

MINUTES OF THE SIOPSA ANNUAL GENERAL MEETING
29 July 2020 at 17 : 00
ZOOM ONLINE WEBINAR

1. ATTENDEES

See appendix one.

1.2 Minute takers:

Dr Marissa Brouwers – SIOPSA President 2019/2020

Marissa Barnard – non-elected Representative

1.3 Notes

The minutes should be read in conjunction with the following documents:

1.3.1. SIOPSA Annual Report, 2019/2020

1.3.2. AGM Presentations, 29 July 2020

2. WELCOME AND OPENING

SIOPSA secretary, Mrs Nompumelo Shezi, welcome everybody at the first online AGM and explains the zoom etiquette procedures to be followed during the meeting. The session will be recorded. Dr Brouwers, SIOPSA President 2019/20 welcomed everyone on behalf of the 2019/20 Executive Team.

3. APOLOGIES

No apologies received.

4. CONFIRMATION OF VOTING PROCEDURES

The Secretary confirmed the voting procedures with special notification on how voting online will impact voting during a virtual Annual General Meeting event.

The meeting is restricted in terms of Clause 5.1 of the Constitution of SIOPSA, as follows:

4.1 Full members, Fellows and Honorary members can vote on amendments to Constitution and the election of the President

4.2 Associate members can vote on any matter other than amendments to Constitution and the election of the President.

However, considering the current pandemic and its related restrictions; an online voting approach was adopted for the President-Elect vote which was successfully executed and thus:

Ensured objectivity during the process as an independent body was appointed to run the process

All Full and Honorary as well as Fellows casted their vote online ahead on time (voting closed 26 July 2020).

NOTE: Clause 5.1 was still adhered to even with online voting

In terms of Section 5.4 members had the opportunity to vote in person or by proxy:

Proxies must themselves be entitled to vote and proxies can be conditional or unconditional.

The number of proxies should be clearly indicated. For this meeting, no proxies were received as the voting process happens online by each person. All voting members was able to vote on the chat box on any voting matters arising during the meeting.

5. CONFIRMATION OF MINUTES

Confirmation of the previous AGM Meeting held at The CSIR Convention Centre (CSIR ICC) on the 22 July 2019 at 15:30. Minutes were posted on www.siopsa.org.za.

Proposed by David Bischof and seconded by Karel Stanz.

6. MATTERS ARISING

Proposed change in membership cycle as well as membership fees going forward that will be discussed by the SIOPSA Treasure, Dr Danie Oosthuizen as an Executive Committee proposal in the Treasurer's report.

7. TREASURERS REPORT

This section, presented by Dr Danie Oosthuizen, covered the 2019/2020 financial statements and approval, special projects spending, membership fees and period, current financial performance, and the approval of the 2020/2021 budget.

7.1 Financial Statements

The Financial statements is available for viewing on the SIOPSA website. The treasurer shared the financial statements on screen.

7.1.1 Lower revenue (R100 000) from previous financial year due to decrease in conference income from previous year with lower attendance numbers.

7.1.2 Gross surplus decreased with R20 000 from previous financial year indicating more effective management of costs during events, etc. Gross surplus in this financial year represents 58% of the income from 57% in the previous year.

7.1.3 Significant decrease in administration fees and overhead costs down with R70 000 due to office rental decreasing when office staff continue working at their homes.

7.1.4 R280 000 paid in full to PAI

Andre Westraat recommend Treasury with the surplus in the cashflow and financial management achievements and raised two questions.

Is it feasible to collect the old debt of R40 000 still in debt and how the DT project money was implemented? Treasury has procedures in place to collect the outstanding debt.

Nadine Venter congratulate financial results and want to emphasise the debt recovery and would like to understand why SIOPSA keep on accumulating debt and therefor encourage the recovery to prevent that it will have to written off.

Danie Oosthuizen elaborated on debt items and explain that it mainly refers to membership fees outstanding and a delay in commitments from sponsors.

Acceptance of Financial Statements: Theo Veldsman

Seconded by: Nadine Venter

7.2 Special Projects

The following projects and amounts was approved by Exco:

Vision forward	R 180 000	In progress
IOP Future Fit Research	R 295 000	In progress

Diversity and inclusion	R 10 000	Not started
Scaling of learning	R 55 200	Not started
ACSG Donation (Student attendance sponsorship)	R 25 800	Completed
Conference launch, OD conference and HR forum	R 80 000	Completed
TOTAL	R 646 000	

Numerous members raised concern for the low amounts allocated to service diversity and inclusion and questions whether it will serve the broader community to achieve the required effect. Danie Oosthuizen responded that these amounts were identified by Exco members for specific project and events and is not limited to additional projects. An invitation is therefor extended in the meeting to all members to come forward with projects that the unallocated amount of R552 773 can be applied to.

SIOPSA support projects to enhance the profession both inwards and outwards and this will have priority in the new President year specifically as an outcome of the Vision Forward Project, driven by Dr Natasha Winkler-Titus, new president for 2020/21 as from 1 August 2020.

7.3 Membership

Membership traditionally expires end of July each year. Covid19 circumstances and the effect thereof as well as the fact that conference has now moved out of the current financial year has led to readdressing current membership cycle, resulting in the following two proposals:

- 7.3.1 Extend the current membership with 5 months to 31 December. A new membership cycle will then be 1 January to 31 December *and*
- 7.3.2 Reduced membership fee with 50% for new members up to 31 December 2020 (variable membership option)

The implication on the financial year is to spread the income generation throughout the financial year. Important to note that the financial year remain from March to February annually.

Andre Lombard request feedback for membership renewal patterns and when is members more reluctant to renew membership. Danie responded saying that prior to conference and discount on membership is normally when incline in membership curve is experienced.

7.4 Membership fees

Membership fees was not adjusted for the past two years and an increase of 5% as from 1 January 2020 is proposed.

Category	Current fee	New fee	Increase
Full, associate and affiliate	R 1 222.00	R1 285.00	5,16%
Emerging	R 603.00	R 630.00	4,48%
Student	R 177.00	R 185.00	4,52%

Andre Lombard accepted this proposal.

7.5 Current Financial Performance

Danie share the income streams for the past two financial years and highlight the similarities in the income of these two years. The postponement of the annual conference has a significant impact in the income of SIOPSA as it is significantly lower from income in the previous year. Although conference has been postponed, it remains in the current financial year ending February 2020. Income from conference is crucial to support maintaining of the current cash flow of the society.

7.6 Budget 2020/2021

The budget for 2020/21 has been based on “known” factors. The society is not certain at this stage on what type of income the virtual conference will generate.

Item	Amount
Income from region and interest group activities	R 600 000
Income from Membership	R 240 000

Administrative and other expenses	R 1 324 140
Deficit	R 484 140

Theo Veldsman suggested that income from a virtual conference should be considered and Danie responded that the ideal would be for the conference income will address the deficit. Lome Koekemoer, Conference Executive Portfolio member, echoed that SIOPSA will present a proper virtual conference experience of high quality but will depend on members to assist with promoting the conference for maximum attendance and income in support of the financials.

8. PRESIDENT REPORT

The President started off with referring members to the start of her presidential year and the three values identified to support the SIOPSA strategy as well as the AGM 2019 mandate to utilise the DTI funding to utilise to develop the IOP profession.

Dr Brouwers presented the members with the most significant 2019/2020 achievements. These were:

- Allocation of Department of Science and Technology (DST) funding and submission of detailed progress feedback report
- SIOPSA part of the Alliance for Organizational Psychology as a Network partner – “The Big Tent”
- Re-established MoU with the British Psychology Society and interest group for Coaching Psychology
- Build a partnership with the Centre for Global Diversity and Inclusion
- Brand new development: SIOPSA Online Zoom meetings and Webinar platform
- Hosted 12 in-person events; 19 online Webinars and 6 Free online Webinars
- Hosted 2 in-person and 1 online HPCSA Board Examination preparation sessions for Emerging Psychologist
- Hosted the first conference theme launch – “Leading through Innovation: Navigating the New World of Work” – 22nd Annual SIOPSA conference will be a Virtual online conference
- Shifts in the SIOPSA office
- Created a new look and feel to the SIOPSA website; received 21 456 visitors on the website
- Published 2 Siopsa Newsletters

- Utilized our social media platforms (Facebook, LinkedIn, Twitter, You tube) (published 13 blog posts, You tube videos and interviews)
- We appeared on local television broadcast and live radio talk show, internationally we appeared on webinar hosted
- Targeted engagement with IOP students and emerging psychologist
 - through visiting respective universities
 - continuing our mentoring programme for undergraduate students at UJ
 - provided free student webinar series
 - provided career counselling workshop and internship opportunities as part of a CSR project (Ignition)
- Involved in numerous research related activities (e.g., IOP Future-fit; Covid-19 experiences through listening post, surveys during Covid-19; Working White papers on myths in coaching psychology and neuroscience)
- Launched a membership survey to gain insight into the needs of our members
- Partnered with various stakeholders for the benefit of our members to gain discounts (e.g., books, Well-being indicators, debriefing platforms)
- Actively involved in the community as exhibitors and panellists (e.g., HR Leaderex, ACSG, OD conference, PsySSA conference)
- SIOPSA as an approved accreditor: Accredited 39 applications, resulted in 238 CEU's. Renewed our contract with AOSIS e-CPD platform, 88 SIOPSA Members who have accrued 1374 continued education and ethics units
- Established an updated List of Coaching Practitioners (LoCP)
- Assisting in the development of an online system for Assessment Standards South Africa (ASSA) via the Interest Group People Assessment in Industry
- In response to the Minister of Health's call for nominations to serve on the next term of the Professional Board for Psychology, SIOPSA submitted motivations for three of our honorary members
- With the SIOPSA Vision 2020 that have reached its tenure, we set out to develop a new vision for SIOPSA, which we labelled as "SIOPSA Vision Forward"

Shirleen Titus recommended a dashboard indicating the impact of the virtual events and to assist the society to make sure we address the future needs of our members.

9. CONSTITUTIONAL AMENDMENTS

The Secretary confirmed that no constitutional amendments were received for 2019-2020.

10. ACCEPTANCE OF THE ANNUAL REPORT

The Annual Report is available on the SIOPSA website to view and was made available to SIOSPA members two weeks in advance to the AGM.

Proposer: Andre Lombard

Secunder: Karel Stanz

11. ELECTION OF OFFICE BARRIERS

11.1 President Elect

This year the voting process progressed online considering the constitutional requirements. The process of voting for the President-Elect 2020/21 was managed and audited by an Independent Auditors Company. Corne van Wyk was appointed and shared with the participants the process followed. Voting closed on 27 July 2020 and 76 votes was validated. Corne continued and announced Prof Crystal Hoole as the next President-Elect. The following candidates were nominated:

Kevin Distiller: Nominated by: Hendrik Bronkhorst Secunder: Willie van Tonder

Chrystal Hoole: Nominated by: Prof Aletta Odendaal Secunder: Alison Felix-Lodewyk

Andre Lombard: Nominated by: Prof Karel Stanz Secunder: Dr Natasha Winkler-Titus

Lome Koekemoer: Nominated by: Dr Xander van Lill Secunder: Talia Fischer

11.2 Honorary Membership Award

The President awarded Honorary Membership to Alison Felix-Lodewyk.

11.3 Welcoming the new 2020/2021 SIOPSA President

Dr Natasha Winkler-Titus thanked Dr Brouwers, stepping down as President 2019/20 and shared the Vision Forward strategy for SIOSPA going forward. Feedback from the Vision Forward project was shared with participants and 3 strategic pathways has been identified:

1. Building a diversified revenue model
2. Increase brand visibility and voice our thought leadership
3. Drive diverse collaboration and create an inclusive culture

11.4 Welcoming the new 2020/21 Executive Committee

Dr Natasha Winkler-Titus presented the vacancies on the current Exco portfolios and the candidates nominated to fill these vacancies.

PORTFOLIO	CANDIDATE	NOMINATED BY
Transformation	Dr Ruwayne Kock	Dr Andrew Johnson
Secretary	Ayado Ewinyu	Dr Natasha Winkler-Titus
SIOPSA Academy	Lome Koekemoer	Dr Natasha Winkler-Titus
Conference	Jessica Tecklenburg	Lome Koekemoer
Foundation	Kim-Lee Wentzel	Shirleen Titus
Brand and Marketing	Dr Sane Moleko	Dr Marissa Brouwers
Chair: KwaZulu-Natal	Spencer-Rae Kerr	Chris Beukes
Chair: Interest Group Diversity and Inclusion	Prof Nasima Carrim	Dr Natasha Winkler-Titus

Mrs Shirleen Titus proposed the acceptance of the vision forward and the nominees and Susan Myburgh seconded the proposal.

The AGM continued with approval of nominees and vacancies.

14. CLOSURE

The past president thanked all members that attended the AGM and adjourned the AGM of

29 July 2020.



Signed:

Dr Marissa Brouwers

President 2019/2020

APPENDIX ONE

ATTENDEES AT THE VIRTUAL AGM MEETING HELD 29 JULY 2020

Alewyn Nel	Louise Coetzee
Alice Slabbert	Louise Niemand
Alison Felix-Lodewyk	Lungelo Hlela
André Lombard	Marietjie Czanik
André Westraat	Marina Pretorius
Andrew Johnson	Marissa Barnard
Angelique Brandt	Melissa Jacobs
Ayado Ewinyu	Michelle Ward
Barbara Donaldson	Monica Smith
Beverley Whitehead	Nadene Venter
Bradley Madhoo	Nicole Konstantinopoulos
Claire Sponeck	Nivy Moodley
Claudette van der Merwe	Nokuthula Manaba
Clive Lennox	Nompumelelo Shezi
Corne van Dyk	Petrus Nel
David Bischof	Prof Crystal Hoole
Dr Danie Oosthuizen	Reinette van Zyl
Dr Marissa Brouwers	Ruwayne Kock
Dr Natasha Winkler-Titus	Sandhia Raghubeer
Eltrone Wilhelm	Sane Moleko
Fred Guest	Sharon Munyaka
Frikkie Burger	Shirleen Titus
Gail Wrogemann	Sibongile Noko
Hanjo Gouws	Silindokuhle Mkhize
Heather Knox	Siphiwe Dhlamini
Hinre Smit	SITHEMBILE KHOZA
Illana de Wet	Siyamthanda Ntlahla
Inette Taylor	Spencer-Rae Kerr
Ingra Narsai	Stephen Renecke
Jaco De Jager	Steven Breger
Jan Hendrik Barnard	Susan Myburg
Jana Van Heerden	Talia Fisher
Jason Manson-Kullin	Talia Talmud
Jessica Tecklenburg	Theo Veldsman
Joaquin Grobler	Urin Ferndale
Karel Stanz	William van Aarde
Kevin distiller	Wilme van Niekerk
Kim-Lee Wentzel	Xander van Lill
Kirstie Meehan	Zaheera Laher
Lene Graupner	
Lome Koekemoer	
Lorette Theron	
Lorraine Monk	