



Annual General Meeting Minutes

Saturday, 7 November 2020

Present: Adrienne Morton (AM), Holly Lam (HL), Charmaine Tsang (CT), Ros Chenoweth (RC), Leah Marrone (LM), Kirsty Easdale (KE), Jamie Lee Shine (JLS), Astrid Haban-Beer (AHB), Ella van der Schans (EVDS), Anne Wood (AW), Ann Maree David (AMD), Deborah Kliger (DK), Jessica Sabapathy (JS)

Jennifer Batrone, Laotitia Greff, Susan Michael, Jennifer Rinebarger, Allesandra Daly-Sutton, Larissa Andelman, Renee Bianchi.

Apologies:

Proxys received from 55 members.

Meeting commences: 4pm (EDST)

<p>Confirmation of the minutes</p> <p>1. Confirmation of the minutes of the Annual General Meeting held on 9 November 2019</p>	<p>Acknowledgement of country.</p> <p>Acknowledgement of AGM being held remotely and acknowledging all the non-board members attending.</p> <p>AHB moves minutes, KE seconds</p> <p>AM moves proxies, HL seconds</p>
<p>Receipt and adoption of reports</p> <p>2. To receive and where necessary adopt</p> <p>2.1 The Directors Report for the financial year ending June 2019</p> <p>2.2 The financial report for the financial year ending June 2019</p> <p>2.3 Auditors Report on the financial statements for the financial year ending June 2019</p>	<p><i>Treasurers/Financial report/Auditors Report</i></p> <p>Treasurer, Astrid Haban-Beer, spoke to the 2019/20 financial report, and circulated written report via screen. Once tabled it will be circulated via website and on dropbox.</p> <p>Spoke to the Financial report and noted following:–</p> <ul style="list-style-type: none">• Audited by Crowe Horwath.• Included Director's Declaration.• Collective liability of all members is Nil;• Noted increased capitation fees due to late fees from previous years. Next year fees likely to be less due to COVID 19• Noted conference costs – but noted some invoices paid in 2020/21 year.• Net loss of \$1,958• \$96,300 bank balance at end of financial

year.

- Noted that current liability includes \$928 that AWL appears to have been received in error. Currently being held in suspense pending investigation by Westpac.
- COVID-19 considerations on financials – include possible decreased capitation fees next financial year as many constituent bodies report reducing fees for 2020.
- Auditor recommendations previously included taken on bookkeeper and using accounting software – AHB has progressed over the last year to improve AWL financial practices
- Tidying up of bank account and the signatories – currently 4 Directors have access AM, LM, AMD, and AHB. Recommends that at first meeting we determine who is to hold signatories for 2021. And remove previous signatories.

LM noted the work AHB has undertaken as treasurer over the year and the fact that she has arranged

Reports moved by AW, seconded by RC

Treasurer's report taken as noted and uploaded to website.

President's report (spoke to written report)

President Adrienne Morton welcomed new members and noted that this would be her final meeting as President. Expressed thanks for all the non-board members attending AGM and noted that advantage of online facilitates a larger AGM and a more inclusive one.

AM spoke to her report and thanked all member for contribution and noted the hard work, and how much has been achieved, despite the various challenges of 2020.

Noted that AWL has worked hard to be more inclusive.

Acknowledged 2020 Board members individually. LM, AHB, RC, AMD, KE, HL, EVDS, CT, AW, MB,

AM noted highlights of the year and thanks to

	<p>those on the Board to achieve these:</p> <ul style="list-style-type: none"> • A number of submissions and media responses, including media interviews; • Religious Discrimination Bill submission • Sexual harassment response and advocacy– leading the debate and calls for reforms – the work lead by LM in 2019 relating to Seven strategies policy has positioned AWL to take this role; • Work on law council • Work with former AWL president on handling media requests associated with sexual harassment claims; • COVID-19 – noted the impact on the profession, particularly women lawyers. AWL board will continue to investigate and hold profession to account over next year; • Conference was a great success. Reached more participants than ever. • Thank you to AMD and College of Law who made the conference possible. <p>AM to upload report uploaded to Drop box</p> <p>Report noted by board – LM moved and RC seconded.</p> <p><i>Secretary’s report</i></p> <p>RC provided written Secretary’s report and spoke to it. Noting board members over the financial year. Report to be uploaded to website,</p> <p>AM moved and LM second.</p>
<p>Appointment of Representatives and Officers</p> <p>3. To appoint the nominees of the of the following recognised organisations pursuant to 3.2(a) and 3.3(a) of the Articles of the company</p> <p>3.4 Women Lawyers Association of New South Wales Inc.</p> <p>3.5 Women Lawyers Association of Queensland</p> <p>3.6 Women Lawyers of Western</p>	<p>Directors appointed as follows:</p> <p>Women Lawyers Association of New South Wales Inc – Holly Lam –additional one year appointment.</p> <p>Women Lawyers Association of Queensland – Jamie Shine – two year appointment.</p> <p>Women Lawyers of Western Australia Inc. – Charmaine Tsang – confirming appointment continues for additional year</p> <p>Northern Territory Women Lawyers Association Inc. – Ros Chenoweth –</p>

<p>Australia Inc.</p> <p>3.7 Northern Territory Women Lawyers Association Inc.</p> <p>3.8 The Women Barristers Association</p> <p>3.9 Victorian Women Lawyers' Association</p> <p>3.10 Women Lawyers Association of South Australia</p> <p>3.11 Tasmanian Women Lawyers Inc.</p> <p>3.12 Women Lawyers Association of the Australian Capital Territory Inc.</p> <p>3.13 To co-opt any member or members of to be co-opted to the Board</p>	<p>confirming appointment continues for additional year</p> <p>The Women Barristers Association – Astrid Haban-Beer - confirming appointment continues for additional year</p> <p>Victorian Women Lawyers' Association – Deborah Kliger - one year appointment.</p> <p>Women Lawyers Association of South Australia – Leah Marrone – confirming appointment continues for additional year</p> <p>Tasmanian Women Lawyers Inc. – Jessica Sabapathy – two year appointment</p> <p>Women Lawyers Association of the Australian Capital Territory Inc. – Kirsty Easdale – additional one year appointment.</p> <p>Board then discussed co-opting the immediate past president to assist with the transition to new president. Board agreed to co-opt outgoing president for one year – Adrienne Morton</p> <p>Vote of thanks to outgoing directors Anne Wood, Michelle Berry, Ann Maree David and Ella Van der Schans.</p> <p>LM moved and AHB seconded their appointments and co-opted member of the Board.</p>
<p>Appointment of Auditor 2020/21</p> <p>4. To appoint the auditor for the next financial year</p>	<p>AHB recommends we continue to engage Crowe Horwath. Moved by LM and seconded by EVDS</p>
<p>Other items</p>	<p>Nil.</p>

Meeting close: 5.05pm (EDST)

General Board Meeting opened at 5.10pm

All positions declared vacant and open for nomination

President –

LM nominated for position of President.

LM spoke to her nomination providing background and what her vision for AWL is for 2021. Noted increase in her time as VP from 1000 followers to 4-500 followers. As VP moved to increase social media and to increase AWL role in policy development. Working more with con bods, greater role in policy development, improve conferences and face-to-face events.

On policy front – LM would like to build on changing culture in legal profession esp sexual harassment, gender pay gap, unconscious bias

Expanding social media presence

Launch AWL Ambassador program in 2021

Updating our website

AHB moves, JS seconds

Vice-President –

Holly Lam nominated for Vice President

HL spoke to her nomination. LM will support president – priorities in line with LM. Governance would be her focus to tighten up internal procedures. Foster greater engagement with members. More collaboration with con bods and other stakeholders. She would be happy to help AWL lead the way in Child care reform advocacy.

KE to move, AHB to second

Treasurer -

AHB re-nominated

RC moves, JS seconded

Secretary –

JS nominated as secretary

RC moves, LM seconded

Other business - revisit times for meetings. President suggested meeting in late November to discuss meeting dates for 2021. President to arrange time for next meeting which would include general housekeeping and induction.

Meeting closed 5.30pm EDST