

SIOPSA

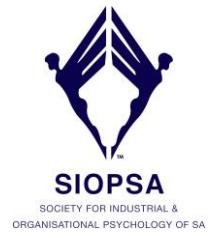
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**MINUTES OF THE SIOPSA
ANNUAL GENERAL MEETING**

Zoom Virtual Meeting

Time: 15:00 – 17:30

14 July 2021

Apologies:

No apologies noted

Minute takers:

Ayado Ewinyu (AE) – SIOPSA Secretary 2020/2021

Lungelo Hlela – non-elected Representative.

Item Minute

1. Welcome and Opening:

President of SIOPSA Dr Natasha Winkler-Titus opened the meeting at 15:00.

SIOPSA secretary, Ayado Ewinyu, welcomed everybody to the 2021 AGM and explained the zoom etiquette procedures to be followed during the meeting.

The session is recorded.

Members in attendance of the assembly (**refer to appendix one**)

2. Notes:

The minutes should be read in conjunction with the following document(s):

- A. SIOPSA Annual Report 2020/21
- B. SIOPSA Constitution 2020/21
- C. SIOPSA AGM presentations, 2019/20

Minutes:

Confirmation of the previous AGM Meeting held virtually on the zoom platform on 29 July 2020 at 15:00. Minutes were posted on www.siopsa.org.za.

Minutes of the previous meeting were proposed by Andre Lombard and seconded by Prof Karel Stanz.

Matters arising

Proposed constitutional changes under the Membership Category.

Previous Minute Adjustments:

No adjustments to the previous minutes.

Confirmation of Voting Procedures

The Secretary confirmed the voting procedures. The meeting is restricted in terms of Clause 5.1 of the Constitution of SIOPSA, as follows:

- *“Full members, Fellows and Honorary members can vote on amendments to Constitution and the election of the Preside. Associate members can vote on any matter other than amendments to Constitution and the election of the President”*

All Full and Honorary as well as Fellows casted their vote for President-Elect online ahead of time (voting closed Monday 9 July 2021).

The assessing of votes for President-Elect was managed by SIOPSA’s independent auditors and accounting firm Accountants On Site.

As per clause 5.5 of the SIOPSA constitution.

- *“Members wishing to vote by proxy shall obtain the appropriate form from the Secretary of the Society or from the Society’s website. The proxy must be a person himself or herself entitled to vote on the matter, and shall produce the signed original proxy form, duly completed, at any meeting where he or she wishes to exercise a vote on behalf of a member”*

For the meeting, no proxies were received as the voting process takes place online by each person.

Confirmation of change in membership cycle:

It was confirmed and approved in the previous AGM that the SIOPSA membership year be amended to run from 1 January to 31 December annually. This commenced end December 2020.

It is important to note that the SIOPSA presidential year will remain unchanged

Acceptance of the Annual Report:

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

The annual report was approved by Ayado Ewinyu and seconded by Gail Wrogemann

3. TREASURERS REPORT: Presented by Dr Danie Oosthuizen

*It was noted by Dr Oosthuizen that comprehensive financial statements can be found on the SIOPSA website. An overview will also be provided in the Annual Report.

*It was also noted that the SIOPSA financial year remains March to February annually.

Financials:

November 2020 witnessed an increase in revenue due to outstanding payments.

December 2020 saw a slight decrease with income; however, January 2021 displayed an incline due to incoming membership renewal payments and outstanding payments from conference.

Cost of sales was notably down for January 2021 due to lesser expenses, making the total income for January R169,479 and making the overall income for the year R1.4 million.

Cash reserves for February 2021 was sitting at R2,615,618. This amount includes the total of R998,473 for Special Projects. A small sum of these funds has been allocated to Prof Theo Veldman's project, however, no final claims have been received thus far. The foundation grant of R207,670 is also included in the mentioned amount of R2,615,618.

March 2021 began with an income of R124,000.00.

April & May saw a combined income of R426,000.00.

Estimated income for both June and July 2021 are R542,000.00.

Overall monthly expenses were R110,000.00 and remained stable from March till end May 2021.

Therefore, overhead expenses were R313,000.00 as at end May 2021.

From August 2021, income is anticipated to be lower than previous years, due to membership renewals only commencing in December.

As at end June 2021, total sales were R316,000.00

As at end July 2021, total sales were R226,000.00

There was currently no old debt as of 8 July 2021.

Membership Fees 2022

Full Members, Associate Members and Affiliate Membership fees will increase by 4.30%, accumulating the total amount for 2022 membership fee to R1,340.00

Emerging Psychologist membership fee will increase by 3.97% growing the new subscription fee to R655,00

Student Membership fees will increase by 5,04% accruing the total cost to be R195.00

Category	Current fee	New fee	Increase
Full, associate and affiliate	R 1 285.00	R1 340.00	4,30%
Emerging	R 630.00	R 655.00	3,97%
Student	R 185.00	R 195.00	5,40%

2021 – 2022 Budget

Item	Budget: 2021 - 2022	Actual: 2020- 2021
Income from operations and membership	R 1,629,000	R 1,574,144
Interest and other income	R 60,000	R 115,257
Cost of sales	(R 370,000)*	(R350,215)
Admin expenses	(R 1,443,120)	(R1,317,922)
Profit/lost	(R 124,120)	R 21,264

Dr Oosthuizen proceeded to present on the 2021/22 budget, reflecting on actual figures of 2020/21 and projected figures for 2021/22

The treasurer's report as well as the SIOPSA financial controller were applauded by the floor on the excellent work pertaining to the healthy financial management of SIOPSA's funds.

The treasurer's report was approved by Dr Andrew Johnson & seconded by JP Venter.

4. CONSTITUTIONAL AMENDMENTS: Presented by Prof Karal Stanz

The SIOPSA constitution notes that proposed constitutional amendments may be initiated by the Executive Committee or by full members, and written notice of such motion shall be communicated to members not less than thirty days before the Annual General Meeting.

The signatories below have lodged and supported the recommendation to create a new category of recognition, which will apply to Affiliate members of SIOPSA.

- Professor Karel Stanz- Honorary life member and Past president
- Professor Aletta Odendaal- Fellow; Honorary life member
- Professor Crystal Hoole – President Elect 2020-21
- Professor Theo Veldsman - Fellow

The Society aims to encourage the existence of a fair and humane work situation in South Africa, to which all have an equal opportunity of access and within which all can perform according to their abilities, can develop to their full potential and can experience a high quality of work life. Affiliate members are interested in Industrial or Organisational Psychology and fulfil multi-disciplinary roles that interface with IO Psychologists as a science and / or profession

The introduction of this recognition category into the constitution will ensure a sustained professional and prestigious consideration of future nominees.

The signatories considered providing recognition in the form of a Presidential award. However, the proposed award does not align with the current practice and process of how presidential awards are currently conferred. To ensure sustainable focus and prestige on how such award be allocated, the signatories felt it appropriate that this be incorporated and specified in the constitution.

The recipient will become an honorary affiliate fellow of the society, discharged from liability of membership fees.

Such person shall have distinguished themselves in science and/or practice by lifelong meritorious achievement or service in a field complimentary of Industrial or Organisational Psychology. A nominee will have made

outstanding contributions and made significant impact locally and abroad. The following illustrate some of the appropriate contributions and example indicators of impact. This list is intended to be representative, rather than exhaustive or definitive, and the examples cut across all areas of contribution: (a) research, (b) practice, (c) teaching, (d) service, and (e) administration.

Any one nominee's experience may span several of the categories below.

- Innovation in science and practice.
- Communicating and disseminating information.
- Influencing, teaching, and mentoring others.
- Service to a field complimentary toward establishing flourishing workplaces and promoting human dignity at work.
- Significant leadership roles.

The nomination process will be the same as Honorary Life member nominations, as stipulated in the constitution.

Proposed amendment is as follow:

- **“Section 4.1 j) Honorary Affiliate Fellow: The Executive Committee may award this esteemed honour to persons that have distinguished themselves in science and/or practice by lifelong meritorious achievement or service in a field complimentary of Industrial or Organisational Psychology. A nominee will have made outstanding contributions and made significant impact locally and abroad. Honorary Affiliate Fellow shall be discharged from liability for Membership Fees”**

The proposed amendment was supported unanimously.

5. ELECTION OF OFFICE BEARERS: Dr Natasha Winkler-Titus

As per clause 8.1 of the SIOPSA constitution

- *“When the term of office of the President is expected to expire at the Annual General Meeting succeeding the forthcoming Annual General Meeting, the Secretary shall, not less than three months before the last-mentioned meeting, circularize full members requesting nominations for the position of President-elect”*

The voting process progressed online considering the constitutional requirements. The process of voting for the President-Elect was managed and reviewed by SIOPSA's auditing and accounting firm A-O-S.

Corne van Wyk was appointed and shared with the participants the process followed. Voting closed on 12 July 2021 and 93 votes was validated.

Corne proceeded to announce the appointment of Dr Sharon Munyaka as president elect for the 2021/22 presidential year.

Fellow nominee(s) was as follows:

- Dr Ruwayne Kock
- Dr Kock was nominated by Dr Sane Moleko and seconded by Dr Marissa Brouwers.

Dr Sharon Munyaka proceeded to give a vote of thanks to the attendees of the assembly and expressed her enthusiasm on serving in this role.

6. HONORARY LIFE MEMBERSHIP – Dr Marissa Brouwers:

Following the end of Dr Brouwers Presidential run, she was awarded Honorary Life Membership by the AGM.

She joined the executive committee as branch manager of the Northwest university chapter.

Following her election into the presidency, she joined the management committee and she served as the 2019-20 president of the society. During the past year, Dr. Brouwers was an active member of the manco and exco's, contributing to the strategic priorities and initiatives of the society

7. PRESIDENTIAL REPORT: Dr Natasha Winkler Titus

The SIOPSA EXCO successfully held 6 committee meetings; two of which were strategic planning sessions

In her presidency, Dr Winkler-Titus spearheaded a collaborative approach toward developing the SIOPSA 2020-2025 strategic plan which kicked off during her reign.

The strategy places priorities in 3 strategic pillars;

- Ensuring a sustainable mindset
- Having a voice and visibility
- Inclusive collaboration

Media interviews with esteemed media platforms ensured the visibility of SIOPSA. Some of these included:

- Radio 702
- Cape Talk Radio
- Poort FM
- Smail FM

Through SIOPSA Marketing, the visibility of SIOPSA has showcased immense growth, with traffic onto our digital platforms reaching in the thousands

Collaborations with JVR, Knowledge Resources as well as IPM, showcased the inclusive collaborations SIOPSA is geared toward.

SIOPSA has also actively been involved in the community as exhibitors and panellists for various conferences and workshops.

A mentoring initiative coordinated by Zaheera Laher, brought together over 135 mentees with 45 professionals in mentoring engagements.

The 2020/2021 SIOPSA Presidential year also saw the development of the interest group of Diversity and Inclusion headed by Prof Nasima Carrim.

SIOPSA applied for the renewal of our Accreditor Status in 2020 and have been awarded Accreditor status (2020-2026) by the HPCSA.

- 39 CPD Event Accreditations
- 241 CPD points available to professionals
- 5095 CPD points through AOSIS e-CPD partnership
- Board exam preparation

SIOPSA's working relationship with AOSIS still remains strong, with the body offering e-CPD articles to our members as a benefit.

Accuprof still remain our partners in providing SIOPSA members Indemnity Insurance at a competitive rate.

The SIOPSA conference remains the number one event on the Whova App; solidifying and highlighting our impact as a society. Further to this, our partners and sponsors for the SIOPSA conference has gone beyond the IOP space. This year, we welcome Momentum, Angla American and Cheeky Media as key sponsors and Multichoice being the main sponsor.

Other highlights include:

- Highlighting unconscious bias during SAICA's women's month webinar series.
- Speaker at the knowledge Resource OD Conference.
- SIOPSA facilitated the IOP HOD Forum, with 4 engagements taking place in this presidential year.
- Professional practice establish Sub-Committee for IOP in Counselling
- Enhanced focus during 2020 through webinars and publications by our members
- Continuous development to emerging psychologists as part of Board preparation
- Development of the black IOP Caucus
- The development of the Industrial Psychologist tailored internship programme

Our IOP future fit project culminated in a report which will be celebrated during conference

In a financially difficult year, we saw growth in membership through a phenomenal membership campaign and services

Strategic objectives and opportunities for 2022:

- Achieve representation in numbers
- Establish an engaged Black IOP network
- Interest group and thought leadership on Diversity and inclusion
- Foundation – sponsorship of emerging IOP's

8. HANDOVER AND MESSAGE FROM INCOMING PRESIDENT: Prof Crystal Hoole

Following Prof Crystal's Hoole's appointment in 2020 as president-elect, she is now to succeed Dr Winkler-Titus in her role as president.

Prof Hoole thanked Dr Winkler-Titus for her support and comradery during her time as president-elect.

In 2021, SIOPSA launched its strategic objectives for 2020 - 2025. Prof Hoole will see her time as president continue to execute these objectives and continue laying the foundation of these intentions

Prof Hoole shared with the assembly the proposed organizational change within the SIOPSA structure. Which include the introduction of the student chapters on a regional level and newly developed portfolio's such as Emerging Psychologist Interest group.

One of Prof Hoole's focus areas will be building bridges between key stakeholder to ensure the enhancement of the society

The floor welcomed the new presidency for the 2021/22 presidential year.

It was noted that Dr Oosthuizen will be stepping down as treasurer due to the completion of his 3 year service.

A call for nomination to appoint Manuella Giese as the upcoming treasurer was presented to the AGM, her appointment will commence immediately after the AGM.

Vacant portfolio's on EXCO will be communicated on SIOPSA's digital platforms. Some of which include:

- Professional Practice
- Conference
- Interest Group for Psycho-legal
- Regional Chair: Northwest Province

2021 / 2022 SIOPSA MANCO:

Prof Hoole proceeded to introduce the Managing Committee of SIOPSA as follows:

- President : Prof Crystal Hoole
- President Elect: Dr Sharon Munyaka
- Past President: Dr Natasha Winkler-Titus
- Secretary : Ayado Ewinyu
- Transformation: Dr Ruwayne Kock
- Treasurer : Manuella Giese

9. Closure

Winkler-Titus closed the meeting at 17:30 and thanked all members on their attendance.

A handwritten signature in black ink, appearing to read 'N. Winkler-Titus', is written over a horizontal line.

Signed

Dr Natasha Winkler-Titus

SIOPSA President 2020/2021