademarks	<u>3,423</u>	<u>3,423</u>
 NOTE 7 - TRADE AND OTHER PAYABLES		
Trade creditors	<u>28,785</u>	<u>57,028</u>
	<u>28,785</u>	<u>57,028</u>
 NOTE 8 - PROVISIONS		
<i>Current</i>		
Provision for long service leave	12,074	10,745
Provision for annual leave	<u>11,300</u>	<u>13,160</u>
	<u>23,374</u>	<u>23,905</u>
<i>Non-Current</i>		
Provision for long service leave	<u>-</u>	<u>10,255</u>
 NOTE 9 - CASHFLOW INFORMATION		
Reconciliation of cash flow from operations with profit after income tax		
Profit / (loss) after income tax	30,437	102,819
Cash flows excluded from profit attributable to operating activities		
<i>Non-cash flows in profit:</i>		
Depreciation	3,944	3,289
Loss on sale of property, plant and equipment	-	160
<i>Changes in assets and liabilities:</i>		
(Increase)/decrease in trade debtors	46,972	(130,242)
Increase/(decrease) in trade creditors and other payables	(39,029)	46,944
Increase/(decrease) in doubtful debt provision	-	-
(Increase)/decrease in prepayments	6,566	(4,031)
Increase/(decrease) in unexpended grants	<u>(26,283)</u>	<u>138,307</u>
	<u>22,607</u>	<u>157,246</u>

QUEENSLAND MUSIC NETWORK INCORPORATED

STATEMENT BY MEMBERS OF THE COMMITTEE

In the opinion of the committee of Queensland Music Network Incorporated:

- a. The financial statements and notes of the association are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
- i Giving a true and fair view of its financial position as at 31 December 2015 and of its performance for the financial year ended on that date; and
 - ii Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Australian Charities and Not-for-profits Commission Regulation 2013*, and
- b. at the date of this statement, there are reasonable grounds to believe that Queensland Music Network Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



Chair



Treasurer

Dated at Brisbane this 10th day of March 2016

INDEPENDENT AUDITOR'S REPORT
To the Members of Queensland Music Network Incorporated

We have audited the accompanying financial report, being a special purpose financial report of Queensland Music Network Incorporated, which comprises the assets and liabilities statement as at 31 December 2015, the income and expenditure statement and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the statement by members of the committee.

Committee members' responsibility for the financial report

The members of the committee of Queensland Music Network Incorporated are responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012 ("ACNC Act")* and is appropriate to meet the needs of the members. The committee members' responsibility also includes such internal control as the committee members determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Auditor's opinion

In our opinion the financial report of the Queensland Music Network Incorporated has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 31 December 2015 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the trustees' financial reporting responsibilities under the trust deed and the ACNC Act. As a result, the financial report may not be suitable for another purpose.

PKF Hacketts

PKF Hacketts Audit



Shaun Lindemann
Partner

Brisbane
10 March 2016

**DISCLAIMER TO THE DETAILED INCOME AND EXPENDITURE STATEMENT
To the Members of Queensland Music Network Incorporated for the year ended 31 December 2015**

The additional financial data presented on page 12 is in accordance with the books and records of the company that have been subjected to the auditing procedures applied in our audit of the association for the financial year ended 31 December 2015. It will be appreciated that our audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Queensland Music Network Incorporated) in respect of such data, including any errors or omissions therein however caused.

PKF Hacketts

PKF Hacketts Audit



**Shaun Lindemann
Partner**

Brisbane
10 March 2016

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QUEENSLAND MUSIC NETWORK INCORPORATED

**DETAILED INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015	2014
	\$	\$
INCOME		
Big Sound Income	315,910	293,488
Q Song	20,082	-
MAP	1,359	2,014
Little Bigsound	3,374	7,164
Arrow Energy	-	40,000
Advertising	11,755	12,385
Admin & Management Fees	11,000	10,000
General Fees & Service	3,758	394,612
Memberships	23,979	25,250
APRA Contribution	20,000	20,000
Beverage & Food Sales	19,007	3,336
Other Sponsors	230,000	264,702
Australia Council - One-off	100,000	95,000
Arts Queensland - Core	204,495	227,219
Arts Queensland - Projects	46,724	70,739
Other State Government Projects	84,972	-
Local Government Projects	25,000	18,000
Miscellaneous Income	20,664	8,590
Interest Income	4,109	4,156
In Kind Income _ Flight Vouchers	50,000	25,000
In Kind Income - Advertising	185,000	-
	<hr/>	<hr/>
TOTAL INCOME	1,381,188	1,521,655

This statement has been provided for information purposes only.

QUEENSLAND MUSIC NETWORK INCORPORATED

**DETAILED INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015	2014
	\$	\$
EXPENDITURE		
Consultants/Creative personnel	61,248	54,342
Performers/Artist fees	8,900	329,895
Production/Technical Personnel	4,700	29,071
Wages & Salaries	431,521	357,443
Superannuation	38,121	30,758
Annual Leave Expenses	5,178	5,710
Workers' Compensation	2,072	1,717
Long Service Leave Expense	2,035	18,800
Professional Development	45	-
Per Diems	1,850	800
Staff Recruitment	-	900
Venue Hire & Related Equipment	41,817	41,670
Venue Security	5,455	3,932
Audio Visual Production	-	-
Sound Equip Hire	-	250
Staging & Equipment Hire	69,884	62,626
Project Travel	16,553	40,325
Project Accommodation	2,364	4,756
Big Sound International Travel	46,249	43,304
Big Sound National Travel	-	2,263
Big Sound Accommodation	36,215	39,311
Big Sound Contribution Payment	10,798	-
Speaker Fees	-	600
Project Event Catering	42,329	55,394
Bar Supplies	9,125	3,539
Prize Money, Awards	729	147
Merchandise	9,000	6,800
Production Costs - Other	3,545	3,229
Conferences & Workshops	-	-
Industry and Community Advocacy	-	267
Recordings	390	4,590
Community Projects and Programming	30,800	29,750
Evaluation and Research Costs	13,797	14,344
Advertising Design & Artwork	-	800
Media Advertising	13,877	9,447
Socila Media	71	-
Promo Printing	8,669	7,805
Poster Distribution - Promo	1,592	460
Promo Design & Artwork	18,360	8,706

This statement has been provided for information purposes only.

QUEENSLAND MUSIC NETWORK INCORPORATED

**DETAILED INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015	2014
	\$	\$
EXPENDITURE (Continued)		
Banner/Promotional Material	8,093	18,752
Website Devel & Artwork	2,485	4,182
Website Hosting	600	242
Web Platforms	1,237	807
Photography	5,350	4,000
Documentation costs	501	215
Meeting expenses	873	788
Marketing & PR	23,100	25,000
Sponsorship Commission	14,896	21,543
Copyright, royalties & license	691	460
Rent	25,692	24,995
Cleaning	2,602	2,800
Electricity	5,987	9,673
Repairs & Maintenance	1,116	11
Computer fees	9,882	4,445
Computer Software	261	114
Equipment Repairs/Maintenance	-	-
Membership fees & subscription	1,421	1,713
Minor Equipment (Under \$500)	1,822	180
Office Amenities	1,244	1,107
Printing/Copying - non project	1,068	412
Photocopier Lease	4,388	4,201
Staff amenities	905	5,407
Stationary	1,237	1,085
Resources	36	70
Document Storage	2,285	2,098
Waste Removal	362	237
Postage/Couriers	617	1,133
Telephone/Internet	7,298	8,111
Parking	3,457	3,595
Travel - non project	2,030	2,549
Accomodation Costs	140	598
Insurance	5,835	10,676
Audit Fees	5,250	5,100
AGM & general meetings	791	1,027
Bank Charges	1,017	976

This statement has been provided for information purposes only.

QUEENSLAND MUSIC NETWORK INCORPORATED
DETAILED INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2015

	2015	2014
	\$	\$
EXPENDITURE (Continued)		
Merchant Fees	9,422	6,502
Board Costs	7,005	1,045
Business/Legal Fees	170	433
Donations	-	-
Bad Debts expense	-	-
Depreciation	3,944	3,289
Sundries	90	354
Disposal of assets	-	160
In Kind Expenses - Flight Vouchers	50,000	25,000
In Kind Expenses - Advertising	185,000	-
	1,350,751	1,418,836
TOTAL EXPENDITURE	1,350,751	1,418,836
PROFIT BEFORE INCOME TAX	30,437	102,819

This statement has been provided for information purposes only.