

**Welcome to the
12th SIOPSA
Annual General Meeting**



SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA

11 June 2009

17:00

Ruby Room, CSIR ICC

Pretoria



Agenda

- Opening and Welcome
- Attendance Register
- Apologies
- Confirmation of previous minutes
- Membership ratification
- Annual report
- Treasurers' report and budget 2009
- Ratification of formally constituted committees
- Election of President-Elect
- Election of Executive 2009/2010



Voting Procedure

- Motion:
 - Proposed – State name clearly for records
 - Seconded – State name clearly for records
- Amendment to motion
 - Proposed – State name clearly for records
 - Seconded - State name clearly for records
 - Vote on amendment before main motion
- Voting – show of cards
 - For the motion
 - Against the motion
 - Abstain



Membership at 27 May 2009

Categories	Total of Members at 16 May 2008	Total of Members as at 27 May 2009
Affiliate	5	26
Associate Members	172	224
Fellows	5	5
Honorary Members	9	10
Full	390	452
Student Members	57	69
International Affiliate	0	1
TOTAL	647	787

ANNUAL REPORT FOR SIOPSA 2008/2009



EXECUTIVE COMMITTEE 2008/2009

- President/Representation: Steve Renecele
- Past President/Future Fit: Fred Guest
- President Elect/Academic Matters: Anton Schlechter
- Secretary: Simon Shane
- Treasurer: Kevin Distiller
- Communication: Anja van Aswegen
- Conference Coordination: Marina Grove
- CPD: Nicola Taylor

ANNUAL REPORT FOR SIOPSA 2008/2009



EXECUTIVE COMMITTEE 2008/2009

- Member Growth: Louise Niemand
- Member Services: Esther Venter
- IOP in Context: Dilnaaz Karim
- KZN Branch Chair: Busi Pepu
- Jhb Branch Chair: Valerie Hammond
- Pta Branch Chair : Anne Bucket
- Western Cape Branch Chair: Andre Westraat
- Consulting in Psychology: Anna-Rosa Le Roux
- PAI/Legal: Aletta Odendaal

ANNUAL REPORT FOR SIOPSA 2008/2009



STRATEGIC THRUSTS SET FOR THE YEAR

- The Future Fit initiative
- Build the Administrative Infrastructure
- Transformation and Social Upliftment
- From 2007 Strategy:
 - Communicate
 - Represent
 - Add Value
 - Grow

Highlights from Annual Report



- Increase in members from previous year of 22%
- Significant number of 500+ delegates at 2008 conference.
- Branches and interest groups flourish with over 20 events, well attended nationally
- Positive cashflow despite demands on costs
- Significant progress in key Future Fit action domains
- Social responsibility initiatives launched
- Registration of SIOPSA as a trademark
- Building of relationships with organised psychology in Australia
- Establishment of a permanent Administration office
- Upgrading of the website wrt bookings and payments

Some of the More Important Initiatives and Activities



- Future Fit progress and next steps
- Representation
 - Psyssa
 - EAWOP
 - Professional Board
 - Appointment of Board members
 - CPD situation
 - Global Convention on Coaching
- Co-hosting the 29th OD World Congress
- Professional Indemnity Insurance
- Venue for 2010 conference : End July 2010

Administrative Infrastructure



INCREASED DEMAND

- The increase in regional and other events
- Hosting and co-hosting of complex events
- Management of CPD and demand for certificates
- Around 78% increase in membership over 2 years
- Increased activities from various exco portfolios
- The increase in complexity of administrative systems and procedures (the introduction of Pastel as financial system for example)
- During the last 12 months, figures from the SIOPSA web site indicate that:
 - 3000 invoices have been issued for membership and events
 - Increased demand for CPD certificates

Administrative Infrastructure



SOLUTIONS

- Appointment of full time high level administrator –
Welcome to Carly Massimiani
- Website enhancements around bookings and payments
- Outsourcing to service providers
- Support from exco members and their admin infrastructures
- Tolerance and support from members
- Medium term generation of income to support employment of admin assistant



Treasurer's Report

- Audited financial statements 2008 – Highlights
- Identified challenges
- Recommendations
- Budget 2009 - Highlights

Audited financial statements 2008 - highlights



- Revenue up to R1,291,535 from R1,125,512
- Other income up with membership fees R299,300 as apposed to R167,400, and interest on R147,891 from R94,116
- Increase in cost of sales to R950,993 from R461,663 (conference now R851,364 from R409,770 and regional costs up from R51,893 to R99, 629)
- Main increases in operating expenses due to secretarial fees (R293,045 from R121,511) and local travel (R73,034 from R20,613)



Identified Challenges

- The activity within the society and members of society has grown exponentially, resulting in increased impact of the society and increased value to members
- However, infrastructure challenges have presented themselves (mainly in terms of administration, invoice generation, unallocated funds and collection of monies)



Recommendations

- Invoices should only be issued on the receipt of a membership number or payment reference.
- Use of credit cards as the only means of payments, with other forms of payment only being accepted in exceptional circumstances and by special arrangement.
- The Committee's solution:
 - Regional events: credit cards only
 - Conference: EFT and credit cards, but part time debtors clerk
- Proposal: Change financial year end



Budget 2009 - Highlights

- Projected income: R1,912,599 (predominantly from conference fees, membership fees)
- Projected direct operating expenditure: R1,126,800 (mainly conference expenses)
- Projected other expenses: R755,969 (mainly admin costs, and travel and accommodation)
- Projected net profit: R78,830



New Membership Fees

Membership Category	2008 Fees	2009 Fees (% increase from 2008)	Proposed 2009 Fees (assuming 10% inflation)
Full Members	R484.50	R500.00	R550.00
		3%	
Associate Members	R484.50	R500.00	R550.00
		3%	
Student Members	R245.10	R245.10	R270.00
		0%	
Affiliates	R399.00	R399.00	R440.00
		0%	
Foreign Affiliates	US\$140.00	R799.00	R880.00
		0%	

Ratification of Formally Constituted Committees



In line with the objectives of the future fit initiative, two standing committees of the society were formally constituted namely:

- The ethics committee
- The education and practice committee



Election of President-Elect

- Nominated:
 - **Nadene Venter** (Nominated: Aletta Odendaal ,
Seconded: Steve Renecele)



Election of Executive

- Not available for re-election
 - Simon Shane
 - Kevin Distiller
 - Anja van Aswegen
- Procedure:
 - Full members only
 - Nominations (Proposer and Seconded)
 - Voting by show of cards
 - Proxies apply
- Nominations for re-election
 - Fred Guest
 - Dilnaaz Karim
 - Nicola Taylor
 - Louise Niemand
 - Marina Grove
 - Andre Westraat
 - Esther Venter
 - Val Hammond
- Vacancies
 - 8 elected members



Closing

- Join us for the Cocktail Function