



 queer screen
**DIRECTORS'
REPORT**

2014 - 2016



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Terminology

“FY20###” means Financial Year 20##

“MGFF” means Mardi Gras Film Festival

“QSFF” means Queer Screen Film Fest

“MQC” means My Queer Career

“the Organisation” means Queer Screen

“Member” means a member of Queer Screen

“General Meeting” means a general meeting of the Members

“AGM” means Annual General Meeting

“EGM” means Extraordinary General Meeting

“Board” means the collective of the Directors of Queer Screen

“Directors” means the Members appointed to the Board of Queer Screen

“President” means the Director appointed as President of the Board

“Secretary” means the Director appointed as Secretary

“Treasurer” means the Director appointed as Treasurer

“Associate” means the Member appointed by the Board of Queer Screen



Our Vision:

A celebration of the diversity of sexualities and gender identities through queer storytelling on screen, by inclusive and respectful communities full of creativity, inspiration and pride.

Our Mission:

To transform and engage individuals and communities through queer storytelling on screen.

We will achieve this by:

- ❏ Showcasing diversity of queer creativity through film and video
- ❏ Supporting queer filmmakers and other artists who address diverse sexualities and gender identities to reach audiences
- ❏ Valuing the contributions of our volunteers in every aspect of our work
- ❏ Building and nurturing partnerships
- ❏ Listening to and engaging with our audiences and communities
- ❏ Ensuring the sustainability of our organization so queer stories continue to be seen

Our work is guided by our values:

Diversity:

Queer Screen showcases diversity of queer filmmaking, creativity, sexualities and gender identity.

Creativity:

Queer Screen nurtures and sparks creativity within our communities, including filmmakers, artists and audiences.

Inspiration:

Queer Screen inspires individuals and communities through queer filmmaking to grow, transform and be challenged.

Inclusiveness:

By valuing and respecting the contributions and perspectives of our volunteers, partners and audience, Queer Screen supports inclusiveness.

Pride:

Through our programming and activities, Queer Screen promotes pride in individuals and communities through presenting and valuing our stories



President's Report

by Giovanni Campolo-Arcidiaco



The last three years have been an amazing journey for Queer Screen and a testament to the power of volunteering and community.

Having taken on the role of President the month before the launch of Mardi Gras Film Festival 2013, the initial focus with the team was on an EGM to start addressing matters of governance. Now that we are having our first AGM since then, we are proud to present our Members with a special Directors' Report, which not only covers the last financial year but also provides an historical background to the financials since FY2013, as well as an overview of Queer Screen's activities from July 2013 to June 2016.

By the end of FY2013 it was clear that a major overhaul of the Organisation was needed, as the existing business model had resulted in a challenging financial situation. Queer Screen had continued to operate a large-scale festival but external factors, like lack of major sponsors and uneven box office performances, had taken a significant toll.

A renewed focus on sustainability required moving away from a paid staff model, which we could no longer afford, and maximising the contribution of volunteer resources. This required rebuilding organisational governance,

driving engagement with community stakeholders and bringing Queer Screen's brand to the forefront to create opportunities beyond the Mardi Gras Film Festival.

In such uncertain times, a number of elements contributed to Queer Screen's successful rebirth.

Many dedicated individuals joined the Board in spite of the big challenges ahead, both in the required amount of volunteer work (most were volunteering 20-30 hours per week) and in the reputational, legal and financial risks of being a Director of an organisation with a challenging budget.

People-wise, professional accountant, David Lambert, took on the Treasurer role, which required an enormous amount of work rebuilding the financial records of the previous two years. We were also fortunate to have industry professionals, Paul Struthers and James Woolley from Sydney Film Festival join the team as volunteers, bringing in valuable skills and mentoring opportunities.

And finally, Queer Screen was bolstered by the generous support of our donors, who responded to our Save Queer Screen campaign in droves, providing the much needed resources to keep the wheels turning.



Thanks to all of this and more, we were able to commence the transformation that has brought us here today, with significant elements coming together in the last quarter of 2013.

- ❏ The launch of the inaugural Queer Screen Film Fest (QSFF) in September 2013. With its smaller size, this event was an opportunity to confirm that we could successfully program and run a festival using only volunteer resources.
- ❏ QSFF was a confirmation that the Mardi Gras Film Festival (MGFF) could be successful with a reduced size and duration, and that it needed to focus on box office appeal while maintaining quality and delivering content relevant to the various parts of the community.
- ❏ The Stephen Cummins Film Trust provided an interest-free loan in FY2013 and FY2014 to help start production ahead of box office returns for MGFF2013 and MGFF2014.
- ❏ The Sydney Film Festival provided an opportunity to hire some of their resources on a contractual basis for MGFF.
- ❏ Adopting 'hot pink' as the colour of the Queer Screen brand.
- ❏ Building a new adaptive (suitable for mobile phones) website and increasing focus on social media.
- ❏ Moving MGFF to run exclusively at Event Cinemas in George Street. Although historically not the preferred venue for our audience, the space addressed multiple logistic aspects, provided us with booking flexibility and, more importantly, came out of an excellent deal brokered with Jonny Bastin, a Board Director at the time.
- ❏ The new Queer Screen began to again attract interest from sponsors and, our relationship with the Pink Media Group resulted in the return of major sponsorship to Queer Screen.

I want to acknowledge the work and achievements of the current team – Board, Associates, staff and key volunteers. It's a privilege to work with so many generous, passionate and talented individuals.

We work together respectfully and in a supportive manner, leaving egos aside and focusing on what we are trying to achieve for the Organisation, for filmmakers and for the LGBTIQ community at large. Queer Screen and its Members are lucky to have them.

In particular I would like to mention the work of our Vice President, Lisa Rose – a strong example of the power of community engagement. Lisa started as a volunteer four years ago with no experience in the industry and is now one of the main drivers across all aspects of the Organisation with a wealth of experience that will make her the best candidate for next President of Queer Screen.

There are many exciting opportunities ahead at Queer Screen and I strongly recommend that everyone joins our team of volunteers, gain experience within the Organisation, and make a difference with the power of film.

Giovanni Campolo-Arcidiaco, President

Secretary's Report

by Rob Beetson

This is the first AGM that Queer Screen has held since the EGM in January 2013.

Delays with previous AGMs were due to a lack of resources, report readiness and delays with our auditor. Queer Screen has now engaged Christopher Coote & Co. Chartered Accountants and has finalised financial review audits for the FY2014, FY2015 and FY2016 periods.

Limited resources from FY2013 meant that the focus had to be on rebuilding the Organisation, with further delays on AGMs. This was also due to a need to rebuild financial records.

A change in legislation and resolution adopted at the January 2013 EGM meant that Queer Screen no longer requires audited accounts in favour of the less onerous reviewed accounts.

As a registered charity, since early 2013 Queer Screen has reported to the Australian Charities & Not-for-profit Commission (ACNC) for most governance matters and no longer to Australian Securities and Investment Commission (ASIC), aside from limited matters such as a change to the company name. For example, the appointment and cessation of Directors, the lodging of annual financial reports and the amendment of the company's constitution no longer are required to be notified to ASIC by law.

Queer Screen is currently considered a medium sized charity under ACNC guidelines and legislation and as such has annual reporting requirements. These obligations were met for the FY2014 and FY2015 periods and are on track for FY2016.

The ACNC Good Governance Guidelines require that all charities take steps to report to their Members, and the Queer Screen Board is committed to restoring and strengthening the AGM process. The requirement to hold an AGM in accordance with the Corporations Act is no longer binding for Queer Screen. However, the Board is aware of the need to maintain effective Members communication and to provide Members with an opportunity to ask questions about the Organisation's performance, so the need to hold an AGM will be maintained in the Constitution.

The last three years has seen a concerted effort to ensure sound governance across the organisation. There have been improvements to the structure of Board meetings and the renewal of formal Board papers and record keeping.

Other improvements related to governance are

- ❖ Structured reporting under the Australian Charities & Not-for-profit Act
- ❖ Structured record keeping for corporate records
- ❖ Board meeting processes reviewed to focus on key decision making responsibilities
- ❖ Education of Directors in regard to responsibilities under the ACNC Act

The current Board of Queer Screen is committed to working with the ACNC to ensure effective governance of the Organisation and maximum transparency for Members.

Rob Beetson, Secretary



Treasurer's Report

by Joseph Duggan




As is common practice of not-for-profit organisations, the Board of Queer Screen delegates the responsibility to the Treasurer that the correct financial procedures are followed and financial decisions are based with all necessary financial information available. In that regard, we wish to acknowledge previous Treasurers David Lambert and Chris Davies for their contribution and to Cheryl Kavanagh for stepping in during the transitional phase to the current Treasurer, Joseph Duggan. We also acknowledge Ross Haywood for managing Queer Screen's business activity statement (BAS) quarterly filings.

The focus of the current Treasurer has been to formalise existing processes and procedures for accounts management, system management, planning, budgeting and reporting. Along with the work done to date on formalising these processes and procedures, the Board wishes to continue to strive for a robust financial framework.

FY2013

Following a loss of \$27,154 in FY2012, a concerted effort was made to return Queer Screen to a sustainable organisation. This was achieved in FY2013 despite the backdrop of reduced donations, reduced government funding and a small decrease in ticket sales due to Queer Screen opting to have less screenings in FY2013. There was also a renewed focus on a volunteer based strategy.

Profitability was returned in part by:

-  Reducing staff costs,
-  A reduction in production cost, and
-  a reduction in office rental costs.

Queer Screen received an interest free loan of \$26,000 from the Stephen Cummins Film Trust in October 2012. This facilitated much needed cash flow, and the loan was subsequently repaid after MGFF2013.

FY2014

Queer Screen endeavoured to clear legacy liabilities in FY2014 relating to prior years, which reduced the Organisation's liabilities but also its profitability in FY2014.

Queer Screen received an interest free loan of \$17,000 from the Stephen Cummins Film Trust in December 2013. Similar to FY2013, this loan facilitated much needed cash flow, and the loan was subsequently repaid after MGFF2014.

Queer Screen continued to implement the financial strategies adopted in FY2013 and the financial position of the Organisation continued to improve.

FY2015

FY2015 was a year of transition for the role of Treasurer. Due to new work commitments, David Lambert stepped down as Treasurer in March 2015, with Chris Davies appointed in his place. Unfortunately, owing to work and study commitments Chris was in the position only until September 2015.

In the absence of a Treasurer, Queer Screen engaged Billy Ward (Billyward Accounting Services) to expedite the delivery of the FY2015 financial statements. Billy Ward, along with a newly appointed Treasurer in December 2015 (Joseph Duggan) completed the accounts for FY2015.

FY2016

In keeping with the Board's desire for best practice financial governance and transparency, Queer Screen transitioned to cloud accounting using the Xero platform, in the last quarter of 2015. This allows financial information of Queer Screen to be quickly shared, remotely accessed and centrally stored. It has allowed for overall efficiency and productivity improvements in our financial function.

Within one month of the end of the financial year, the financial statements were compiled and Christopher Coote & Co was appointed to conduct an Independent Assurance Practitioner's Review Report. The Review Report dated 10 August 2016 was unqualified, meaning all financial documents represented Queer Screen accurately and fairly.

Going forward

Further financial governance improvements are to be implemented over the coming financial year including streamlining of processes, further formalising of policies and procedures, and the implementation of a Finance Working Group.

We will continue to be financially transparent to Queer Screen personnel and staff with continued frequent financial updates and dissemination of financial information across the Organisation.

Joseph Duggan, Treasurer



Profit and Loss Statement FY2013 to FY2016

	30 June 2016	30 June 2015	30 June 2014	30 June 2013	30 June 2012
Income					
General income					
Membership Fees	33,395	27,015	21,702	11,976	14,488
Donations	12,334	13,114	16,675	12,436	20,307
	45,729	40,129	38,377	24,412	34,795
Funding					
Local Government Funding	22,100	13,000	2,000	7,500	-
Sate Govt Arts NSW	10,000	6,000	-	10,000	15,000
Other Funding	-	8,231	7,500	-	5,000
	32,100	27,231	9,500	17,500	20,000
Sponsorship and advertising					
Advertising	71,803	33,800	24,845	2,100	5,472
Sponsorship	291,788	138,141	33,000	28,584	23,000
	363,591	171,941	57,845	30,684	28,472
Ticket sales / box office					
Ticket Sales	283,172	276,152	190,223	124,343	127,699
Booking Fees	21,039	18,614	11,486	-	-
	304,211	294,766	201,709	124,343	127,699
My Queer Career Prize Income					
MQC Prize Income	3,000	3,000	3,000	3,000	-
	3,000	3,000	3,000	3,000	-
Other income					
Raffles	14,425	4,654	4,099	1,091	-
Screening fees	-	3,184	455	-	(273)
Sundry income	-	1,483	644	353	-
Other income	-	526	-	-	-
Interest received	1,050	973	440	600	3,336
	15,475	10,820	5,638	2,044	3,063
Total income	764,106	547,887	316,069	201,983	214,029
Expenditure					
Administration					
Accounting/Bookkeeper	2,125	79	665	1,138	-
Administrator	-	-	858	-	-
Auditor's remuneration	2,750	-	5,050	600	-
Membership costs	851	-	-	-	-
Subscriptions	39	150	668	22	109
Training and Development	-	420	-	273	-
Volunteers costs	7,081	933	1,428	-	-
	12,846	1,582	8,669	2,032	109
Boxoffice costs					
Ticketing Charges	17,899	12,088	10,635	6,541	-
	17,899	12,088	10,635	6,541	-
Entertainment costs					
Catering and Beverages	Note 1 31,645	31,561	12,030	236	6,893
Filmmaker / festival guest expenses	303	-	-	-	-
Talent Performer/Speaker	425	2,362	100	1,677	-
	32,373	33,923	12,130	1,913	6,893

	30 June 2016	30 June 2015	30 June 2014	30 June 2013	30 June 2012
Film / Content costs					
Couriers	269	217	-	-	1,006
Distribution	136	872	-	-	-
Film Freight	7,148	5,632	5,763	3,221	4,928
Film licence fees	-	-	-	-	493
Film Rental	48,026	39,304	29,092	22,105	27,546
Equipment Lease	-	-	280	4,077	2,383
Preview Tape Production	-	884	-	-	300
Projectionist fees	-	1,500	1,145	-	-
Projector/Video Hire	-	-	7,800	-	3,664
Slide production	-	1,152	-	-	-
Tech fees	5,570	4,290	6,699	-	500
Video editing	-	110	-	-	-
	71,149	53,961	50,779	29,403	40,820
Film Completion Fund Prize					
	10,000	-	-	-	-
Fundraising/co-presenting					
Donated Proceeds/Endowments	-	3,080	-	1,000	-
Ticket sales paid for fundraising/co-presenting	24,518	-	-	-	-
	24,518	3,080	-	1,000	-
Legal / Finance Costs					
ASIC / Filing Fees	-	-	299	357	42
Bank charges	845	729	751	818	689
Business Insurance	113	7,089	3,590	-	9,247
Interest on credit cards	-	-	-	852	540
Merchant Fees	4,157	4,052	3,700	1,686	1,439
	5,115	11,870	8,340	3,714	11,957
Marketing and promotion					
Advertising (in kind)	143,826	-	-	-	-
Advertising, Publicist and Commissions	93,534	45,773	22,893	12,112	11,682
Artwork Design	5,341	5,875	2,124	7,864	6,377
Audience survey	-	-	458	48	120
E-Marketing Campaigns	2,633	2,447	2,132	1,385	1,218
Filers, posters and banners	2,579	6,163	3,370	1,446	3,159
Merchandising Costs	-	3,729	3,324	2,115	1,060
Web Hosting Charges	-	95	75	115	-
Website Design and Changes	555	455	1,308	909	-
Representations at overseas festivals	8,620	-	-	-	-
	257,088	64,537	35,684	25,993	23,616
My Queer Career					
MQC Prize	3,345	6,300	3,280	3,500	3,000
	3,345	6,300	3,280	3,500	3,000
Office costs					
Cleaning and maintenance	1,250	-	-	90	280
Computer Expense	-	108	105	-	-
Electricity	795	1,344	1,468	1,766	1,165
Internet Charges	511	670	797	858	1,396
Office Phone/Fax	2,454	1,951	2,652	1,091	1,807
Office Rent	24,314	10,906	10,522	7,904	13,342
Photocopying/Printing	1,198	111	119	117	-
Photography	3,350	1,463	400	-	-
Postage	428	195	366	454	1,797
Stationery	331	5,394	1,022	551	390
	34,631	22,142	17,451	12,831	20,177
Other					
Auspicung of Film Festivals Australia (FFA)	(5,674)	-	-	-	-
Depreciation	-	-	132	265	265
Misc Expenses	678	138	2,512	2,816	844
Write back of historical liabilities	(4,823)	-	-	-	-
	(9,819)	138	2,644	3,081	1,109
Production					
Venue Hire	115,896	90,550	64,079	49,845	59,234
	115,896	90,550	64,079	49,845	59,234

Staff costs

Festival Director, Manager and other staff costs	81,763	79,157	34,850	51,169	68,285
Staff Amenities and safety	-	60	419	86	280
Superannuation	-	3,184	22,176	-	5,993
Workers comp insurance	186	175	(534)	1,055	932
Annual leave accrual	-	-	-	-	(5,999)
	<u>81,949</u>	<u>82,576</u>	<u>56,911</u>	<u>52,310</u>	<u>69,490</u>

Travel and transport

Taxi and local transport	451	-	-	(145)	1,171
Travel Costs	Note 2	15,426	6,478	5,850	2,596
		<u>15,877</u>	<u>6,478</u>	<u>5,850</u>	<u>2,451</u>

Total expenses

662,867	389,225	276,452	194,616	241,184
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Net profit

101,239	158,662	39,617	7,367	(27,155)
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<i>Net Profit %</i>	13%	29%	13%	4%	-
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Note 1: Catering and beverages include costs reimbursed by sponsors for sponsored events

Note 2: Travel costs relate to travelling Festival guests which are reimbursed by sponsors (e.g. embassies)

Financial Performance FY2013 to FY2016

Financial performance FY2013

- ❏ Revenue decreased by 6% to \$201,983, however overall expenditure was reduced by 19%, which gave Queer Screen a net profit of \$7,786
- ❏ The reduction in revenue was largely as a result of donations reducing by 39%, membership fees reducing by 17%, and ticket sales reducing by 3% since FY2012
- ❏ Profitability was restored with a net profit of \$7,367 from a net loss of \$27,155 in FY2012
- ❏ Net profit margin was 4%

Financial performance FY2014

- ❏ Revenue increased by 56% to \$316,069, which was largely driven by a 53% increase in ticket sales
- ❏ After a 17% reduction in membership fees in FY2013, membership fees increased by 81% to \$21,702 in FY2014, as a result of an increase in members
- ❏ Donations increased by 34% to \$16,575
- ❏ Expenditure increased by 42% in line with the growth in revenue
- ❏ Net profit margin was 13%, an increase from 4% in FY2013

Financial performance FY2015

- ❏ Revenue increased by 73% to \$547,887, which was driven by a 45% increase in ticket sales and a quadrupling of sponsorship and advertising income from FY2015
- ❏ The growth in sponsorship and advertising income was as a result of new sponsorship agreements in place and new advertisers
- ❏ Membership fees increased by 24% to \$27,015 in FY2015, as a result of an increase in members
- ❏ Donations decreased by 21% to \$13,114
- ❏ Expenditure increased by 41% in line with the growth in revenue
- ❏ Net profit margin was 29%, an increase from 13% in FY2014

Financial performance FY2016

- Revenue increased by 39% to \$764,106, which was driven by a 3% increase in ticket sales, 'in kind' advertising of \$143,826, a 112% increase in advertising and 210% increase from raffle income to \$14,425
- Membership fees increased by 24% to \$33,395 in FY2016, as a result of an increase in members
- Donations continued to decrease, and were 6% lower in FY2016
- Expenditure grew at 70%, however excluding 'in kind' advertising costs, actual expenditure increased by 32%
- The increase in expenditure was as a result in part of a 22% increase in screen fees payable by Queer Screen owing to an increase in screenings, the awarding of a \$10,000 Film Completion Fund Prize, a doubling of the marketing and promotion of the Mardi Gras Film Festival and Queer Screen Film Fest, and a doubling of office rent costs after moving from office space subsidised by the City of Sydney Creative Spaces program (66 Oxford Street) to a commercially leased property, due to the end of access to that hosting program
- Net profit margin was 13%, a decrease from 29% in FY2015



FESTIVAL
FEB 18 – MAR 3 2016

Vice President's Report

by Lisa Rose

Stakeholder engagement and an improvement in diversifying our audience has been one of the key focuses of Queer Screen's new sustainability strategy. It has meant recreating and establishing new relationships with the community and developing existing and new lines of communication. The three most significant outlets of this approach have been the definition of a clear and improved eNews strategy, as well as the growth of our social media and marketing reach. We have also made a concerted effort to increase the quantity of films and events on offer for all members of the LGBTIQ community (i.e. increasing the quantity of films being screened that feature queer identified women, the transgender community and people of colour), whilst also catering to our established audience. This new focus on diversifying our audience and growing our marketing and brand reach has played a significant role in the improved ticket sales we have seen since FY2014.

In the last three years, our eNews subscriber list has grown by 83%. Our eNews frequency has also increased, with peaks of bi-weekly deployment during periods around our festivals. In January 2016 we also launched a new design for our eNews which resulted in additional engagement and a heightened experience for those 45% of receivers who open our eNews on mobile devices.

The decision to rename Queer Screen's Facebook page to Queer Screen – Mardi Gras Film Festival and having a dedicated team of volunteers driving structured and relevant content, resulted in growth of 514%, from 1,400 Facebook Likes in July 2013 to the 8,600 Likes as of June 2016. The team is now focusing on improving our reach on both Twitter and Instagram.

In 2013 Queer Screen also moved its online presence to a .org.au domain to reiterate the not-for-profit and community driven nature of the organisation. Embracing the grassroots beginning of the organisation along with the other items highlighted above have all been contributing factors to extending our reach across the community at large. This has also resulted in one of the highest levels of female engagement among LGBTIQ organisations in Australia, something we are incredibly proud of.

Lisa Rose, Vice President

Membership Director's Report

by Marguerite Pain

As a membership-based organisation, Queer Screen recognises and embraces the importance of its Members. We are proud that our members are actively engaged and are our strongest cheerleaders. Our members actively support our events and initiatives by their attendance as well as through word-of-mouth and social media. They are often also generous with donations, their ideas and most significantly, with their time, stepping up to be directly involved as volunteers, including as members of the Board.

In 2013 it was identified that the Board needed to re-establish relationships and improve engagement and in order to make this a priority for the organisation, a dedicated Board Director was assigned to the management of Membership Director. The membership director was able to convene a working group to provide a higher level of services. The working group managed the set-up and maintenance of a specific membership email inbox, which has enabled the Organisation to be more responsive to our Members needs.

Since late 2013, the purchase and renewal of memberships has been made more efficient with the introduction of a self-service portal within our ticketing system Ferve, which also includes automatic renewal reminders.

Ahead of MGFF2014, rebranded and redesigned membership cards were introduced. From feedback, we understand that many Members are proud to carry these hot pink cards in their wallets.

Over the years, Queer Screen maintained affordable membership plans with a focus on facilitating youth and senior engagement. These, among other elements, like maintaining Member pricing and access to the priority queue for events, has resulted in an increase of membership from 436 in June 2013 to 721 in June 2016.

The Board is currently investigating a revamp of the membership tier model to provide additional opportunities for engagement and membership benefits.

Marguerite Pain, Membership Director



Funding Director's Report

by Cheryl Kavanagh

Queer Screen has been awarded grants from various funding bodies over the years, however, it still significantly relies on box office, membership, donations and sponsorship to support its operations. Over recent years, Queer Screen has been a grateful recipient of various government and community grants. This includes funding from the City of Sydney Council, Inner West Council, The Aurora Foundation and Screen NSW, all of which has enabled Queer Screen to avail of opportunities to execute and deliver targeted community based projects. Each project serves to benefit more vulnerable sectors of the community.

Queer Screen also runs strategic industry project initiatives to support LGBTIQ filmmakers and screen practitioners.

Since FY2012 we secured over \$106,000 in funding to facilitate Queer Screen initiatives such as:

- ❏ Mardi Gras Film Festival 2013.
- ❏ Free community screenings for young and old.
- ❏ Free community screenings for families, inviting the wider Sydney to engage with our diverse and beautiful community.
- ❏ AUSLAN interpreted events.
- ❏ Local entertainers at events to create a welcoming space for the LGBTIQ community to feel valued and accepted.

- ❏ Filmmaker events, master classes and networking events to promote and engage our local talent.
- ❏ International filmmaker guests at our diverse festivals.

A significant part of our funding originates from our donors and in particular our Top 100 (\$100+) and our True Love (\$500+) donors. The support of generous donors was essential during our Save Queer Screen campaign in June 2013 and we are ever so grateful to the people who keep supporting us.

Fortunately, a healthier financial position allows us to shift the tone and focus of our annual campaigns from a call-for-help to keep us going, to strategically targeted projects which contribute directly towards industry events, filmmaking projects and daily operational costs.

Donations are an important and essential component to fund raising for Queer Screen as a not-for-profit organisation. They enable us to deliver our core commitments to our members and deliver projects that are congruent with our mission and values. Our status as a DGR (Donations & Gifts Recipient) remains a very valuable opportunity and the team is actively working toward engaging philanthropic and bequest streams to establish more sizeable funding opportunities for filmmakers.

Fundraising can also be fun! Since 2013, we've run four Trivia Fundraising events, which were both a financial success and more importantly, a great opportunity to engage with supporters in a social and interactive environment.

Cheryl Kavanagh, Funding Director



Volunteer Program Director's Report

by Shandy Whitaker



Volunteers are the essence of Queer Screen, from the Board to casual volunteers. Many hundreds of volunteer hours go into supporting Queer Screen every year. Volunteer jobs include working at our film festivals and other events, participating in our working groups, assisting in the office, and many other ad hoc projects and tasks. In return, volunteers benefit from a friendly and dynamic Organisation where they can make new friends, develop new skills and enjoy special offers from partner organisations.

Our mix of volunteers is diverse in terms of age, volunteering experience, gender identification and cultural background. We now have over 1000 volunteers on our mailing list with a core of about 120 frequent volunteers. We keep in touch through regular emails, social events and our lively private Facebook group.

In 2004 we launched the Frank Wells Volunteer of the Year Award, which gives our volunteers the opportunity to nominate those amongst their peers who have stood out for their hard work and commitment over the past year. The Award is presented during National Volunteer Week in May and has been awarded to:

- ▮ Susie Griffins in 2014
- ▮ Ron McCullagh in 2015
- ▮ Kevin Ryan in 2016

With so many volunteers, administration is a challenge. Over the past 3 years, we have streamlined and automated our administrations systems with the use of Google Docs and MailChimp and mail-merges to communicate with volunteers and distribute complimentary tickets.

In 2014, priorities defined at our Strategy Day lead to the establishment of working groups in the areas of:

- ▮ Administration and Technology
- ▮ Volunteer Engagement

- ▮ Events
- ▮ Filmmakers
- ▮ Funding and Donors
- ▮ Programming

Even though the working groups need further development, they have already been successful in completing projects and enabling larger numbers of volunteers to make a contribution in each of the areas. Significantly, many enthusiastic members of the working groups have gone on to become Board Associates and Board Directors.

Since taking over as Volunteer Coordinator, I have been focusing on improving communication with volunteers and updating the volunteer administration systems. We are moving our administration systems into Salesforce, which will enable greater engagement with all the registered volunteers and automate many of our manual processes.

Salesforce will reduce volunteer administration time and improve volunteer convenience by enabling volunteers to sign up for and cancel shifts themselves, and view all their forthcoming shifts on their own personal sites. Volunteers will also have a record of their volunteering history for the first time.

Our plans for the future development of our volunteer program include more mentoring of volunteers at events, encouraging greater engagement between volunteers, and providing more opportunities for volunteers to take on responsibilities such as leading working groups and gaining experience with ticketing and in the front of house role.

Shandy Whitaker, Volunteer Program Director

Strategy Director's Report

by Brad Booth

Queer Screen's strategic vision remains the same as when formed in 1993. To promote a "celebration of the diversity of sexualities and gender identities through queer storytelling on screen, by inclusive and respectful communities full of creativity, inspiration and pride."

The times have changed in Australia over the last 23 years with significant improvements in LGBTIQ awareness and rights, however one of the challenges faced by the LGBTIQ community continues to be the need for real personal acceptance. As a community we still face many issues of equality – in workplace diversity, marriage equality, gender identity, youth depression and suicide to name but few.

As a volunteer organisation, Queer Screen has faced many challenges however has also grown its presence in both Australia and the world to now operate the largest queer film festival in Australia.

Key strategic priorities over the FY2013 to FY2016 periods have been:

- ❏ Build talent working in the organisation (staff, active volunteers and Volunteer Directors)
- ❏ Maintain and professionalise the operations of our main Mardi Gras Film Festival
- ❏ Development of a second mid year film festival, Queer Screen Film Fest
- ❏ Strong financial management processes (with new systems) and cash flow management through new revenue streams
- ❏ Growth of the Queer Screen brand both in the local and international LGBTIQ community
- ❏ Increasing support of the LGBTIQ film makers both financially and with industry networking
- ❏ Diversification of our film content and audience targeting
- ❏ Bringing the film festivals to communities outside the Sydney metro area (e.g. Blue Mountains)

There continue to be opportunities to build the services of Queer Screen and the quality of our community engagement which we will continue to develop.

Brad Booth, Strategy Director





Key strategic priorities over the FY2017 to FY2019 periods are:

- ❏ Continue to operate the largest queer film festival in Australia whilst improving the reach to hungry audiences through developing further our second festival (QSFF) and supporting development of our regional film festival program (e.g. Canberra and other locations)
- ❏ Develop ways to support and invest in the development of local LGBTIQ artists, new film content and quality sourcing through our international alliances
- ❏ Support and enable diverse stories from the community including queer youth, Indigenous Australians and refugee stories
- ❏ Streamline key processes
- ❏ Further build audience engagement
- ❏ Structure and resource the organisation to improve long term sustainability and resilience
- ❏ Maintain and develop the maturity of our community and corporate sponsorships program
- ❏ Ensure strong governance, management practices and financial control into the future

Filmmaker Director's Report

by John Tsioulos

Supporting LGBTIQ filmmakers work is one of the constitutional mandates of Queer Screen. This has been maintained at various levels over the recent years, most significantly with the ongoing My Queer Career (MQC) short film competition which awards prizes for a value of almost \$15,000 in cash and support.

In 2013 we were able to re-establish our relationship with the prestigious Iris Prize, at Cardiff's International LGBTIQ Short Film Festival, which allows the winner of MQC to be automatically entered in their annual competition.

In 2015 we established and launched the Queer Screen Filmmakers Fund, into which the Board resolved to reinvest a percentage of Queer Screen's annual profit to provide annual support to LGBTIQ filmmakers to help them tell their stories and to create content for our audiences. The first Completion Fund for the value of \$10,000 was awarded to two Australian projects in February 2016: the documentary NASEEJ

(now TRIBE) directed by Jordan Bryon and the feature film Teenage Kicks directed by Craig Boreham.

Filmmaker engagement has continued to grow by creating mentoring opportunities. During MGFF2016 we held four filmmaker masterclasses, taking advantage of visiting filmmakers from interstate and overseas. These events were a great opportunity for professional and amateur filmmakers to get inspiration and advice for their projects. They are also provided a opportunity for visiting filmmakers to have a forum to exchange ideas and experiences.

We also catered to beginner filmmakers by running a mobile phone filmmaking workshop during MGFF2016.

John Tsioulos, Filmmakers Director



Sponsorship Director's Report

by Kevin Ryan

The considerable growth in the quality and size of Queer Screen's festival programs, events and initiatives means that it needs to continue to develop and strengthen its sponsorship base. At the same time potential sponsors and advertisers need to be compatible with Queer Screen's Vision, Mission and Values.

The recent history and success of its sponsorship and advertising plans are reflected in the financial accounts over the last few years. From a combined advertising and sponsorship income of \$28,472 in FY2012, it has grown to \$363,591 in FY2016.

This has been achieved through a number of factors, which still form the basis of Queer Screen's approach to sponsorship and advertising:

- ❏ An increase in and diversity of the sponsorship base
- ❏ A greater focus on promotion of the benefits Queer Screen is able to offer businesses
- ❏ Tailoring sponsorship and advertising opportunities to the specific needs of an individual sponsor or advertiser
- ❏ Queer Screen's greater understanding of what businesses are trying to achieve through their involvement
- ❏ Developing strong and longer term business relationships and wherever possible, involving businesses and their employees in Queer Screen's various film festivals and events
- ❏ A growing awareness by businesses of Queer Screen's role and profile in the LGBTIQ community



Queer Screen has a dynamic Corporate & Community Partnerships Manager in Paul Kennedy. Paul is instrumental in promoting the benefits of sponsorship and advertising opportunities and at the same time ensuring that sponsors and advertisers are looked after and that their expectations are met.

As part of Queer Screen's ongoing commitment the Board has created the role of Sponsorship Director. My role as the current Director is to focus on the various business relationships, ensure delivery of sponsorship and advertising commitments and most importantly, to ensure the Board has a strong connection to our sponsors and advertisers.

Queer Screen financial year figures:

	FY2016	FY2015	FY2014	FY2013	FY2012
Advertising	71,803	33,800	24,845	2,100	5,472
Sponsorship	291,788	138,141	33,000	28,584	23,000
Total	363,591	171,941	57,845	30,684	28,472

Kevin Ryan, Sponsorship Director

Events Director's Report

Report by Tony Burns

The events team was established to develop and coordinate events both outside the main festival periods and to coordinate internal events such as bar performances and opening-night activities within the Festivals.

The key events over the last 12 months have included:

- ❏ Holding The Man screening in association with ACON in August 2015
- ❏ CAROL screening as part of the IDAHOT in May 2016 in association with key partners and Sydney City Council
- ❏ Mixed Shorts screening at Dendy Fundraiser for Australian Marriage Equality in June 2016

The aim is to expand the Events team so that it becomes core to the growth of the festival. As part of our vision is to increase liaison and interaction with other community organisations, the Events team can be integral to this.

As we have developed the co-presenting model with our screenings, meaning we collaborate with key organisations to present films in tandem. For example, working with ACON to screen Holding the Man. There is also an opportunity to create events alongside these screenings to add value for our audiences during festival times.

While the festivals will always remain the core of our activity we want to be able to provide additional events and screenings throughout the year.

Tony Burns, Events Director





Festival Director's Report

by Paul Struthers

The MGFF has improved vastly over the last three years. A renewed focus on co-presenting screenings with LGBTIQ community groups and other film festivals has not only helped bring in new patrons, but provided a greater community vibe at Queer Screen festivals.

Over the years, guests of the festivals have included many local and international filmmakers. These guests introduce their films, participate in panels, and partake in workshops. At MGFF2016, there were ten international guests, and this strengthened Queer Screen's international reputation, enabling us to secure the best new LGBTIQ cinema for subsequent festivals.

Diversity is very important to Queer Screen. This includes focusing on playing more films

with lesbian and transgender characters and themes, with lesbian films opening MGFF2015 and MGFF2016.

Showcasing films from all over the world is also something Queer Screen champions. Under the guidance of Festival Director Paul Struthers, Queer Screen has increased the number of films representative of people of colour, and especially films from Asian nations. This proves the inclusivity of the festivals and attracts people who might not normally have attended.

Finally, there has been renewed dedication to LGBTIQ youth and LGBTIQ seniors who often can't often afford to go to the cinema. During MGFF2016 a free senior and youth screening was introduced, both being very successful.

Queer Screen Film Fest 2013 (collective direction)

- ❏ The inaugural Queer Screen Film Fest
- ❏ Of the seven screenings at Dendy Newtown, six were sold out
- ❏ Screening at Dendy Newtown, and being able to promote there, attracted not just an LGBTIQ audience, but people who are generally interested in cinema
- ❏ Screened some older films at the Newtown Hotel, at a cheaper price. This was a great way to attract a LGBTIQ youth to the festival
- ❏ Screened the winner of the Queer Palm award at Cannes Film Festival 2013, Stranger by the Lake
- ❏ Ruby Rose was a special guest of the festival
- ❏ Run entirely by volunteers, with no paid staff

Mardi Gras Film Festival 2014 (Festival Director – Paul Struthers)



- ❖ Produced a glossy, colour 32-page program guide
- ❖ Attendance rose by 51% from 2013
- ❖ Transitioned to Events Cinema as an exclusive venue
- ❖ ABC's Margaret Pomeranz, of national TV fame, returned as a great judge for My Queer Career
- ❖ Films included five world premiere screenings, and 19 Australian premieres
- ❖ Of 50 sessions, 28 were sold out
- ❖ Special guests were present for nine films
- ❖ Opened with a lesbian film, Reaching the Moon, highlighting Queer Screen's commitment to the representation of lesbian films
- ❖ Closed with the world premiere of an Australian-based documentary, Croc a Dyke Dundee, The Legend of Dawn O'Donnell
- ❖ A charity world premiere screening of William Yang's Friends of Dorothy, co-presented with ACON
- ❖ Scheduled events at the Event Cinemas bar, attracting a younger crowd
- ❖ Our first Rainbow Babies screening of Disney's classic Beauty and the Beast

Queer Screen Film Fest 2014 (collective direction)

- ❖ Program featured films from Brazil, Nepal, Cuba and Jamaica
- ❖ Launched Queer Screen's filmmaker networking event at the Newtown Hotel
- ❖ Screened the Australian premiere of the popular award-winning Brazilian film The Way He Looks
- ❖ The director of said film, Daniel Ribeiro was a special guest, participating in a panel after the screening
- ❖ Cannes award-winning film, Pride closed the festival
- ❖ Before the Matterhorn screening for seniors, we held an afternoon tea
- ❖ Before transgender feature documentary Songs for Alexis, we showed the Australian premiere of local transgender short film, MyMy
- ❖ Sold out a screening of Appropriate Behaviour, previously screened during the Sydney Film Festival



Mardi Gras Film Festival 2015 (Festival Director – Paul Struthers)

- 🚩 Redesigned a brighter, more engaging festival guide
- 🚩 Extended the festival to run over 15 days
- 🚩 Held a festival launch party at The Star Sydney
- 🚩 Of 51 sessions, 20 were sold out with 15,000 in attendance across the board
- 🚩 Audience numbers increased by 30% since MGFF2014, with a 100% increase on MGFF2013
- 🚩 Program featured films from South Korea, Philippines, Sri Lanka, Mexico, Russia, Kenya, Brazil, Turkey, Hawaii, Puerto Rico
- 🚩 Local and international guests were present for 10 screenings
- 🚩 Celebrated actress, Sigrid Thornton attended the screening of her film BFFs
- 🚩 Screened the world premiere of two new Australian films, Drown, which went on to sell out two 800-seater cinemas, and All About E, which went onto sell out an 800-seater cinema and a 400-seater cinema

Queer Screen Film Fest 2015 (Festival Director – Paul Struthers)

- 🚩 Attendance rose to 4000 visitors, up from 2200 during QSFF2014
- 🚩 Program featured films from India, Saudi Arabia and Chile
- 🚩 Of 12 sessions, 7 were sold out
- 🚩 We had another successful filmmaking networking meeting, and we had the director of Scrum, Poppy Stockell as a special guest
- 🚩 The Queer Screen Completion Fund was launched
- 🚩 We worked with co-presenting partners for most of the films, including Lemons With A Twist and SX Magazine
- 🚩 Featured the Australian premiere of Boulevard, the final film from Robin Williams which sold out an 800-seater cinema
- 🚩 The festival ended with the Australian premiere, of the much talked about lesbian film, Freeheld, starring Ellen Page and Julianne Moore which sold out an 800-seater cinema
- 🚩 A preview screening of a new Australian film, Cut Snake, sold out and featured Tony Ayres as a special guest
- 🚩 Our screening of transgender documentary, Kate Bornstein attracted the most diverse audience of any screening at this festival



Mardi Gras Film Festival 2016 (Festival Director – Paul Struthers)

- ❏ After many years being behind Melbourne Queer Film Festival (MQFF), we ended up with 17,000 admissions, and they were at 16,000, making us again the biggest LGBTIQ film festival in Australia
- ❏ Of 63 sessions, 24 were sold out
- ❏ For the second time in two years, we opened with a lesbian film, again highlighting our commitment to our lesbian audience
- ❏ The festival welcomed 10 international guests, most in recent history
- ❏ The festival played more lesbian and transgender films that ever before, which cemented our wish to be seen as festival for all the rainbow
- ❏ Screened two films at the Hayden Orpheum Picture Palace in Cremorne and two at Golden Age in Surry Hills
- ❏ After the official MGFF, we took the films to venues in the Blue Mountains, with five sessions and it was a roaring success
- ❏ Two visiting filmmakers contributed to masterclasses at ACON, both were a success: Nneka Onuorah director of *The Same Difference*, and Marco Kreuzpaintner director of *Summerstorm* and *Coming In*
- ❏ Our Focus On Sport section garnered international press, even making the front page of the Guardian in the UK. This was due to our sports panel after the screening of *Out To Win*, as it featured Ian Thorpe at his first public involvement with an LGBTIQ organisation
- ❏ Screened the world premiere of local Australian web series *Starting From...* Now Partnered with Mardi Gras to provide an outdoor screening of *In Bed With Madonna* at The Fleet Steps by Sydney Harbour
- ❏ A free youth screening of *The Year We Thought About Love* and free seniors screening of *What's Between Us*

Paul Struthers, Festival Director



Festival Manager's Report

by James Woolley

The festivals from 2013 to 2016 have increased in size, attendance and standing in the community. As such, the management of the festivals has required adaptation and innovation in order to keep up with demand.

One of the first implementations was the Ferve ticketing system, which has been in place since 2013, and which also functions as Queer Screen's membership database. This has assisted Queer Screen in increasing its ticket sales, and brought membership renewals online.

The Ferve ticketing system works for Queer Screen for a number of reasons. We are able to access our content to amend things instantly, we can sell in person at venues and events. We also have instant access to reports and can customise design to match our branding. For those that know ticketing systems these features are not always available, so it is a boon to have Ferve.

Queer Screen has also moved into mobile apps with a handy MGFF iPhone app in 2016. We can also take sales through the app that update through Ferve. It is a useful addition to the festivals.

James Woolley, Festival Manager



Queer Screen Limited

Financial Statements For the Year Ended 30 June 2016

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Queer Screen Limited
Balance Sheet
As at 30 June 2016

	2016	2015
	\$	\$
Equity		
Retained Profits	281,960	180,721
Total Equity	281,960	180,721
Represented by:		
Current Assets		
Cheque Account	146,661	51,012
Public Fund	371	350
Cash Reserve Account	137,755	136,841
Filmmaker Reserve Account	35	5,000
Auspicing of Film Festivals Australia Account	6,523	-
Petty cash	800	-
Trade Debtors	3,000	-
Prepayments	-	-
ATO Payable	-	8,003
	295,145	201,206
Non-Current Assets		
Furniture & Equip (at cost)	-	-
Accumulated Depreciation	-	-
Total Assets	295,145	201,206
Current Liabilities		
Trade Creditors	4,940	-
Historical Liability	-	9,855
Accrued Expenses-Audit Fees	2,750	3,000
PAYG Tax Payable	-	1,451
Superannuation Payable	-	1,520
Provision for GST	5,495	4,659
Total Liabilities	13,185	20,485
Net Assets	281,960	180,721

Queer Screen Limited
Trading Statement
For the Year ended 30 June 2016

	2016	2015
	\$	\$
Income		
Membership Fees	33,395	27,015
Donations	12,334	13,114
Local Government Funding	22,100	13,000
Other Funding	-	8,231
Advertising	71,803	33,800
Sponsorship	291,788	138,141
Ticket Sales	283,172	276,152
Booking fees	21,039	18,614
MQC Prize Income	3,000	3,000
Screening Fees thru QS	-	3,184
Sundry Income/Merchandising	-	1,483
Raffles	14,425	4,654
Screen NSW	10,000	-
State Govt Arts NSW	-	6,000
Other Income	-	526
Gross Profit	763,054	546,914

Queer Screen Limited
Profit and Loss Statement
For the Year ended 30 June 2016

	2016	2015
	\$	\$
Income		
Interest Received		
- Interest Income	1,050	973
Gross Profit from Trading	763,056	546,914
	764,106	547,887
 Expenditure		
Administration		
Accounting/Bookkeeper	2,125	79
Administrator	-	-
Auditor's remuneration	2,750	-
Membership costs	851	-
Subscriptions	39	150
Training and Development	-	420
Volunteers costs	7,081 ¹	933
	12,846	1,582
Boxoffice costs		
Ticketing Charges	17,899	12,088
	17,899	12,088
Entertainment costs		
Catering and Beverages ²	31,645	31,561
Filmmaker / festival guest expenses	303	-
Talent Performer/Speaker	425	2,362
	32,373	33,923
Film / Content costs		
Couriers	269	217
Distribution	136	872
Film Freight	7,148	5,632
Film licence fees	-	-
Film Rental	48,026	39,304
Equipment Lease	-	-
Preview Tape Production	-	884
Projectionist fees	-	1,500
Projector/Video Hire	-	-
Slide production	-	1,152
Tech fees	5,570	4,290
Video editing	-	110
	71,149	53,961
Film Completion Fund Prize		
Film Completion Fund Prize	10,000	-
	10,000	-

¹ Includes volunteer tshirts totalling \$2,587

² Catering and beverage include costs reimbursed by sponsors for sponsored events

Queer Screen Limited
Profit and Loss Statement
For the Year ended 30 June 2016

Fundraising/co-presenting

Donated Proceeds/Endowments	-	3,080
Ticket sales paid for fundraising/co-presenting	24,518	-
	24,518	3,080

Legal / Finance Costs

ASIC / Filing Fees	-	-
Bank charges	845	729
Business Insurance	113	7,089
Interest on credit cards	-	-
Merchant Fees	4,157	4,052
	5,115	11,870

Marketing and promotion

Advertising (in kind)	143,826	-
Advertising, Publicist and Commissions	93,534	45,773
Artwork Design	5,341	5,875
Audience survey	-	-
E-Marketing Campaigns	2,633	2,447
Filers, posters and banners	2,579	6,163
Merchandising Costs	-	3,729
Web Hosting Charges	-	95
Website Design and Changes	555	455
Representations at overseas festivals	8,620	-
	257,088	64,537

My Queer Career

MQC Prize	3,345	6,300
	3,345	6,300

Office costs

Cleaning and maintenance	1,250	-
Computer Expense		108
Electricity	795	1,344
Internet Charges	511	670
Office Phone/Fax	2,454	1,951
Office Rent	24,314	10,906
Photocopying/Printing	1,198	111
Photography	3,350	1,463
Postage	428	195
Stationery	331	5,394
	34,631	22,142

Other

Auspecting of Film Festivals Australia (FFA)	(5,674)	-
Depreciation	-	-
Misc Expenses	678	138
Write back of historical liabilities	(4,823)	-
	(9,819)	138

Queer Screen Limited
Profit and Loss Statement
For the Year ended 30 June 2016

Production		
Venue Hire	115,896	90,550
	<u>115,896</u>	<u>90,550</u>
Staff costs		
Festival Director, Manager and other staff costs	81,763	79,157
Staff Amenities and safety	-	60
Superannuation	-	3,184
Workers comp insurance	186	175
Annual leave accrual	-	-
	<u>81,949</u>	<u>82,576</u>
Travel and transport		
Taxi and local transport	451	-
Travel Costs ³	15,426	6,478
	<u>15,877</u>	<u>6,478</u>
Total expenses	<u>662,867</u>	<u>389,225</u>
Net Profit at 30 June 2016	<u><u>101,239</u></u>	<u><u>158,662</u></u>

³ Travel costs relate to travelling Festival guests which are reimbursed by sponsors (e.g. embassies)

The accompanying notes form part of these financial statements

Queer Screen Limited
Statement of Appropriations
For the Year ended 30 June 2016

	2016	2015
	\$	\$
Retained Profits - Beginning of Year	180,721	22,059
Profit before Income Tax	101,239	158,662
Profit after Income Tax	<u>281,960</u>	<u>180,721</u>
Unappropriated Profit at 30 June 2016	<u><u>281,960</u></u>	<u><u>180,721</u></u>

Queer Screen Limited
Cash Summary
For the Year ended 30 June 2016

	2016 \$
Income	769,109
Total operating expenses	672,053
Operating surplus	<u>97,056</u>
Net GST movements	1,086
Net cash movement	98,142
 Summary	
Opening balance	193,203
Plus net cash movement	98,142
Closing balance	<u><u>291,345</u></u>

Queer Screen Limited

Notes to the Financial Statements

For the Year ended 30 June 2016

The financial statements cover Queer Screen Limited as an individual entity. Queer Screen Limited is a not for profit Company Limited by Guarantee incorporated in New South Wales under the Corporations Act (Cth) 2001. Queer Screen Ltd is a registered charity pursuant to the Australian Charities and Not-for-profit Commission Act (Cth) 2012 ('the Act').

The functional and presentation currency of Queer Screen Limited is Australian dollars.

1. Basis of Preparation

In the opinion of the Board of Queer Screen Ltd, the company is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

The financial statements have been prepared on an **accruals basis** and are based on historical costs modified, where applicable, by the measurement at fair value of selected non current assets, financial assets and financial liabilities. Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

(a) Cash and Cash Equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(b) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(c) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the assets and liabilities statement if the Company does not have an unconditional right to defer settlement of the liability for at least one year after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

(d) **Revenue and Other Income**

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

All revenue is stated net of the amount of goods and services tax (GST).

Sale of Goods

Revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the goods.

Interest Revenue

Interest is recognised using the effective interest method.

(e) **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 Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the assets and liabilities statement are shown inclusive of GST.

2. **Company Details**

The Company is a Company Limited by Guarantee. The effect of the Guarantee is that every member of the company undertakes to contribute to the property of the company in the event of the company being wound up whilst they are a member, or within one year after they cease to be a member, for payment of the debts and liabilities of the company contracted before they ceased to be a member, and the costs, charges and expenses of winding up and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding one hundred dollars.

The registered office and principal place of business of the Company was:

Queer Screen Limited
66 Oxford Street, Darlinghurst NSW 2010

In December 2015 the Company changed its registered office and principal place of business to 410 Elizabeth Street, Surry Hills, NSW 2010

Queer Screen Limited Committee's Report

The Board of Directors present their report on the company/charity for the financial year ended 30 June 2016.

Board Members

The names of each person who has been a Board member during the year and to the date of this report are:

The Board currently consists of eleven Directors. A total of thirteen individuals served as Directors in the period 1 July 2015 to 30 June 2016.

GIOVANNI CAMPOLO-ARCIDIACO

Appointment date: 24/09/2008 - current

CHERYL KAVANAGH

Appointment date: 05/11/2012 - current

LISA ANN ROSE

Appointment date: 05/11/2012 - current

ROBERT JOHN BEETSON

Appointment date: 04/12/2013 - current

SANDRA LEE WHITAKER

Appointment date: 02/06/2014 - current

MARGUERITE NANETTE PAIN

Appointment date: 09/02/2015 - current

JOSEPH ANTHONY DUGGAN

Appointment date: 14/12/2015 – current

KEVIN RYAN

Appointment date: 15/06/2016 – current

JOHN TSIOULOS

Appointment date: 15/06/2016 – current

BRAD BOOTH

Appointment date: 15/06/2016 – current

Queer Screen Limited Committee's Report

Board Members (continued)

Past

JAMES CLIFTON WOOLLEY

Appointment date: 14/10/2013 - Cease date: 08/10/2015

CHRISTOPHER NEIL DAVIES

Appointment date: 09/02/2015 - Cease date: 18/09/2015

TONY BURNS

Appointment date: 09/02/2015

Queer Screen Limited Committee's Report

Principal Activities

The principal activities of the association during the financial year were:

The conducting of the Mardi Gras Film Festival 2016 and the Queer Screen Film Fest 2015 to showcase queer story telling on the screen;

The support of queer film makers through the provision of education, networking opportunities and financial support.

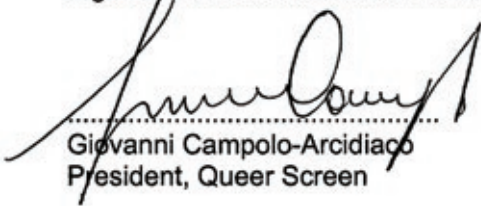
Significant Changes

No significant changes in the nature of the association's activity occurred during the financial year.

Operating Result

The profit of the association after providing for income tax amounted to \$101,239

Signed in accordance with a resolution of the Board of Queer Screen Ltd.



.....
Giovanni Campolo-Arcidiaco
President, Queer Screen

.....
19-9-2016

Dated

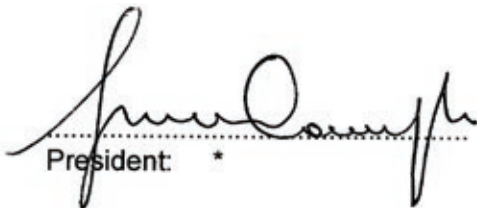
Queer Screen Limited Statement by Members of the Committee

The committee has determined that the entity is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

In the opinion of the Board of Directors the financial statements:

1. Presents fairly the financial position of Queer Screen Limited as at 30 June 2016 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Queer Screen Limited will be able to pay its debts as and when they fall due.

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


.....
President: *


.....
Treasurer:

Dated 19/9/2016



The Screen Industry Specialists

- Auditing
- Taxation
- Xero/MYOB Accounting
- Business Development

Independent Assurance Practitioner's Review Report

To the members of Queer Screen Limited

For the Year Ended 30 June 2016

Report on the Financial Report

We have reviewed the accompanying financial report of Queer Screen Limited, which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Assurance Practitioner's Responsibility

Our responsibility is to express a conclusion on the financial report based on our review. We conducted our review in accordance with Auditing Standard on Review Engagements ASRE 2415 *Review of a Financial Report - Company Limited by Guarantee*, in order to state whether, on the basis of the procedures described, we have become aware of any matter that makes us believe that the financial report is not in accordance with the *Corporations Act 2001* including: giving a true and fair view of the company's financial position as at 30 June 2016 and its performance for the year ended on that date; and complying with the Australian Accounting Standards and *Corporations Regulations 2001*. ASRE 2415 requires that we comply with the ethical requirements relevant to the review of the financial report.

A review of a financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

Liability limited by a scheme approved under Professional Standards Legislation

Christopher Coote & Co. Pty Ltd ABN 25 003 511 573 Authorised Audit Company

Christopher Coote & Co. Services Pty Ltd ABN 65 001 904 329 Taxation & Accounting

Suite 10, 2 Kochia Lane, Lindfield NSW 2070 • Tel: +61 2 9416 6766 • Fax: +61 2 9416 6755

Email chris@chriscote.com.au • www.chriscote.com.au • Principal: Christopher Coote FCA



Independence

In conducting our review, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

Conclusion

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the financial report of Queer Screen Limited is not in accordance with the *Corporations Act 2001* including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards and *Corporations Regulations 2001*.

Christopher Coote & Co Pty Ltd
Chartered Accountants
Authorised Audit Company No 283027

A handwritten signature in blue ink, appearing to be 'C. Coote', written over a faint circular stamp or watermark.

Director - Christopher Coote FCA

Date 10 August 2016

2 Kochia Lane, Lindfield NSW 20780

Board Director Biographies



Rob Beetson Secretary 2014 - current

Rob has a long history of volunteering for the LGBTIQ community, having worked for over 15 years on the Mardi Gras Parade, at Fair Day and other community events.

Rob is a graduate of the Australian Institute of Company Directors and a lawyer with a Masters in Law specialising in Human Rights and Social Justice as well as being an experienced company secretary.

Rob is a cinema buff and has a passion for promoting diversity in film including giving visibility to the many cultural and political voices that make up our community.

Rob is an Italophile with postgraduate qualifications in Italian language & culture and a particular interest in the films of Ferzan Ozpetek.



Brad Booth Board Associate since 2015 Strategy Director since 2016

Brad is an experienced Strategy and Business Transformation Leader. He has designed and managed several large scale change programs in strategic realignment, business process improvement, financial management and systems implementation. His qualifications include Bachelor of Economics, Qualified Chartered Accountant and Masters of Business (Executive). He has worked across a wide range of small and large companies in the engineering, government, logistics and entertainment sectors, including the establishment of the Millennium Dome entertainment complex in London. His current role is Head of Strategy Implementation Governance and Innovation for Agribusiness GrainCorp.

Brad joined as Director of Strategy for Queer Screen in June 2016. He is a keen supporter of LGBTIQ film and the important role this plays in sharing the stories of the LGBTIQ community, providing role models for LGBTIQ youth and securing LGBTIQ lifestyles as a valuable part of what embodies the diversity of the Australian community.

Brad has facilitated the FY2016 strategy development process, documented the Queer Screen strategy plan for the three-year period FY2017-FY2019 and is currently planning a governance process to enable Queer Screen to track the implementation of these planned strategic initiatives.



Tony Burns

Board Associate since 2015
Events Director since 2016

Tony is passionate about the arts. As a performer, administrator and a volunteer he has participated in many capacities within the industry for 40 years. He was instrumental in founding the Wellington Fringe Festival (in New Zealand) in the mid-nineties and developing it into one of the key fringe festivals held in New Zealand today.

He brings a wide range of experience as a programmer, producer and in administration and is keen to contribute that in the area of film. A recent Queer Screen volunteer he was so inspired by his participation during Mardi Gras that he wanted to see in what other ways he can contribute. Tony sees film as the perfect medium to reach the widest audience and get our unique LGBTIQ stories told and seen.



Giovanni Campolo-Arcidiaco

President 2012 - current

With a background in theatre, photography and multimedia, Giovanni has focused on a career in project management since moving to Australia from Italy via London. A key stakeholder of Sydney's Queer Filmmaker Group in early 2000, he has contributed to various short movies and was creative producer of feature Bouncing Castle, a documentary on PFLAG Western Sydney.

A strong believer in community participation, Giovanni served on the Board of the Sydney Gay and Lesbian Business Association (SGLBA) as Membership Director for two years before joining Queer Screen's Board in 2008.

Giovanni has been the President of the Queer Screen Board since December 2012, while contributing to a wide spectrum of activities to help rebuild the Organisation and raise its profile. His main focus remains encouraging sustainability and grassroots participation to ensure Queer Screen can deliver according to its Vision and Mission in years to come.



Joseph Duggan

Treasurer 2015 - current

Joseph is a Chartered Accountant and has worked with Deloitte since 2007 after completing a Bachelor of Commerce and Masters in Accounting. In his current position of Director at Deloitte Forensic, he leads accounting and fraud investigations, loss of profits quantification and litigation support services. He has worked across assignments in Dublin, London and Sydney.

Joseph values the importance of partnership between those who give their time and service free to promote understanding, visibility and respect of LGBTIQ people. He previously volunteered as the Treasurer at the International Dublin Gay Theatre Festival from August 2011 to August 2014. He considers these organisations not only serve as a beacon for individuals to connect to communities, but also act as an advocate in the wider society.



Cheryl Kavanagh

Funding Director 2013 - current

Cheryl has been a Director since November 2012. She brings with her a wealth of business operations knowledge, drawing from the Hospitality and Finance sectors with over ten years of management experience.

Cheryl has a Masters in Management. As a diversity advocate she is committed to the mission of promoting awareness, education and celebrating diversity.

Under Cheryl's guidance, Queer Screen has converted its accounting practice from a local computer-based function to an online cloud accounting solution to promote process efficiencies and transparency.

She is one of the founding members of Queer Screen Film Fest and has been a participating member in donation drives throughout the years.



Marguerite Pain

Membership Director since 2015

Marguerite really enjoys volunteering with Queer Screen in order to offer the community another avenue for artistic expression and to celebrate a common experience.

She is proud to be part of Queer Screen. It goes without saying that she loves watching films and sharing them with others.

She brings a wealth of skills to her role as Membership Director, from relationship management to complaints resolution. She has strong problem solving and negotiation skills; as well as experience in customer service, operations management, project management, governance and the management of a medium sized business. She has worked in the health, leisure, retail, hospitality and finance industries and public, not-for-profit and private sectors.

Marguerite is also a volunteer surf-lifesaver and a rowing coach.



Lisa Rose

Vice President 2013 - current

An eager film buff, Lisa comes from a sales, service and marketing background, with a previous successful and award-winning career managing various Blockbuster stores including implementing the only pink shelved queer section seen in a Blockbuster Australia store. Lisa has since moved from people management into marketing and analytics.

Lisa joined the Queer Screen Board in November 2012 where she originally took on the role of Membership Director, before becoming Vice-President in March 2013. A passionate believer in giving voice to all forms of queer entertainment, Lisa is focused on showcasing and championing diversity.

Below are some highlights of initiatives she has lead and achievements in her time with Queer Screen:

- Driving female engagement on the Board, among volunteers, members and Queer Screen's audience
- Working closely with Festival Director to increase lesbian content and attendance growth
- The only Director to also be a member of the programming committee from 2013-2016
- Acting as conduit between paid staff and the Board of Directors due to strong, dedicated involvement with the programming committee
- Host of three fundraising community Trivia events
- A founding director of the ongoing and successful Queer Screen Film Fest
- Championed the revitalisation of eNews for Queer Screen members
- Coordination of yearly Strategy Workshop for Queer Screen to drive change, foster collaboration and focus on outcomes
- Regular radio guest spot on 2SER's Gay Panic representing Queer Screen
- Represented Queer Screen at Out For Australia International Women's Day Roundtable, UNSW Queer Arts Panel Discussion and Frameline40 in San Francisco
- Host and participant of panels and forums with festival guests within Queer Screen, including the Lesbian Filmmakers Forum, Trends in LGBTIQ Cinema and an in-depth panel for Starting From... Now!



Kevin Ryan

Board Associate since 2015
Sponsorship Director since 2016

Kevin has a background in corporate and litigation law in London. He has also worked for many years with a number of charities, agencies and government organisations internationally with a focus on HIV awareness & human rights.

Based in London and Sydney, he brings a number of skills to Queer Screen, as well as a passion for what the Organisation achieves in the LGBTIQ and wider communities and the creativity of those involved.

His particular interests for Queer Screen are volunteers & sponsorship. Kevin is a keen competitive swimmer often seen ploughing down the pool and in the ocean.



John Tsioulos

Board Associate since 2015

Filmmakers Director since 2016

John is a community filmmaker who runs filmmaking workshops for young people and the general community. John has been a volunteer with Queer Screen since 2009, and been particularly involved with events in western Sydney.

Over the years he has also been a volunteer with a number of community organisations, including Twenty10 and the Gay and Lesbian Rights Lobby. He also volunteered with ACON's Youth Project for over five years, after which he went on to serve as a Project Officer.

John has worked at a number of local government and non-government community organisations. He is currently studying for a Bachelor of Counselling. With almost 20 years of experience working with young people in the community service industry and ten years of filmmaking experience, John believes in the power of filmmaking to assist people and communities to express themselves and let their voices be heard.



Shandy Whitaker

Volunteer Program Director since 2014

Shandy Whitaker is an IT Project Manager and Videographer with a long history of volunteering for LGBTIQ and other organisations including the Edinburgh Lesbian Line and Queensland Action for Healthy Communities. In 2013 she moved to Sydney from Cairns, where she had been Director of the Alliance Francaise 2013 Travelling Film Festival, and a member of the Queer Screen Film Festival Committee for four years.

Shandy has been the Volunteer Coordinator for Queer Screen since 2013 and a Board Member since 2014. She loves volunteering because of the satisfaction she gets from being involved in community projects and because of the opportunities it offers for making new friends, achieving great things, and learning new skills.

Board Associate Biographies

Focus on sustainability and continuity resulted in the establishment of a structured Board Associates Program to nurture talent and passion from our volunteers base; as well as providing skilled resources to our Working Groups and fostering succession plans.



Matt Bartlett

Board Associate since 2014

Matt works in the Programming Team delivering the best and most diverse LGBTIQ films from around the world. He deals with sales agents and distributors sourcing films from festivals and coordinates the delivery of the films to Sydney. Matt is also completing a Bachelor of Arts through AFTRS.



Emily Bennett

Board Associate since 2015

With a strong background in customer service and events management, Emily found her penchant for fundraising whilst volunteering for Queer Screen. With great conviction in cinema as a transformative medium, Emily wholeheartedly believes in the power of LGBTIQ storytelling as a platform for social change and acceptance of LGBTIQ narratives. It is her passion to convince others to help facilitate Queer Screen's Mission and Vision statements whilst supporting Queer Screen to keep diversifying their community involvement and support.



Elaine Czulkowski

Board Associate since 2016

Elaine is the Fundraising Manager for Australians for Equality, who are advocating to make marriage equality a reality in Australia.

Her past experience has included 19 years in management consulting in various roles. As an accomplished professional Elaine brings her expertise in project management, HR, business development and leadership to Queer Screen.

Elaine is also involved in many community programs, using her organisational skills and passion to make change happen:

- Out For Australia – Non-Executive Board Member
- Australian Marriage Equality – Chair of Events and Fundraising Committee
- Mardi Gras Float Organiser
- ACON Rover/volunteer
- Volunteer for the Bingham Cup (managed the VIPs)



David Libter

Board Associate since 2016

David provides administrative support and assists the Festival Director.

He is a member of Queer Screen Programming Group, which selects films to be screened at Mardi Gras Film Festival and Queer Screen Film Fest. David is a proud member of the Queer Screen team, which aims to increase festival attendance and its profile in the community. He is a member of the Australian Film Institute (AFI) and supports emerging filmmakers with crowdfunding.



Finn O'Keefe

Board Associate since 2016

Finn O'Keefe is a communications professional with a passion for community-based work and social justice issues. He has over ten years experience working in communications roles in the community sector, and as a freelance audio producer on community film, TV and radio projects.

Finn manages Queer Screen's Facebook page, and with support from Queer Screen's Festival Director and Vice President, works to engage and increase Queer Screen's festival audience through social media. Finn holds a Bachelor of Communication in Media Arts and Production from the University of Technology, Sydney.



Mike Worsley

Board Associate since 2016

Mike is an experienced award-winning Producer and Director having worked in the industry for more than 15 years on over 60 television shows and commercials in Europe, Asia and Australia. His journey with Queer Screen began after discovering the festival once moving to Sydney from London. Due to his love of LGBTIQ storytelling on film, he started volunteering with Queer Screen.

He shot a highlights package via his company Flamingo Productions during the 2016 Mardi Gras Film Festival which visually captured the celebration and impact of this community event. He continues to work with the Queer Screen filmmakers group and volunteers at many events.



Although Queer Screen is mostly a volunteer-run organisation, it wouldn't be possible to deliver highly professional festival and events if it wasn't for our amazing seasonal staff, who also generously volunteer their time beyond their role. We are very lucky to have in them individuals who appreciate, utilise and nurture the wealth of skills and resources available to them from across our organisation.

These individuals have been essential to the growth, development and success of the last three years and we want to acknowledge them for their talent and generosity.



Paul Kennedy

Board Director 2013-2014

Corporate & Community Partnerships
Manager since 2015 (Freelance consultant)

Paul's primary role over the past four years has been in leading the development and management of Queer Screen's corporate and community partnerships program. He has also helped develop various Queer Screen initiatives and been involved in festival operations.

Paul stepped down from the board in 2015 to take a more active role in the organisation.

His key responsibilities and achievements include:

- Established Queer Screen's corporate and community partnership program
- Successfully helped secure Queer Screen's portfolio of sponsors including working with
- The Star Sydney, St George, AGL, HIF Insurance, SBS and Ovolo Hotels among many others
- Developed relationships with other LGBTIQ community organisations including ACON, Star Observer and the Bingham Cup
- Significantly increased Queer Screen's advertising, cash and in-kind sponsorship revenue
- Event planning and management of festival and fundraising events with partners such as Sydney Gay & Lesbian Mardi Gras, ACON and Pride In Diversity
- Establishment of the Queer Screen Film Fund
- Set up Queer Screen's corporate diversity movie nights program
- Production of MGFF2015 and MGFF2016 trailers



Paul Struthers

Festival Director since 2014

Paul joined Queer Screen as a volunteer in May 2013, providing his expertise in marketing and publicity. His experience in the film industry – including working for Odeon Covent Garden, Renaissance Films, Revolver Entertainment and the Sydney Film Festival – was a perfect addition to the Queer Screen team. He has now been the Festival Director for Mardi Gras Film Festival and Queer Screen Film Fest for three years and has significantly increased engagement of the LGBTIQ community with all aspects of the festivals.

Paul galvanised the co-presentation screening method, increased the number of local and international guests, improved the inclusion of more diverse films and helped make the festivals more representative of the LGBTIQ community on the whole.

Paul has been integral to helping Queer Screen go from strength to strength, vastly improving its international and local reputation as a destination for quality, diverse films that represent the unique, valuable and fascinating stories of the LGBTIQ community.



James Woolley

Board Director 2013-2015
Festival Manager since 2014

James has worked several seasons in the operations and ticketing teams for Sydney, Melbourne and Brisbane International Film Festivals as well as helping out at several Mardi Gras Film Festivals over the years.

He's also worked at Sydney Festival, Sydney Gay and Lesbian Mardi Gras, Melbourne Fringe Festival, and the Melbourne iconic theatre Chapel off Chapel.

James has been part of the Queer Screen team since September 2013 and is now the Festival Manager of the Mardi Gras Film Festival. James' role focuses largely on operations, ticketing and the festival website, short film programming and the implementation of My Queer Career (MQC).

James is also Queer Screen's short film programmer, and is responsible for the implementation of MQC, which is part of MGFF and has a long association with the Iris Prize, at Cardiff's International LGBTIQ Short Film Festival. MQC has grown in attendance annually and the prize pool for winning MQC films is now almost \$15,000 on cash and support.

James' responsibilities also include managing the MGFF print guide process, assisting in design implementation, all festival website and apps implementation, print trafficking, projection testing, working with the venues to manage the event, implementing some sponsor activations, ticketing set-up and other activities as required. He is a consummate all-rounder and dedicated to his role at Queer Screen.

Board Director FY2014-FY2016

We want to acknowledge and thank the Directors who have contributed to the re-birth of Queer Screen since July 2013 (in order of joining date).

Name	Date Started	Date Retired	Meetings Due	Meetings Attended	Notes
Giovanni Campolo-Arcidiaco	24/09/08	current	32	31	President since January 2013
Craig Boreham	07/07/12	15/07/13	-	-	
Jason Charles Lee	07/07/12	08/01/14	6	-	
Jon Robert Bastin	05/11/12	26/01/14	6	4	
Cassandra Anne Dearing	05/11/12	08/01/14	6	4	Secretary from November 2012 to January 2014
Cheryl Kavanagh	05/11/12	current	32	27	Funding Director since November 2012
Lisa Ann Rose	05/11/12	current	32	31	Vice President since March 2013
David Lambert	28/01/13	06/03/15	19	16	Treasurer from January 2013 to March 2015
Damien Dunstan	04/02/13	30/07/13	1	-	
Lia Gunawan	30/08/13	08/01/14	5	-	
Ryan Stubna	30/08/13	01/10/13	1	-	
James Clifton Woolley	14/10/13	08/10/15	22	16	
Robert John Beetson	04/12/13	current	27	19	Secretary since December 2013
Paul Francis Kennedy	11/12/13	02/10/14	9	8	
Sandra Lee Whitaker	02/06/14	current	22	20	Volunteer Coordinator since September 2013
Christopher Neil Davis	09/02/15	18/09/15	3	2	Treasurer from March 2015 to September 2016
Marguerite Nanette Pain	09/02/15	current	14	11	Membership Director since February 2015
Joseph Duggan	14/12/15	current	3	3	Treasurer since December 2015
Bradley Booth	15/06/16	current	-	-	
Anthony Burns	15/06/16	current	-	-	
Kevin Ryan	15/06/16	current	-	-	
John Tsioulos	15/06/16	current	-	-	

Queer Screen Key Dates

FY2014

- 21/07/2013 - Inaugural Queer Screen Trivia fundraiser at the Lord Roberts in East Sydney
- 31/07/2013 - Launch of the inaugural Queer Screen Film Fest in September
- 01/08/2013 - Supporting the Event Cinemas George Street special screening of BEHIND THE CANDELABRA by Steven Soderbergh with a "community stalls fair"
- 29/08/2013 - Queer Screen Film Fest program released
- 19/09/2013 - Queer Screen Film Fest opens with STRANGER BY THE LAKE by Alain Guiraudie
- 04/12/2013 - Preview screening of KILL YOUR DARLINGS by John Krokidas
- 05/12/2013 - Teaser program for MGFF2014 launched
- 08/12/2013 - Fundraising Trivia returns, this time in the Inner West at The Warren View
- 15/01/2014 - Preview screening of ANY DAY NOW by Travis Fine
- 16/01/2014 - Launch of MGFF2014 full program
- 13/02/2014 - 21st MGFF opens with REACHING FOR THE MOON by Bruno Barreto with keynote speaker her Excellency Professor the Honourable Marie Bashir AC CVO, Governor of New South Wales
- 16/01/2014 - Introduced new "hot pink" plastic membership cards
- 18/02/2014 - ALL GOD'S CREATURES by Brendan McDonnall wins My Queer Career for Best Film
- 04/03/2014 - Best of 21st Mardi Gras Film Festival opens at Parramatta Riverside Theatre
- 14/04/2014 - Appointed 8 key volunteer to the newly defined role of Board Associate
- 08/05/2014 - Special "Eurovision" screening of CUPCAKES by Eytan Fox
- 17/05/2014 - Launch of the inaugural Queer Screen Frank Wells Volunteer Award during National Volunteer Week
- 02/06/2014 - "The Power of You" donation campaign launched
- 18/06/2014 - Preview screening of IVES SAINT LAURENT by Jalil Lespert as our contribution to Sydney Pride Festival

FY2015

- 01/07/2014 - QUEER SCREEN - MARDI GRAS FILM FESTIVAL Facebook page reaches 4,000 Likes
- 27/07/2014 - Fundraising Trivia at the Alexandria Hotel
- 20/08/2014 - Special screening of documentary THE CASE AGAINST 8, with a Q&A with director Ryan White visiting from the USA
- 25/08/2014 - Screening of THE RUGBY PLAYER by Scott Gracheff at the Bingham Cup 2014 rugby tournament with Q&A with Alice Hoagland (Mark Bingham's mother) visiting from the USA.
- 17/09/2014 - Sold-out Opening Night of the 2nd Queer Screen Film Fest with THE WAY HE LOOKS and director Daniel Ribeiro visiting from Brazil
- 02/10/2014 - Proceeds from THE RUGBY PLAYER screening donated to production of Bingham Cup 2014 documentary SCRUM by Poppy Stockell
- 05/11/2014 - Teaser program for MGFF2015 launched
- 19/11/2014 - Screening of TRANSMISSION: THE JOURNEY FROM AIDS TO HIV by Staffan Hildebrand introduced by Hon Michael Kirby and followed by panel HIV: THEN AND NOW
- 07/12/2014 - Fundraising Trivia returns at the Alexandria Hotel
- 10/12/2014 - My Queer Career 2016 finalists announced

21/01/2015 - MGFF2015 launches at the Star Sydney
19/02/2015 - 22nd Mardi Gras Film Festival opens with THE CIRCLE by Stefan Haupt with keynote speaker Sydney's Lord Mayor Clover Moore
21/02/2015 - QUEER SCREEN - MARDI GRAS FILM FESTIVAL Facebook page reaches 6,000 Likes
25/02/2015 - HOLE by Tony Radevski wins My Queer Career for Best Film
27/03/2015 - Best of 22nd Mardi Gras Film Festival opens at Parramatta Riverside Theatre
16/05/2015 - 2nd Queer Screen Frank Wells Volunteer Award during National Volunteer Week
01/06/2015 - "Help Transform Lives" donation drive campaign launched
17/06/2015 - Preview screening of SCRUM by Poppy Stockell as our contribution to Sydney Pride Festival
18/06/2015 - Festival Director Paul Struthers attends FRAMELINE film festival in San Francisco

FY2016

12/08/2015 - Gala preview joint screening with ACON for HOLDING THE MAN by Neil Armfield as a fundraiser for ACON's HIV prevention and HIV support services
22/09/2015 - Queer Screen Film Fest with Robin Williams final dramatic role in the film BOULEVARD by Dito Montiel
27/09/2015 - The inaugural Queer Screen's Completion Fund is launched
27/10/2015 - Festival Director, Paul Struthers attends the inaugural ASIA PACIFIC QUEER FILM FESTIVAL ALLIANCE Conference in Taiwan
29/10/2015 - "Create our MGFF 2016 Trailer" campaign launched
14/11/2015 - Migration to Google for Non-Profits and creation of @queerscreen.org.au personal email addresses
17/11/2015 - Teaser program for MGFF2016 announced
19/11/2015 - Announcing a partnership with Sydney Gay & Lesbian Mardi Gras for an exciting outdoor 25th anniversary screening of IN BED WITH MADONNA at the Harbour's Fleet Steps in February 2016.
20/11/2015 - QUEER SCREEN - MARDI GRAS FILM FESTIVAL Facebook page reaches 7,000 Likes
01/12/2015 - Co-presenting the DESERT MIGRATION screening with the BOBBY GOLDSMITH FOUNDATION for World AIDS DAY
13/12/2015 - Moving office to 313/410 Elizabeth Street, Surry Hills
23/12/2015 - Relieving the auspicing of Film Festivals Australia from Metro Screen ahead of its closure.
14/01/2016 - 23rd Mardi Gras Film Festival program launched at the Star Sydney
17/01/2016 - MGFF first iPhone App for festival program is launched
18/02/2016 - 23rd Mardi Gras Film Festival opens with SUMMERTIME by Catherine Corsini with keynote speech by Tanya Plibersek MP, Federal Member for Sydney
28/02/2016 - THE SUMMER OF ABC BURNS by Dannika Horvat wins Best Film at My Queer Career 2016
11/03/2016 - Best of 23rd Mardi Gras Film Festival opens a weekend of screenings at The Carrington in Katoomba, Blue Mountains
01/04/2016 - Best of 23rd Mardi Gras Film Festival opens at the Riverside Theatres in Parramatta
17/05/2016 - Charity screening of CAROL by Todd Haynes for IDAHOBIT (International Day Against Homophobia, Transphobia, Biphobia and Intersexphobia)
25/05/2016 - Queer Screen's Frank Wells Volunteer Award winner for 2016 announced
28/05/2016 - President Giovanni Campolo-Arcidiaco wins the Sydney Gay & Lesbian Mardi Gras' LIP-SYNC DUELS and \$5,000 for the Queer Screen Filmmaker Fund
05/06/2016 - Free Screening of LIZ IN SEPTEMBER by Fina Torres at the Carrington Hotel Ballroom, Katoomba
27/06/2016 - QUEER SCREEN - MARDI GRAS FILM FESTIVAL Facebook page reaches 8,500 Likes
28/06/2016 - Fundraised screening of a selection of Shorts for Marriage Equality as our contribution to Sydney Pride Festival



Notes

Acknowledgements

The achievements of the past 3 years wouldn't have been possible without a truly engaged group of people.

Queer Screen would like to particularly acknowledge the work of **former Board Directors** Jonny Bastin, Craig Boreham, Chris Davies, Cassandra Dearing, Damien Dunstan, Lia Gunawan, David Lambert, Jason Lee, Ryan Stubna and of **former Board Associates** Tiphane Athans, Andrew Barnard, Kelly Coelho, Tiphane, Joseph Herschel, Susie Griffin, Will Faulkner, Robert Page, José Torrealba and Warren Smith.

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