Minutes of the Annual General Meeting

Organisation: Women in Print Australia
Date: 19th November 2025
Time: 2.00pm – 3.30pm
Location: Zoom Meet

1. Opening & Welcome

The Chair, Stephanie Gaddin, declared the meeting open and welcomed all attendees to the 2025 Annual General Meeting (AGM).

Board Members Present: Stephanie Gaddin (Chair), Kimberley Skinner (Treasurer), Nicole Jandik, Rita Karagiannis, Diana Nikolic, Kerry-Anne Boyd, Karen Lawler.

A quorum of members and Board Officers was confirmed.

Apologies:

2. Minutes of the Previous AGM

The minutes of the Annual General Meeting held in July 2024 were tabled for approval.

Motion: To accept the minutes of the July 2024 AGM as a true and accurate record.

- **Moved:** Stephanie Gaddin
- **Seconded:** Rita K
- **Outcome:** Carried by show of hands, unanimously by the members present at the 2024 meeting.

3. Business Arising from Previous Minutes

- **Scholarship Programme:** Confirmed as set up and ready for national registration.
- **Paid Membership:** Confirmed as successfully launched commencing 1 January 2025.

No other business arising from the previous minutes.

4. Chair Report

The Chair presented the Chair's report, highlighting:

- The organisation is in a good marketing position but faces a precarious financial position.
- A strategic shift is required to focus on membership growth to ensure financial independence from sponsorship. The organisation is transitioning to a membership-focused body dedicated to career support for women and non-binary people in the industry.
- The Leadership Programme ran at a strategic loss but was successful in repositioning the organisation as a leader in professional development for minority segments in the workforce of the industry.
- The Scholarships Programme is operating successfully.
- Thanks were extended to all board members for their hard work and support throughout the year.

5. Treasurer Report

The Treasurer's Report and financial statements for the 2024-2025 financial year were tabled for discussion and acceptance

- The report noted a financial loss for the year, impacted by the loss of a major sponsor (Media Super), increased event costs, and lower ticket sales.
- A discussion was held regarding the need to secure new and diverse sponsorship streams and member benefits while growing membership revenue. A long-term goal noted is to transition to a majority member-funded model.
- The financial statements were presented for acceptance

Motion: To accept the Treasurer's Report and the financial statements for the 2024-2025 financial year.

- **Moved:** Kimberley Skinner
- **Seconded:** Diana Nikolic
- **Outcome:** Carried unanimously.

6. Other Reports

6.1 Print & Prosecco Series 2024: The series was reviewed as successful, with a distinct audience from the breakfast events. The format of smaller, casual networking events is working well.

6.2 Breakfast Series 2025: The series received excellent feedback. However, the administrative workload of managing eight separate campaigns was noted as a significant challenge. Future series may revert to a single national theme/speaker or require a dedicated committee.

6.3 Scholarships Programme: The programme is performing exceptionally well, with positive feedback and the potential for a partnership with Women in Print New Zealand. The programme operates at no cost to the organisation.

6.4 Leadership Programme: The first program was concluded with a strategic financial loss, and was considered a necessary strategic investment. The programme for the upcoming year will be planned to be financially self-sufficient.

6.5 Paid Membership Programme: Paid Membership is currently just under 60 members. A push is needed to reach the target of 100 members, who will all be eligible to vote and attend the AGM under the new Rules.

7. Elections, Resignations & Appointments

- **Resignation of Secretary:** The resignation of Irene Daws from the role of Secretary was tabled.
    - **Motion Tabled by:** Stephanie Gaddin
    - **Seconded:** Karen Lawler
    - **Outcome:** Carried unanimously.
- **Appointment of Ordinary Board Member:** Irene Daws was nominated for a position as an ordinary board member to lead a new Scholarships and Finance Committee.
    - **Nomination Tabled:** Stephanie Gaddin
    - **Seconded:** Kerry-Anne Boyd
    - **Outcome:** Carried unanimously. Irene Daws was welcomed to the board.
- **Appointment of Interim Secretary:** Irene Daws was named by the Chair to fill a casual vacancy as Interim Secretary until a permanent replacement is recruited (expected January 2026).

- **Resignation of VIC/TAS Patron:** The resignation of Rita Karagiannis from the role of VIC/TAS Patron effective end of October 2025 was tabled.
    - **Motion tabled by:** Rita Karagiannis
    - Seconded by : Stephanie Gaddin
    - **Outcome:** Carried unanimously.
    - **Succession:** A succession planning process will commence to recruit a new patron(s) for the region, with a handover taking place through October 2025.

8. Break

9. Resolutions and Special Resolutions

Item 9.1 Special Resolution – Adoption of New Association Rules

The Chair moved:

"That the Association adopt the new Rules of Association provided to members under the existing model Rules, with the notice of this Annual General Meeting, in substitution for and to the exclusion of all existing Rules."

The motion was seconded by the Deputy Chair.

On being put to the vote by show of hands, the motion was **unanimously carried**.

As a quorum was present, the Chair declared the motion carried as a special resolution under the Act.

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Item 9.2 Resolution – Change the name of the Breakfast Series to an inspirational name or speaker series, as Tasmania's event is a lunchtime event. Naming to be decided on in the Strategy Workshop.

By show of hands the motion was carried unanimously.

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Item 9.3 Resolution - Executive Leadership Program to become a series, with a growth plan to be defined in the Strategy Workshop over a 3 year plan.

By show of hands the motion was carried unanimously

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Item 9.4 Resolution: To enter into a reciprocal membership arrangement with Girls Who Print Global. A discussion was held on the benefits for members of both organisations.

- **Moved:** Stephanie Gaddin (Chair)
- **Seconded:** Kerry-Anne Boyd
- **Note:** Stephanie Gaddin declared a conflict of interest (as a business supplier to Girls Who Print Global and a close friend of its Executive Director) and abstained from the vote.

- **Outcome:** Carried unanimously by the quorum of remaining members.

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Item 9.5 Resolution: Consider a partnership with “Make It Happen" signage workshop series, moved by the Chair for discussion, who also indicated an intention to vote against it, due to concerns about the required volunteer time commitment and alignment with existing partnerships.

- **Moved:** Stephanie Gaddin
- **Seconded:** Kerry-Anne Boyd
- **Outcome:** Not Carried unanimously

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Item 9.6 Special Resolution – Change of Financial Year

The Chair moved:

“That the Association change its financial year to the calendar year to better align reporting and AGM requirements with Sponsor Year (CY Jan to Dec).”

The motion was seconded by the Treasurer.

On being put to the vote, the motion was **unanimously carried**

As a quorum was present, the Chair declared the motion carried as a **special resolution** under the Act.

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10. Other Business

Two additional resolutions for discussion were tabled under Other Business.

Motion: That the association create an Honorary Membership List; with its first nomine being the association’s founder, Susan Heaney, as a gesture of respect. This was put forward for discussion and vote that a nominees list would be voted on by the Board at each Board meeting henceforth.

- **Moved:** Stephanie Gaddin
- **Seconded:** Kerry-Anne Boyd
- **Outcome:** Carried unanimously

Motion: That Women in Print cover the travel and accommodation costs for Stephanie Gaddin to attend the ProPrint Awards in Sydney, where she has nominated for her work as Chair.

- **Moved:** Rita Karagiannis
- **Condition:** The motion is subject to the availability of funds, to be confirmed by the Treasurer after the upcoming Print & Prosecco series.
- **Outcome:** Carried unanimously, subject to the condition.

Congratulations were extended to Stephanie Gaddin and Diana Nikolic on their nominations for the ProPrint Awards.

Note: Patron for Queensland Kerry-Anne Boyd noted a potential missed invoice for sponsorship from Spandex for the breakfast series. The Treasurer will follow up.

11. Close of Meeting

There being no further business, the Chair declared the Annual General Meeting closed at 1:00 PM AEST .

Minutes Recorded By: Voice recording and transcribed by Otter AI
Minutes documented by : Nicole Jandik
Approved By: _____
Stephanie Gaddin, Chair