Women in Print Australia Incorporated

Board Meeting Minutes

Date:	Wednesday 19th November 2025
Time:	2:00 PM – 3:30 PM AEST
Place:	Online: Zoom
Next Meeting: February 18th 2026	

Board Members and Office Bearers

Name	Initials	Company	Board Position	State of Residence
Stephanie Gaddin	SG	Rocking Rose P/L	Chair	VIC
Rita Karagiannis	RK	DCA – Database Consultants Australia	Deputy Chair Patron TAS and VIC	VIC
Kimberley Skinner	KS	Total Digital Solutions	Treasurer Patron WA	WA
Nicole Jandik	ID	IVE Group	Hon. Secretary	NSW
Diana Nikolic	DN	Ball & Doggett	Patron SA	SA
Karen Lawler	KL	Cactus Imaging	Patron ACT and NSW	NSW
Kerry-Ann Boyd	KB	Signright Australia	Patron QLD	QLD

Apologies:

Irene Dawes

Minutes / Notes

Item	Description	Minuted
1	Welcome	• SG welcomed attendees and introduced new Secretary, Nicole.
2.	Apologies and attendance noted	• Quorum confirmed. • Apologies: Irene. • RK advised that she would be late, would attend the meeting, in which RK did attend.
3	Agenda Changes	• No agenda changes
4	Review & Acceptance of minutes of previous AGM / Board Meeting and Strat Session	, • NJ to circulate 2025 AGM Minutes to ALL • AGM Minutes to be reviewed by ALL
5	Financial Reporting: • July – Sept 2025 Quarter • Print & Prosecco Financials • Sponsorships and Invoicing • Final Reimbursements and Notes to the events	July–Sept 2025 Quarter • Profit to date for the quarter to Sept $2,900; • Westpac balance approx. $6,000 at 30 Sept • Outstanding reimbursements for SG. • KL reimbursements processed. • Print & Prosecco series: ~$100 loss; Print & Prosecco Financials Series overall: Slight loss (~$190). KS over budgeted, resulting in events coming out slightly ahead. Some sponsorship invoices not tagged correctly in Xero — KS to update. Venue support in multiple cities reduced costs. Sponsorships and Invoicing Issue identified: HVG Graphics missing from NSW event banner All invoices for KL's event have been sent. Need for cross-series sponsor allocation journals (SG). Final Reimbursements KS and SG to finalise allocation of sponsor money, journals, and updated reports.

6	2025 Calendar Year Budget
	• Budget estimates for next quarter, and retained income for deposits
	• Member Fees
	  ○ Full Members
	  ○ Associate Members
	Honorary Memberships
		2025 Calendar Year Budget & Membership Fees
		
		Budget Status
		
		Retained income increasing due to strong events and sponsorships.
		Retained funds required for early 2026 deposits
		
		Membership Categories & Fees
		
		Discussion: introduction of Associate Members (e.g., Male Allies).
		Full Members: $89/year.
		Subscribers: Non-paying newsletter recipients.
		
		Male Allied Membership Proposal
		
		Proposed membership type: open to men or anyone not meeting Full Member criteria.
		
		Same price as full membership.
		Benefits identical except:
		– Cannot vote at AGM
		– Cannot stand for Board or Committees
		
		• Motion passed unanimously by all present, with ID proxy vote cast
		• by SG as supporting
		
		Membership Categories & Fees
		
		Discussion: introduction of Associate Members (e.g., Male Allies).Definitions of membership types and categories for 2026 , board agreed to define current paid members as Full Members (which includes Foundational Members who joined before 1 Jan 2025) , non-paying newsletter and other communication subscribers to be called Subscribers , Associate Members for anyone not eligible for Full Membership; this will include Male Allies, and anyone outside of the industries specified in the Rules as eligible for Full Membership.
		
		Full Members: $89/year.
		Subscribers: Non-paying newsletter recipients.
		
		Honorary Memberships
		
		Proposal: SG put forward nominees for Honorary memberships commencing 1 Jan 2026 ; ; Susan Heaney (founder), and long-serving patrons Debbie Burgess and Lisa Blackett.
		
		• Motion passed unanimously.
		• Start date Jan 1 2026 confirmed

7	ARBN Registration	As WIP is now a seeking ARBN registration - all national committee members of the Board need to provide: Legal name Date of Birth Place of Birth Address

		Actions Arising NJ – to follow up to receive the details from each member. The details of receiving this information will sit in the WIP Dropbox and not disclosed elsewhere. Any concerns please speak with SG. SG to collate the details and proceed with the registration as soon as practicable when all required details are received.
8	Memberships Report - Number of active members Board and Committee roles	• SG reported 2 new members joined since last meeting , Approximately 60 paid members. • KL - New Committee team member for NSW - Fatima Goncalves (HVG Group) • SG – New Graphic Designer on board Dani, providing great design work efficiently and voluntary
9	Print & Prosecco Series ▪ Report back on individual events o Perth (KS) o Adelaide (DN) o Sydney (KL) o Brisbane (KB) o Launceston and Melbourne (RK) o Nothing in Canberra or Sydney region Overall comments and feedback	Perth (KS) • 20 attendees; multiple industry types represented. Event profitable due to venue support. One new Full Member from Snap. Adelaide (DN) • Strong supplier contributions incl. MCC (Prosecco) and local printer support. Venue and printing provided at no cost. Kitchen lithography activity highly successful; strong participant feedback. Sydney (KL) • 20 people attended • High sponsorship $2100 raised, covered food, beverages and venue. • Remix- great introduce to Stephanie who recruits specific to Print, and sponsored Brisbane (KB) • 1st P&P night • Venue to large • Great growth through network connections • Longer lead time required for next event Launceston (RK) • 15 people attended • Orafol sponsored the event • Gin tasting, initially exciting by the event, yet disappointing • The event wasn't as 'fun' as initially anticipated, not many participated in the 'gin tasting', would have been a better event in Melbourne

		Melbourne (RK) • 25 people attended • Ball pit/darts – Ballers Club House • Steph arranged 2 by 2 game, successful • Many signage and installers attended Noted: No event in Canberra • . General positive sentiment toward event attendance, sponsor engagement, venue cooperation, and volunteer support.
10	Speaker Series Milestones and Goals – Financially Fierce • Speaker proposals Provisional dates for May	** Note some items that Rita reported to us here ….. • Molly Benjamin/Tammy Barton in discussions for the speaker • Need to determine by end of January to lock in speakers Actions Arising : • RK to circulate details of potential speakers

11	2026 Provisional Calendar
	
	• Feb 2026
	  ○ Board Meeting 1 (Set the date)
	  ○ SGM to appoint VIC/TAS Patron, formalise Secretary Appointment and Close off Financials for Dec 31st
	• March
	  ○ Ladies Golf Day and Golf Clinic in Melbourne (SG)
	• April 2026 – Board Meeting 2
	• May
	  ○ Speaker Series (Financially Fierce) breakfast or lunch
	• August – Board meeting 3 (remote) + Strat Days
	• September
	  ○ Visual Impact Trade Show (Sydney)
	  ○ Print & Prosecco Series
	  ○ second HP Indigigo
		• Feb 2026 — Board Meeting 1, SGM
		• March — Ladies Golf Day & Golf Clinic – Melbourne – conducting a trail to see outcome and potential roll-out to other states
		• Apr 2026 — Board Meeting 2
		• May — Speaker Series
		• Aug — Board Meeting 3 (remote) + Strat Days
		• Sept — Visual Impact Trade Show
		• Print & Prosecco Series
		• HP Indigo Scholarship cohort
		• Executive Leadership Program dates pending Jo Wise meeting

	Scholarship cohort Executive Leadership Program – 5 cities – date pending meeting with Jo Wise.	
12	Other Business: Girls Who Print Global contract – and outline	• Signed a 'letter of co-operation' with Girls With Print • Memberships, online events and online repositories reciprocal access to membership – free • NJ to upload the 'letter of Co-Operation'
13	Meeting close.	• Meeting Closed at 3.10pm • Next Meeting February 18th 2026 2.00pm – 3.30pm with a continuation to Close off the Financial Year Meeting

Decision Summary

Decision #	Decision Taken	Related Action(s)
6a	Honorary Membership	Provide Honorary membership to Debbie Burgess/Susan Heaney/Lisa Blackett
6b	Male Allied Associated Membership	Proposed membership type: open to men or anyone not meeting Full Member criteria.

Actions arising from the meeting

Agenda Item and/or Decision #	Action to be taken	Responsibility
1	AGM and Strata minutes to be circulated for review	NJ
7	ARBN – Board to provide Legal name, Address, DOB, Place of Birth NJ to collate	NJ
10	Circulate the details of potential speakers for the Financially Fierce Breakfasts 2026 Lock in Speakers end of January 2026	RK
11	Provide a calendar of events for 2026	NJ
12	Girls Who Print Contract – load the Signed Letter of Co-Operation	NJ
11	Jo Wise – reviewing pending dates for 2026 Training Aust-Wide	RK

6. Member Fees Table Summary

Member Type	Includes	Fee
Life –Time Membership (Honorary)	Same price as full membership. Benefits identical except: – Cannot vote at AGM – Cannot stand for Board or Committees	N/A
Full Member		$89
Allied Member	Open to men or anyone not meeting Full Member criteria. Same price as full membership. Benefits identical except: – Cannot vote at AGM – Cannot stand for Board or Committees	$89
Subscriber	Non-paying newsletter members	N/A