



## Annual General Meeting (AGM) Minutes

**Time:** 1pm Perth (AWST), 2:30pm Adelaide (ACST), 3.00pm Syd/Bris/Melb (AEST)

**Date:** 26 May 2025

**Venue:** Zoom

### **Attendees**

#### NAVA Board:

Jamie Lewis (Co-Chair)

Liz Nowell (Co-Chair)

Sophia Cai (Deputy Chair)

Janice Falsone

Kate Just

Ryan Presley

Sophia Sambono

#### Staff:

Penelope Benton (Executive Director / Company Secretary)

Janel Yau (General Manager)

#### Members:

Rebecca Ray

Louise Bradley

Miriam Cabello

Chris Bold

Fenalla Edwards

Roni Judge

Shannon Lewis

Pia Robinson

#### Proxies:

Sian Carlyan

Tammy Maskrey

Anne Richardson

#### Apologies:

None

#### In attendance (non-Members)

Brian Tucker (Treasurer)

The Co-Chair confirmed the quorum.

The Co-Chair declared the AGM open at 3pm AEST.

### **1. Acknowledgement of Country**

The Co-Chair gave an Acknowledgement of Country and paid respects to the Traditional Owners of the lands from which Directors and members were joining.

### **2. Attendance and apologies**

The Co-Chair confirmed there were no apologies and noted that proxy assignments had been received in accordance with the Constitution. With sixteen (16) members in attendance and three (3) proxies, quorum was reconfirmed.

### **3. Confirmation of the minutes of the Annual General Meeting held 23 May 2024, and any matters arising.**

The minutes of the Annual General Meeting held on 23 May 2024 were confirmed and approved.

### **4. Tabling the NAVA Annual Report and Auditor's Report**

The Co-Chair invited the Executive Director to speak to the tabled Annual Report, which had been published and made available on the NAVA website.

The Executive Director acknowledged the NAVA members attending the AGM and noted that the meeting was taking place on National Sorry Day, reflecting on NAVA's ongoing work through its Reconciliation Action Plan (RAP) and First Nations Arts Policy.

The Executive Director spoke to the significant work undertaken by the organisation during 2024, noting that the Annual Report reflected a substantial body of activity, though not every achievement across the year.

Key highlights included:

- NAVA maintained approximately 4,000 paid members and 50,000 free subscribers. Membership numbers had decreased slightly from the previous year, reflecting broader cost-of-living pressures and rising insurance premiums.
- More than 1,000 responses were received to NAVA's membership survey. Key concerns raised included financial precarity, access to affordable workspaces, and the need for increased professional development opportunities for regional, disabled, and mid-career artists.
- NAVA's Membership Team responded to approximately 12,000 enquiries and supported around 84 members through disputes relating to unpaid fees, superannuation, contract negotiations, taxation, and censorship matters.
- The work of NAVA's Professional Development team: Donnalyn Xu, Emma Pham, Georgia Mokak and Robyn Fernandez, was acknowledged, including the delivery of 30 workshops across New South Wales and Queensland to improve accessibility and application of the Code of Practice for visual artists.
- NAVA launched a new suite of Code of Practice training modules and updated the Payment Standards chapter.
- The organisation celebrated the achievement of the Archibald Prize introducing loan fees for all finalists for the first time in the Prize's 103-year history.
- NAVA's advocacy work focused on the *Recognise Art as Work* campaign, contributing to the Fair Work Commission's decision to vary the Amusement, Events

and Recreation Award. NAVA attended multiple hearings and facilitated consultation with visual artists.

- Advocacy continued in relation to income support and mutual obligations, with NAVA working with the Department of Employment and Workplace Relations (DEWR) and Department of Social Services (DSS) to improve how mutual obligations can be met by artists and arts workers.
- NAVA represented the visual arts sector on the Arts Strategic Workforce Advisory Group (SWAG) for Service and Creative Skills Australia (SaCSA).
- Across the year, NAVA made 20 submissions to government on issues including tax reform, education, artificial intelligence, and copyright.
- NAVA launched key strategic documents including its Reconciliation Action Plan (RAP), First Nations Policy, and Disability Action Plan (DAP).

The Executive Director welcomed new staff members Janel Yau (General Manager) and Georgia Mokak (First Nations Outreach Coordinator) and acknowledged the contributions of departing staff members Robyn Fernandez and Georgie Cyrillo.

The Executive Director thanked outgoing Chair Clothilde Bullen and acknowledged the ongoing support of NAVA's members in advancing the organisation's mission to improve conditions of work and practice across the visual arts, craft and design sector.

The Co-Chair thanked and commended staff and the Executive Director for their work throughout 2024 and acknowledged both incoming and outgoing Board Directors, including Janice Falsone, Kate Just, Jamie Lewis and Liz Nowell. Thanks were also extended to outgoing Artist Representative Director Michelle Vine.

The Co-Chair paid particular tribute to outgoing Chair Clothilde Bullen, who had served in the role since May 2021. It was noted that her leadership had been instrumental in guiding the development of NAVA's First Nations Policy 2024–2029, which established a framework for improving cultural safety, strengthening engagement with First Nations artists and organisations, and building a stronger First Nations workforce within NAVA.

The Co-Chair invited questions from members.

The Annual Report was formally approved.

The Co-Chair then tabled the Auditor's Report and invited the Treasurer to speak to the financial statements.

The Treasurer advised that 2024 was the organisation's first year working with new auditors, Allen Audit & Advisory, and presented an overview of the financial position:

- Gross income totalled \$1,422,460.
- Membership fee income totalled \$577,605 before insurance premiums.
- Donation income remained consistent at approximately \$16,000, including contributions to the Artists' Benevolent Fund and donations made by members during membership renewals.
- In-kind sponsorship amounted to \$30,000.

- Federal funding totalled \$202,451 and state funding totalled \$130,000, comprising a mix of project and operational funding.
- Total expenses were \$1,376,826.
- Artist fees and production costs totalled approximately \$84,000.
- Wages, salaries and on-costs, including superannuation, totalled approximately \$624,000, increasing from 2023 primarily due to expanded professional development activities.
- Overall expenses remained broadly consistent with the previous year.
- Net assets totalled \$598,024, including cash reserves of just over \$107,000.
- NAVA remained solvent and in a stable financial position with adequate reserves.

The Treasurer advised that the organisation remained in a healthy financial position and invited questions from members.

The Annual Report and Audited Financial Report were formally accepted.

## **5. Confirmation of Election of Directors**

### **a) Election of Aboriginal and Torres Strait Islander Representative Director**

The Co-Chair advised that NAVA had received four eligible nominations from current NAVA members. From these nominations, Rebecca Ray was welcomed as the elected Aboriginal and Torres Strait Islander Representative Director. Ryan Presley was thanked for his contributions to the Board.

The Co-Chair advised that one of the first actions of the new Board would be the appointment of co-opted Directors, along with the appointment of the Chair and Deputy Chair from among the current Directors. In accordance with NAVA's Articles, a meeting of Elected Directors would take place within one month of the AGM to make those appointments.

## **6. Confirmation of the auditors for 2026**

Allen Audit & Advisory were confirmed as auditors for 2026.

## **7. Other business**

The Co-Chair thanked all members, Board Directors and staff for their contributions throughout the year.

There being no further business, the Co-Chair formally closed the meeting.

The next AGM will be held in May 2026.

Meeting closed at 3:26pm AEST.