Annual General Meeting Minutes

AIDA
AUSTRALIAN INDIGENOUS DOCTORS' ASSOCIATION

Date	Sunday 17 November 2024
Time	3:00pm AEDT
Venue	Via Zoom
Directors	Dr Simone Raye (Chair), Dr Glenn Harrison, Dr Tammy Kimpton, Dr Jonathon Newchurch, Dr Olivia O'Donoghue, Dr Jean Pepperill, Dr Natalie Pink, Dr Crystal Williams, Dr Andrew Gosbell, Ms Jessica Storrar
Members	Robert Blackly, Sarah Bormann, Kiarna Brown, Matthew Chesini, Danielle Dries, Sheree Enderby, Kali Hayward, Malissa Hodgson, Bekkie Lee, Nicole Liesis, Thomas Mylne, Joshua Preece, Kristopher Rallah-Baker, Amber Revel, Nino Scuderi, Brodie Seymour, Lauren Sperring, Janelle Trees, Alicia Veasey, Kane Vellar, Belinda Washington
Secretariat	Ms Donna Burns (CEO), Ms Jaylene Chevalier (COO), Ms Diana Melham (Secretariat)
Guests	Mr Greg Mitchell – Vero Voting
Apologies	Garry Murphy – Auditor

Item		Status
Meeting Opening		
1.	**Welcome and Apologies** The Chair welcomed everyone and opened the meeting with an acknowledgement of country at 3:18pm ADST. The Chair advised the meeting is being recorded for minute taking purposes. The Chair confirmed the meeting had reached the required quorum with 20 voting members in attendance. The Chair highlighted the Code of Conduct and the importance of ensuring that the meeting remains respectful and a safe place for all in attendance. The voting process was explained by Mr Greg Mitchell from Vero Voting. The apologies were noted.	***Noted***
Meeting Business		
2.	**Acceptance of Previous Minutes** **A. 2023 AIDA Annual General Meeting** *That the minutes of AIDA's 2023 Annual General Meeting be accepted as presented and are a true and accurate record of that meeting.* *Moved: The mover of the motion could not be confirmed post-meeting* *Seconded: Brodie Seymour CARRIED* **B. AIDA Special General Meeting – 8 October 2024** *That the minutes of AIDA's Special General Meeting held on 8 October 2024 be accepted as presented and are a true and accurate record of that meeting.* *Moved: Glenn Harrison Seconded: Jean Pepperill CARRIED*	***Carried***
3.	**Annual Report** **A. CEO Report** The CEO presented her report, highlighting: • AIDA's mission remains at the core of everything the organisation does.	***Noted***

	• AIDA provides a positive and healthy workplace which has undergone significant growth over the past two years. 60% of the workforce is Indigenous with 100% at the executive level. Clear succession planning and pathways are identified for all departments. • AIDA membership is growing and was 767 as of June, demonstrating the continued relevance of its work, with members seeking out a community that values their voice and aligns with their vision. • STSP funding was renewed providing $4M over four years to expand the program to support non-GP specialists. • Igilyawa program supported 20 Torres Strait Islander students and doctors on a weeklong journey of connection. The opportunity grew from a conversation with Uncle Philip Mills, and following lobbying and advocacy received $170K sponsorship. AIDA acknowledges the people that were supportive of it leading this program. • Attendance a Garma provided cultural and strategic activities, with opportunities for members, Directors and staff to attend. The work of AIDA was quoted by the Minister in her speech. • A strategic financial restructure was implemented to strengthen the financial stability and future proof AIDA. This included introduction of an external CFO to oversee the finances and a robust and ethical investment strategy to strengthen sustainability. • Last year's focus on building strong foundations, reviewing governance policies and updating the constitution enables a solid base for developing the next strategic plan. • Focus is now on membership with development of a new member experience strategy offering more local and frequent events to deepen connections and foster community. • Cultural safety partnerships are important for AIDA's mission to eliminate racism in healthcare and create culturally safe spaces for the Indigenous medical workforce. • 2025 will also focus on government relations and advocacy to address workforce and build an understanding of the value of AIDA's work. • Deepest gratitude to outgoing President Dr Simone Raye, the Board for their support and trust, staff and members for their contributions which have been vital to shaping the outcomes and progress of AIDA. **B. President Report** The President presented her report, highlighting • AIDA's achievements and the steps taken to ensure equitable and safe health outcomes. • CEO's instrumental role in achieving the $4M STSP funding and fostering partnerships which have been crucial to improving healthcare for the Indigenous community and cultural safety for the workforce. • Unwavering support for the Voice and Uluru Statement sparked important conversations and informed the decision to attend Garma. It was important for AIDA to attend, be seen and create connections. • Membership increased by 16.2% increase in the past financial year. • AIDA's unique training program provides clinical application of cultural safety, which has a reach that extends across Australia, has seen significant increase in demand. AIDA ownership of the program IP allows it to share distinctive content and protect the future of AIDA.	

	• AIDA works with medical organisations and has representatives on a significant number of committees enabling it to influence improvements in training and workplaces for Indigenous doctors and students. • AIDA is hosting the largest PRIDoC on Kaurna country with 770 delegates. PRIDoC Council is significantly impressed with AIDA's event organisation. • Honoured to have served as President and to have worked alongside the other Board members.	
4.	**Financial Report** Dr Glenn Harrison, Chair of Finance Risk and Audit Committee, presented the 2024 Financial Statements and provided clarification: • Financial Statements were prepared in accordance with ACNC requirements by auditor Gary Murphy and have been reviewed and endorsed by the Board. • There were no issues with compliance or misstatements. • Surplus of $655K is almost double that of the previous year. • Total revenue increased by $100K to $4.92M, with 80% of income received from government funding. • Net increase in cash and cash equivalents of $340K to $2.6M and in net assets from $2.1M to $2.8M. Net assets are well in advance of total liabilities which indicates the ability to pay debts as and when they are due and confirms AIDA remains solvent and in a strong financial position. • $500K transferred from short term deposits and invested with Vanguard at an estimated return of 8% which is higher than current term deposit rates. Investment was made in the current financial year and will be added to quarterly with deposits including 10% of the Cultural Safety Program surplus and interest earned from other term deposits. Investments are monitored by the CFO with Board oversight and approval to ensure they are ethical and align with AIDA values and goals. The CEO advised: • Retained surplus provides an opportunity to invest in new strategic initiatives to build organisational value and ensure staff capacity and wellbeing is maintained. There is also the potential to establish a consultancy to build stability and sustainability to continue growth. • Other financial assets of $503K represents asset values for the period beyond 12 months and assets that are not easily liquidated, such infrastructure that will be depreciated and intangible assets that are given a book value e.g. licences. • Unspent scholarship fund of $30K is the RFDS scholarship which has limited interest as it is not always fit for purpose but has now been awarded. Where scholarships are not taken up, AIDA works with the funding body to agree other options for using the funds. • Professional services expenses represent the external expertise engaged to meet different skillset requirements and support workforce shortages. Outsourced professional services include financial, HR, and conference organisation. There is a succession plan to build capability among staff and maximise development opportunities. • Current government contract provides core funding as one of the four ATSIHPO until 2026, and the STSP contract is for four years until 2028. AIDA's CEO and COO attended a government meeting with the other	***Carried***

	ATSIHPOs to discuss independent contracts for individual ATSIHPOs as the current model which includes the same deliverables for all is not working. *That the 2024 Financial Statements be approved.* *Moved: Natalie Pink Seconded: Malissa Hodgson CARRIED*	
5.	**Appointment of Auditor** *That Nexia Australia (ABN 38 008 665 316) be appointed as the external auditor for 2025.* *Moved: Glenn Harrison Seconded: Crystal Williams CARRIED*	***Carried***
6.	**Board Remuneration Pool** The Chair outlined the rational and provided clarification: • Current pool of $200K has remained unchanged since the 2019 AGM. • Increase in pool is necessary following an increase in Directors from 9 to 12 following adoption of the new constitution, to reflect the growing responsibilities and demands of Directors, to acknowledge the time and expertise of Board members and to incorporate CPI increases. • In 2019 AIDA moved from paying sitting fees to a remuneration model to represent the full expectation and responsibilities of Directors and to include the Student Director who previously did not receive fees despite having the same responsibilities. • Individual amounts are specified in the Board Charter and align with role responsibilities and workload. The pool amount is approved by the members with individual amounts set at the discretion of the Board. These amounts are currently President $70K, Vice President $35K and Directors $10K. The CEO advised the SRC is under review and transitioning to a model that will have student representatives leading sectors/jurisdictions to bring students together, with representatives remunerated at the same level as other governance committees. The members recommended that the remuneration amounts be reviewed, and an audit of the sector undertaken to determine appropriate amounts as the current remuneration seems tokenistic and not reflective of the responsibilities. *That the Board Remuneration Pool of $250,000 for 2024-25 be approved.* *Moved: Thomas Mylne Seconded: Nino Scuderi CARRIED*	***Carried***
Directors		
7.	**Directors Stepping Down** The following outgoing directors were acknowledged and thanked for their contributions to the AIDA Board during 2023-24: • ***President:*** Dr Simone Raye • ***Vice President:*** Dr Jonathan Newchurch • ***Directors:*** Dr Glenn Harrison, Dr Olivia O'Donoghue, Dr Tammy Kimpton • ***Student Director:*** Ms Jessica Storrar	***Noted***

8.	**Board Election** Members who were entitled to vote were asked to elect a President, President-Elect, three Directors and one student Director for 2024-25. The nominees for each position were: • ***President:*** Dr Jonathan Newchurch, Dr Robert Blackley • ***President-Elect:*** Dr Olivia O'Donoghue, Dr Robert Blackley, Dr Crystal Williams • ***Directors:*** Dr Alicia Veasey, Dr Robert Blackley, Dr Joshua Preece, Dr Ella Ceolin, Dr Derek Chong, Dr Vinka Baruna • ***Student Director:*** Ms Brodie Seymour	***Noted***
9.	**2024-25 AIDA Board** The following Directors will form the AIDA Board for 2024-25: • ***President:*** Dr Jonathan Newchurch • ***President-Elect:*** Dr Olivia O'Donoghue • ***Directors:*** Dr Crystal Williams, Dr Natalie Pink, Dr Jean Pepperill, Dr Alicia Veasey, Dr Robert Blackley, Dr Vinka Baruna • ***Student Director:*** Ms Brodie Seymour • ***Board Appointed Director:*** Dr Andrew Gosbell	***Noted***
Meeting Close		
10.	**Meeting Close** The incoming President thanked the outgoing President for her commitment, effort, leadership and guidance and welcomed the 2024-25 Board. The Chair thanked everyone for their attendance and closed the meeting at 4:56pm.	***Noted***

These minutes are a true and accurate reflection of the meeting.

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Dr Simone Raye
AIDA President