



ANNUAL GENERAL MEETING

2017 - 2018 REPORT | 08 AUGUST 2018

PRESIDENTS REPORT

Rob Camm

An Extraordinary Year

In the last year, VicBears experienced extraordinary circumstances, where a change of Committee took place in early 2018. Typically, this has only taken place at the AGM each year but was necessary given the circumstances which had unfolded.

The background to the situation the Club found itself in has been well documented and discussed at a Special General Meeting of the Club on 19 January 2018.

The initial situation was triggered by the breakdown in the relationship between the Club Committee and The Laird, our Club Den and primary venue for our monthly Den Night. This occurred around early September, and in response the then Committee announced it was moving the monthly Den Night away from The Laird, to other venues around Melbourne, starting with The Yorkshire Hotel in September 2018.

The subsequent events including a rash of comments and concerns from VicBears members, the wider bear community, and sponsors and supporters of the Club. A concerned group of past Committee members, Life Members and Club Presidents formed a discussion group to work out ways to resolve the situation between the Club and The Laird, believing that allowing a broken relationship with The Laird and moving our Den Night elsewhere each month would be disastrous for the viability of the Club. I was actively involved in this discussion group, as were other members of the current Committee – all focused on finding a solution and repairing the relationship with The Laird.

Discussions with The Laird, the current Committee at the time and other sponsors failed to resolve the issue, which led the separate group to initiate the request to the Committee for a Special General Meeting (SGM) to discuss the change and better understand the circumstances around the strained relationship with The Laird.

A temporary website at BearsofVic.com explained our intention and various social media posts gathered the support and sufficient member signatures to put a formal request to the Committee for an SGM. Following receipt of the SGM request and supporting signatures, the President Peter Undy, Treasurer Frank Kiraly, Webmaster Daniel Foster and Committee member Cheyne Oliver resigned from their positions. I was approached to be co-opted onto the Committee in a caretaker capacity, which I accepted, and subsequently co-opted Nev Flegg, Clint Roberts, Kevin Reader, Adamm Ferrier and Drew Ball also on the Committee in a caretaker capacity.

We worked with the previous Committee members in the handover of Club files, documents, passwords, site access etc, working towards the confirmed SGM on 19 Jan 2018, where the Caretaker Committee sought the support of VicBears Members to continue on as the permanent Committee until the next AGM. At the SGM, Vice President Nigel Wapling and Secretary Neil Olerhead resigned from the Committee and stood down from their positions.

The membership unanimously supported the Caretaker Committee nominations and the new Committee was ratified at the

SGM for the remainder of the Club Year, until the AGM in July/August 2018.

In what was not only a challenging time for the Club and stressful for all those involved in trying to move forward and resolve the issues we were facing, I am pleased to say that everyone on the previous and incoming Committee conducted themselves in a calm, respectful and helpful manner.

While I would never wish that process again on any future Committee, but, as we said the time, it was not the easiest thing to do, but we believe it was the right thing to do.

We made it through the process only with the support of the outgoing Committee and the entire Club Membership – which would not have been possible otherwise. And I would like to thank the previous Committee for the work and effort they made, not only last year, but for the previous years. Thank you Peter, Nigel, Neil, Frank, Daniel and Cheyne for your commitment to VicBears and the work you did over the years.

Rebuilding Relationships & New Supporters

With the new Committee formed in late January 2018, our immediate focus was to meet with Brett and Mark from The Laird, to discuss in detail the past issues with VicBears and what was needed to repair the relationship which has been built over the past 20 years between the two organisations.

I am pleased to report we were able to come to a comfortable understanding and re-established a healthy working relationship at our initial meeting, which has continued to strengthen and grow over the past 6 months, allowing us to bring back our monthly den nights

(renamed UNION), UnderBear events and the major Southern HiBearnation events this year.

In addition to repairing and strengthening working relationships with The Laird, this meeting/consultation/clearing-the-air process was repeated with close Club Supporter VAC, and key sponsors Mannhaus, Hampstead Dental and The Groomed Man Co.; all of whom confirmed their support for Club under the new management and continued their support and sponsorship of VicBears.

We have also attracted new Club supporters, keen to support the Clubs efforts within the bear community and provide great products and services to our members with exclusive discounts. We welcomed Piercing HQ, La Villa Salumi and Bear Teez to our growing list of Club Sponsors/Supporters and we thank them for joining the VicBears Family.

Reaching out to other Bear Clubs

Besides working with local stakeholders of the Club, we were keen to reach out and work closer with the other Bear Clubs in Australia, namely Harbour City Bears (Sydney), BrisBears (Brisbane), Bears Perth (Perth), Bear Men of Adelaide and the guys who organise Bear Week New Zealand.

One of the first things I initiated was a Facebook Group with the Presidents from each of these Clubs/groups, with the aim to share resources and ideas, support each other Clubs efforts within their local bear community and to work closer together in general to strengthen the overall Australian Bear Community.

This has worked very well over the past few months, with regular chats, questions asked and support given, especially leading up to this year's Southern HiBearnation, and each Club sending a representative to the Mr Australasia Bear

Contest 2018 (with the exception of South Australia). We will continue to work closely with the other Bear Clubs across the country, provide their members discounted rates to our key events and parties and provide whatever support we can to strengthen and grow the wider bear community in this country.

Community Festivals & Club Events

Despite having a late start to our full Club year and in an absence of prior planning and preparation, VicBears was able to play an active part in Midsumma 2018 (Carnival Booth, UnderBear Dance @ The Laird, Pride March).

We also had an increased involvement in Daylesford's ChillOut Festival in March 2018, scheduling a Club Dinner, marching in the Pride Parade and Teddy Bear's Picnic and the Chillout Carnival Day. It was great to continue our involvement with ChillOut and be back in our beloved Daylesford.

We used all the time we had in the past 6 months to plan, prepare and deliver a full week of events for Southern HiBearnation in June 2018. Our largest SH on record with 21 scheduled events across 7 days, proved a great success with 3 major sell out events (UnderBear Dance, HUNK Dance and Mr Australasia Bear Contest), nearly 400 individual ticket purchasers and overwhelmingly positive feedback after the event from those who attended.

It was a hard push with less planning and preparation time than we would have liked, but we were determined to put on a Southern HiBearnation we would be proud of, and provide our members and visiting bears a truly memorable experience. We are thrilled with the outcomes we achieved – not only the attendance and financial result: the \$12K donations we were able to make to local community

charities/non-profit groups, but the great feedback, support and willingness for members and visiting bears alike to do it all again next year – our 20th Anniversary for Southern HiBearnation in 2019.

The Year Ahead

With the ongoing commitment of the 2018 Committee to renominate and continue for 2019, along with the growing membership base, increased attendance at Club events and strong financial results – VicBears set for a great year ahead in 2018/2019.

We will continue to provide our members with scores of social events, allowing them to meet and mingle with their mates and make new friends across a wide range of pub, club, restaurant and pool events.

We are already thinking about and planning for the annual festivals we will be actively involved in or organising, including Beartopia in Daylesford (30 Nov – 1 Dec 2018), BearFest @ Midsumma (January 2019) and Southern HiBearnation 2019. (10 – 16 June 2019).

We are also in a position to continue to provide our members with complimentary BBQ food items and first free drink at the bar at our monthly UNION events at The Laird. Plus, we will continue to add Club supporters and sponsors who can offer appropriate products and services to our members at special discounted rates.

Thanks so much!

It goes without saying, a club like VicBears doesn't run and succeed by the passion and efforts of a mere few – it takes a hoard of bears and lots of supporters to deliver ongoing growth and success.

Huge thanks to all our volunteers who have pitched in and supported the

activities of the Club throughout the year – you guys are truly amazing!

Huge thanks to our wonderful and generous sponsors and supporters, who not only donate great gifts and services, but provide practical and welcome support and advice throughout the year. Thanks so much to the owners, managers and staff of The Laird, Mannhaus, Hampstead Dental, Thorne Harbour Health (previously VAC), Down an' Dirty, The Groomed Man Co, Club 80, Piercing HQ, Mihn Mihn, La Villa Salumi, Arts Centre Melbourne, Bear Teez and all those who donated gifts and prizes for our fundraising efforts.

Finally, my final heartfelt thanks must go to the guys who have given up a huge part of their daily lives, thousands of hours and hands-on effort at our Club Events to lead and deliver the Club's activities month after month – the Committeemen!

These are some of the most dedicated and hardworking guys I've ever had the privilege of working with, which makes my job so much easier when there is a strong, committed team working together for the benefit of the Club and its members. Thank you Adamm Ferrier, Clint Roberts, Kevin Reader, Drew Ball, Jeremey Vincent and Darryn Paspas. You guys are truly amazing and I looking forward to working with you in the year ahead.

Drew has decided to step away from the VicBears Committee this coming year. He will be missed behind the UNION BBQ each month and behind the keyboard looking after all things online for the Club. Thank you so much Drew for all your support prior to and during the short Committee run we had this year. We look forward to welcoming you on the other side of the Club Desk this year. Thanks mate.

VICE PRESIDENT'S REPORT

Adamm Ferrier

The first thing I would like to do in my report is to acknowledge the traditional owners of the lands in the greater Melbourne Region, the Wurrunjerrri people of the Kulin nations, and give my respect to their leaders and elders past, present and future, the traditional custodians upon whose lands this building is situated.

I also acknowledge the work commenced by Nev Flegg, who stepped down from the Vice President's role in March due to ill health: we are pleased he has bounced back fully - you can't keep a good clogger down.

The focus of this report is to look inward at the operational aspect of the club; I leave the external relationships to Rob

BearHART

Over the last 6 months it first may seem little has been achieved in respect to BearHART apart from the monthly Aqua Bear sessions on the (usually) second Sunday of the month led by our own Madam SpLash (Judy) at the Collingwood Leisure Centre, and over 35 posts of health-related information on the BearHART Facebook page, such as passing on information from the Department of Health and Human Services.

Early in the year we sent out a trial survey on BearHART, which resulted in torpid disinterest from the readership, and probably reflected the disengagement of many at that time. Accordingly, Darryn Paspas and I engaged a post graduate Masters research student from La Trobe University to review health initiatives taken by Bear clubs around the world, and to provide the incoming committee with an options paper. An initial scan of all bear

group websites suggests that VicBears appears to be the only bear club in the world at present working in this space, acknowledging that there are some fine and gifted individuals who have personal blogs that contribute to this area. We have drafted framework for the consideration of the committee with respect to developing up a three-year plan for BearHART (Figure 1). Like many things, an effective initiative needs careful planning, and I am heartened by the enthusiasm of my fellow committee members who share a common aim.

BearHART recognises your health is *your* business: we aim to provide evidence-based information to help you make informed choices.

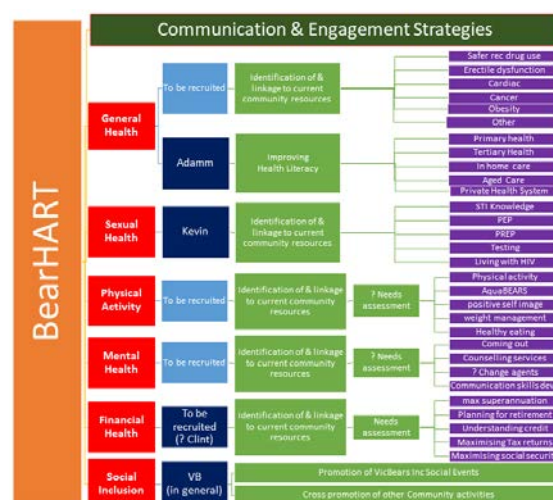


Figure 1 BearHART Proposed Strategy

Clearly, one of the more important tasks for us is to establish an effective communication, stakeholder and risk management strategy supported by an upgraded website. Expect some exciting announcements in the next year as we liaise with identified service providers who share our desire to make health information available to not only our

members, but also the wider gay male community.

Union Nights BBQ

Union nights have always been a hoot for me as one of the "Two Phat Laddies", perhaps less respectfully known as "The Horror of the Tongs".

I would like to take this opportunity to acknowledge the at times superhuman efforts of Drew Ball in organizing the BBQ at Union. Whilst you might see me flashing the tongs at the hotplate, I can assure you it is all made possible by the organisational skills of Drew that make it seem like a snap.

We tried a few different menu items and are pleased with the delight the pork sausages have given so many in recent months. Whilst members receive their first feed as part of their complimentary attendance, non-members make a \$5 donation; these are donated to VAC.

Lazy Sunday Lunches

The 20+ year old tradition of what was formerly known as Pleasant Sunday Afternoons (LSL always reminds me of the long service leave) has continued across a variety of venues. We aim to have at least two lunches in regional areas each year. Earlier this year we held an LSL in Geelong, and this month has been translated to Friday night Dinner after the AGM in Daylesford. It is likely another LSL will coincide with Beartopia later this year.

In selecting venues, we aim for variety - we've tried some new venues this year, such as the Bentleigh RSL, and also a great venue at the Spottiswood Hotel. Other venues have been less successful, such as the Stomping Ground during SH2018 (the less said about that the better) and more recently the Potsticker (oddest yum cha ever).

The great thing about the LSL is the number of non-members who join their friends at these social lunches. On a personal note, it has been a godsend for me to be able to bring my ailing 92yo father out to some of these lunches - he thinks you are all the best. So, don't be frightened to bring family and friends along. And if you have a venue that you'd like to suggest, then let us know!

Constitutional Reform

As promised at the Special General Meeting in January this year, we undertook to review the existing VicBears Inc Rules of the Association and to make recommendations at the time of the AGM. A large part of this drew on the earlier work and recommendations made by Marc Smith.

These are explained in detail in another document, so I will limit my remarks here to say that the 18 revisions are mainly intended to return the club to the vision of the original "articles of association" in terms of membership categories. We also included amendments to ensure that VicBears committees can be held to high account by the members. I commend each and every proposed amendment to you all.

Grievances & Disciplinary Issues

Foreshadowing the requirements that hopefully will become enshrined soon in the rules, since the current committee took over there have been no disciplinary actions pursuant to the rules of the association, neither have there been any formal grievances lodged with the committee.

First Aid

At all major events we have a fully stocked and equipped First Aid kit on hand if needed. I am pleased to report that since

the current committee took over there has been no need to call on my - ahem - professional services. If there is sufficient interest from members one of the things we may look at is organising formal first aid training and accreditation, but this is a considerable expense and we would have to consider whether the club can (or indeed should) contribute to this.

Volunteers

I would like to thank all our members who freely give of their time to the club. Your support is always appreciated and valued. This view is shared by the members: the highest rating in the SH Satisfaction survey was concerning the volunteers, with 94% of respondents agreeing that the volunteers did a great job.

One of our first events after the January SGM, the UnderBear Party, was supported by a host of volunteers from VAC.

Building on an initiative started by Nev Flegg soon after the January SGM, we looked at formalizing the integration of volunteers in a safe and effective manner. This took longer than expected; as we discovered issues such as our public liability insurance did not cover volunteers.

For the first time VicBears entered into an insurance policy that included Volunteer Workers Insurance to protect anyone injured whilst volunteering for the club. I must confess that this is not a solely altruistic development - it also covers committee members! The terms of this insurance meant that it quickly became apparent that we had to develop a Volunteer "Code of Conduct" to ensure that we were better organised with respect to our members who volunteer to help run events. This happily dovetails with the detailed "run sheets" that are drafted up for most events.

Our major volunteer demand is associated with Southern HiBearnation, and we ran an induction session for every member who volunteered. We also provided a "thank you lunch" prior to the most recent Union night and presented all our SH volunteers with certificates of appreciation. This included VB members and also those from Thorn Harbour Health (ye olde VAC).

In particular, I would like to acknowledge those who made a difference to Southern HiBearnation 2018, each in his own inimitable style.

| | |
|--------------------|-------------------|
| Roy Byrnes | Stephen Mattsson |
| Mark Hadden | David Cundy |
| Peter Callaghan | Jason Turner |
| Tom Fetherston | Freddy Raftellis |
| Sam Yip | Michael Wheelan |
| Ed Cerantonio | David Cook |
| Aaron Young | Desi O'Brien |
| Adrian Engelbrecht | Dmitri Christou |
| Ren Paterson | Joseph Borinelli |
| Ken Cahill | Dee Chryssomallos |
| Wade Davey | Craig Bascand |
| Stephen Tawera | Bear Kruse |

To each and every one of you, we couldn't have done it without you.

In the coming months we need to look at expanded and perhaps more formal role for volunteers: it may be that via BearHART we look at running workshops that enable and equip members to act as "hosts" or "ice breakers" for those who are new to the club and or who may be experiencing difficulty in establishing meaningful social contact.

And herein lies an irony: one of the best things you can do if you experience social anxiety (or if like me you find small talk challenging) is to have "something to do" - and volunteering in a group like VicBears is a great and non-threatening way of meeting people. I've learnt more people's name this year than ever before.

Evidence Based Club Management

This committee takes an active interest that the events we plan try to meet as

many varied needs as possible. We expanded and experimented with new events at Southern HiBearnation this year: some worked and others perhaps not quite as well as we hoped.

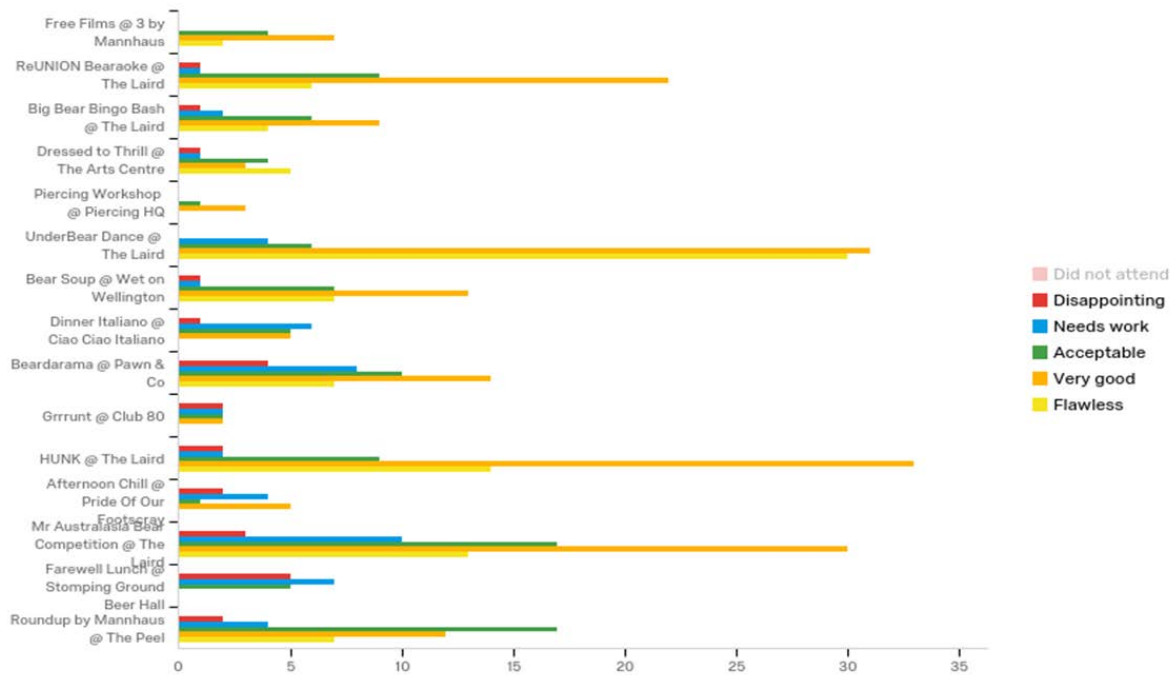


Chart 1 User Perception of SH2018 planning

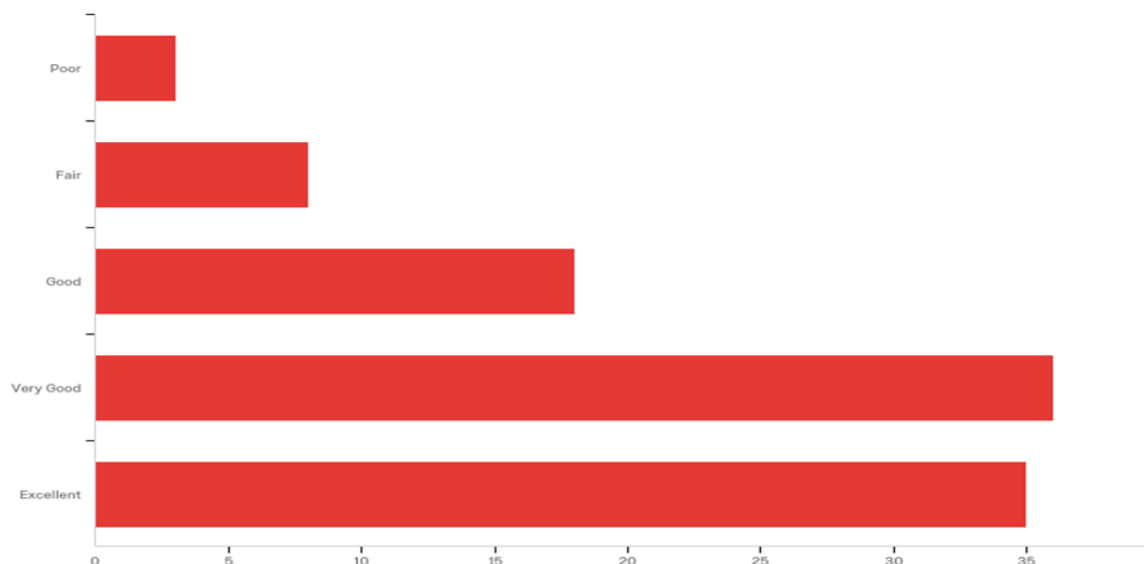


Chart 2 User Experience SH2018

Darryn Pasma initiated the development of a quality review of SH2018 activities, and with additional feedback from Drew Ball and Jeremy Vincent we established a comprehensive user experience survey. This resulted in a huge amount of valuable feedback, with the overwhelming message is that the people who responded to the survey responded as follows to the question *"How well planned or organised did you think each Southern HiBearnation 2018 event was?"* (Chart 1) To the question *"How would you rate your overall experience at Southern HiBearnation 2018?"* nearly 90% rated it as Good or higher. (Chart 2)

In addition, 80% of people though the audience voting for the competition was a great initiative. Those who participated in the survey said they would without hesitation recommend attending next year's SH2019. There is still an enormous amount of data we are working though, in particular the qualitative responses, and these will provide the incoming Southern HiBearnation organizing subcommittee committee with insights regarding SH2019.

Venues

Our support from venue owners and their staff has been unbelievable. The kindness and generosity as they welcome VicBears into *their* "homes" as welcome guests is nothing short of inspiring

Some of the issues we will be assisting over the coming year will be looking at equality of access – an area of concern for The Laird management who are keen to ensure that the venue is wheelchair friendly. In planning events away from our home base of The Laird we consider issues such as access to nearby public transport, and disability access.

I would personally like to thank Mark & Brett at the Laird, and Richard and Paul at Mannhaus for everything they do for

VicBears, with a special shout out to Myka Williams, Bar Manager at The Laird, for whom nothing is too much trouble as we get ready for events such as monthly Union.

Charities

We are pleased to report that the entire surplus arising from SH2018 has been dispersed this week to our two charities, Minus 18 (\$7K) and Out and About (\$5K).

This year the major donation went to **Minus18**, to sponsor a minimum of ten (10) *Supporting Trans and Gender Diverse Youth* or *Stand Out Workshops*, at least two of which will be delivered in outer metropolitan areas and a further six in regional areas of Victoria.

The *Stand Out Workshops* empower young people with skills needed to develop their own initiatives that stand up against bullying and are specifically designed for people under 18 years of age. The Supporting Trans and Gender Diverse Youth workshops are a professional development initiative open to anyone working with young people, going beyond the gender binary to explore an in-depth understanding of the issues trans and gender diverse youth face, fostering the development of supportive solutions that work in a multitude of contexts. These workshops can accommodate up to 50 people - by sponsoring 10 sessions we are providing the opportunity to reach out to 500 people across the state.

In addition, we will be funding the manufacture of Angel wings to be used by VicBears volunteers as the honour guard at the forthcoming Queer Formals organised by Minus 18 here in Melbourne. Why is this important? Just as we all experienced decades ago, sadly little has changed for LGBTIQ youth in Australia, who remain the targets of

bullying -the highest rates of any minority - and for most this occurs at their schools.

Many young people are denied the ability to attend their high school formal with a same sex partner, and even more are made to feel uncomfortable for wearing clothes that align with their gender identity.

The committee took on board concerns from some VicBears members. In response we did not overlook those at the other end of the age spectrum, many of whom would otherwise live their twilight years in profound isolation were it not for the work of the **Out and About** volunteers who visit LGBTQI elders in residential care facilities or in their home.

Out & About aims to alleviate social isolation and loneliness experienced by some older LGBTI people who access aged care services.

Out and About matches "volunteer visitors with LGBTI seniors based on shared interests and hobbies. The pair then engage in regular visits every week or fortnight, usually based at the senior's home. These visits could include social activities together such as sharing stories, having a chat over coffee or tea, watching a film, attending a community event, participating in a hobby, game or any other enjoyable social activity. "

If you know of a deserving charity that you think the committee should consider for SH2019, then please let us know.

Ongoing Priorities

I think the most important issue for the next committee is to ensure more effective communication and move towards a fully functional website that mirrors our Facebook entries, that we can easily add information and create

subordinate pages. The sterling efforts of Drew Ball this year has been to ensure that we have a safe and secure "back end" by the introduction of MS360 and transfer of data to that platform.

Reflection

This has been the fastest 10 months of my life, and only by pausing to look at what we as a committee have achieved since January when we took up the reins can I feel a sense of achievement and satisfaction.

If re-elected this will be my eighth term on the committee, but even so I look forward to serving again. There's a lot that goes on in the back ground that members never see, nor perhaps should they.

Even so, I would like to pay particular tribute to the unfailing enthusiasm and at times exhausting energy of our beloved President Rob Camm (Kim Il Kamm), the crisp precision and ethereal design expertise of our beloved Secretary Kevin Reader, and our darling Mistress of the Coin, Clinton Roberts (Count Di Monet) for always making sure we never had to mortgage the farm. I am grateful for the quiet common sense of Darryn Paspas (social media guru), for Jeremy Vincent's dedication to getting the monthly *VicBears Buzz* out to members (a true labour of love), and the at times wicked *wicked* sense of humour of Drew Ball.

Good intentions are always welcome but ultimately insufficient: an organisation needs experienced, committed and capable people in leadership roles who are both pragmatic and forward looking if it is to flourish. We have that talent in spades here at VicBears.

In closing this longer than expected report (you didn't think the VP does anything, did

you?), I want to close off by thanking both Nev Flegg and Drew Ball for helping us get VicBears back on track, and to acknowledge the grace of the previous committee in stepping aside in January.

Most of all, I want to thank you - members and committeemen - for the laughs and the good times, because despite the challenges, this has been a fantastic time.

TREASURERS REPORT

Clint Roberts

I am delighted to deliver the club the Treasurers report for FY 2017/18

Firstly, I like to thank the out-going committee In Dec 2017/ Jan 2017 (Peter, Nigel, Neil, Frank, Daniel and Cheyne) for their contributions prior to the committee change that occurred under extraordinary circumstances.

Secondly, I like to thank the current committee Rob, Adamm, Kevin, Darren, Jeremy and Drew. I'd also like to thank Nev Flegg for his involvement on the initial Committee earlier this year and his ongoing support of the Club.

It was important to repair the disconnect that occurred in the first half and re-route our efforts to re-establish rapport with the community, venue partners and our current and past members.

Highlights

- Membership revenue increased by 44%, which gave the club the kick start into the latter half of the membership year.
- As promised in the January SGM, one of VicBears main focuses was giving back to the members this past half year in 2018. We now provided a free drink and food item at every UNION night, subsidising monthly events, and Southern HiBearnation passes.

- Southern HiBearnation was a success given the amount of time the current committee had to re-establish stakeholder relationships in order for Southern HiBearnation to continue. Net Profit \$12000.

In summary as of 30 June 2018, Cash holding prior to donations (\$27801)

The club made the decision to make 2 donations this year:

- \$7000 to Minus 18 Foundation
- \$5000 to the Gay and Lesbian Switchboard (Out and About project)

Total charitable donations for this year come to \$12000.

This will leave the club with an amount of approximately \$15000 cash holding to assist with operating expenses and event planning in FY 2019.

Looking to reduce costs with ticketing costs by migrating from Simpletix to a more user friendly and advanced system such as EventBrite.

For the six months on the Committee, we have been able to achieve financial results similar to previous years.

Bears united,

Clint Roberts

SECRETARY REPORT

Kevin Reader

I'd like to acknowledge the previous volunteer VicBears committee members, many of whom have displayed their support and devotion to the interests of VicBears by their continued attendance and involvement at our club events over the past few months. Without their work over the past few years, we wouldn't be where we are today.

I think it is also crucial to acknowledge the sheer scope of time and effort (both visible and not) that goes into running the awe-inspiring large number of events over the committee year. As unpaid volunteers we give of our time for a variety of reasons, but ultimately, I feel it is because we each believe in the ideals of the club and the good it can do in our community.

Since my position as Secretary for VicBears only formally commenced on 19th January 2018 as part of the Special General Meeting, I feel it is also important to acknowledge that I am only fit to speak to what has occurred since this date.

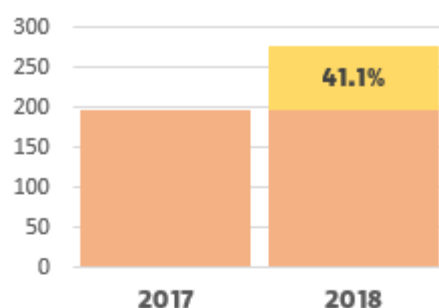
Current Membership Numbers

As my third time volunteering on the VicBears committee and my first as Secretary, I look back on the efforts of the past few months and everything we have achieved with nothing but pride and admiration.

I believe that nowhere is this effort more clearly reflected than in our current membership numbers with an increase of 41.1% from the previous year.

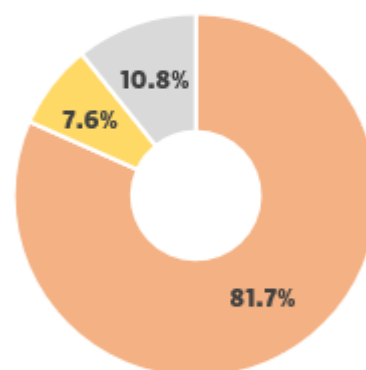
- 267 Current Financial Members.
- 11 Life Members (who will be reinstated after the amended constitution is accepted).

Members Growth



| | | |
|------|-----|-------|
| 2017 | 197 | |
| 2018 | 278 | 41.1% |

Members by Location



■ VIC Metro ■ VIC Rural ■ Other

| | | |
|---------------|-----|-------|
| VIC Metro | 227 | 81.7% |
| VIC Rural | 21 | 7.6% |
| QLD | 10 | 3.6% |
| NSW | 9 | 3.2% |
| International | 4 | 1.4% |
| SA | 3 | 1.1% |
| TAS | 2 | 0.7% |
| WA | 1 | 0.4% |
| ACT | 1 | 0.4% |

I believe we can also see a healthy representation for our rural Victorian members with just under 10% of the current committee's events over the past few months occurring in rural locations (keeping in mind we are only discussing events from January onwards).

With the upcoming Beartopia, Friday night dinner for Camp Daphne and more Lazy Sunday Lunches planned for the new year in rural locations, I believe that the percentage of rural events will only continue to grow in the 2018-2019 committee year and hopefully so will our membership numbers in these areas.

Membership Processes

We have taken on board all of your feedback regarding our Membership processes and are currently exploring several exciting options in regards to 2019 VicBears Membership processes.

As requested, we are looking to streamline our membership signup, ticketing and other processes to make things as easy as possible for everyone while at the same time providing you with the ability to control your own information as much as possible. Our goal is to ensure that you are always kept up to date regarding your membership status.

Membership Keyrings

After a very positive response to our new 2018 Membership Keyrings, we are already beginning the required processes for your 2019 Membership Keyrings with the goal of ensuring that you have your keyrings as soon as possible.

If your 2018 Membership Keyrings is still waiting to be collected, I encourage you to speak to a committee member at the next monthly Union event to pick them up directly or alternately send us an email (secretary@vicbears.org.au) to organise for your keyring to be manually posted out to you.

Our goal is to reduce the unnecessary club effort and expenses of postage so that we have sufficient funds to give back to you through further member benefits.

Final Thoughts

I wanted to give a heartfelt thank you to every one of the current 2018 VicBears committee members.

President Rob Camm, whose strong leadership continues to inspire me personally on a daily basis to be a better version of myself and who's dedication, support and mentorship of the bear community sits on a scale beyond which most of us will ever know.

Vice-President Adamm Ferrier, who displays an enviable passion and unwavering dedication to precision. No task has been too big or too small for Adamm over the past few months and I am personally looking forward to his continued contributions to our membership through the BearHART initiative.

Treasurer Clint Roberts, who's iron grip on the club finances has brought us into the 21st century through the advanced financial technology options utilised by the committee this year but also ensuring we were in a position to donate such a large amount to our charities this year.

Finally, to our (anything but) ordinary committee members – Darryn Paspas, Drew Ball and Jeremy Vincent who have given so much of themselves over the past few months. Your contributions over the last few months will continue to be felt for years to come.

Together, through our tireless work and effort, I believe we have left VicBears in a much stronger position than we found it and delivered on our commitment to preserve the legacy of a club we all hold so dear.

2018 VicBears Event Listing

| Date | Event Name | Event Location |
|--------|--|---|
| Aug-08 | VicBears 2018 Annual General Meeting (AGM) | Collingwood Library |
| Jul-28 | VicBears UNION - The Big Charity Cheques! | The Laird |
| Jul-22 | Lazy Yum Cha Sunday Lunch | The Potsticker |
| Jul-15 | VicBears AquaBear JULY | Collingwood Leisure & Recreation Centre |
| Jun-17 | SH18 RoundUp | The Peel |
| Jun-17 | SH18 Final Farewell Lunch | Stomping Ground Brewery & Beer Hall |
| Jun-16 | SH18 Mr Australasia Bear Contest | The Laird |
| Jun-16 | SH18 Afternoon Chill at POOF | Pride of our Footscray Community Bar |
| Jun-15 | SH18 HUNK | The Laird |
| Jun-15 | SH18 Free FILM at 3: Deadpool | Mannhaus |
| Jun-15 | SH18 Dressed to Thrill Tour | Arts Centre Melbourne |
| Jun-14 | SH18 Grrrunt | CLUB80 |
| Jun-14 | SH18 BEARDarama | Pawn & Co |
| Jun-14 | SH18 Dinner Italiano - PreBEARDARAMA | Ciao Ciao Italiano |
| Jun-14 | SH18 Dressed to Thrill Tour | Arts Centre Melbourne |
| Jun-14 | SH18 Free FILM at 3: THOR Ragnarok | Mannhaus |
| Jun-14 | SH18 Bear Soup | Wet on Wellington |
| Jun-13 | SH18 UnderBear Dance | The Laird |
| Jun-13 | SH18 Piercing Workshop | Piercing HQ |
| Jun-13 | SH18 Dressed to Thrill Tour | Arts Centre Melbourne |
| Jun-13 | SH18 Free FILM at 3: The Full Monty | Mannhaus |
| Jun-12 | SH18 Big Bear Bingo Bash | The Laird |
| Jun-12 | SH18 Free FILM at 3: Cant Stop The Music | Mannhaus |
| Jun-11 | SH18 Reunion & Bearaoke | The Laird |
| Jun-11 | SH18 Free FILM at 3: Pitch Perfect 3 | Mannhaus |
| May-27 | VicBears AquaBear - MAY | Collingwood Leisure & Recreation Centre |
| May-26 | VicBears UNION - Meet Mr VB Freddy! | The Laird |
| May-24 | Solo - a Star Wars Movie | Sun Theatre |
| May-20 | Lazy Sunday Lunch - MAY | Spottiswoode Hotel |
| Apr-28 | VicBears UNION & Mr VicBear 2018 Contest | The Laird |
| Apr-15 | VicBears AquaBear - APRIL | Collingwood Leisure & Recreation Centre |
| Apr-08 | Lazy Sunday Lunch - Bentleigh RSL | Bentleigh RSL |
| Apr-03 | VicBears Games Night! | Fitzroy Library |
| Mar-24 | VicBears UNION & SH18 Launch | The Laird |
| Mar-18 | VicBears Movie Night - Ideal Home (MQFF) | Cinema Nova |
| Mar-18 | VicBears AquaBear - MARCH | Collingwood Leisure & Recreation Centre |
| Mar-11 | ChillOut Parade & Teddy Bears Picnic | Vincent St, Daylesford |
| Mar-10 | ChillOut Pub Dinner | Victoria Park, Daylesford |
| Mar-06 | VicBears GAME ON! | Fitzroy Library |
| Feb-24 | VicBears UNION | The Laird |
| Feb-18 | VicBears AquaBear - February | Collingwood Leisure & Recreation Centre |
| Feb-11 | Geelong Pride March and Lazy Sunday BBQ | Geelong |
| Feb-06 | VicBears Games Night | Fitzroy Library |
| Jan-28 | VicBears Pride March and Pizza | Ian Johnson Oval |
| Jan-24 | UnderBear Dance at The Laird | The Laird |
| Jan-19 | Special General Meeting | Collingwood Library |
| Jan-14 | VicBears Midsumma Carnival | Alexandra Gardens, Melbourne |



FINANCIAL STATEMENTS

Financial Year 2017-2018



Associations Incorporation Reform Act 2012 Sections 94(2)(b), 97(2)(b) and 100(2)(b)

ANNUAL STATEMENTS GIVE TRUE AND FAIR VIEW OF FINANCIAL POSITION OF INCORPORATED ASSOCIATION

We, Robert John CAMM and Clinton John ROBERTS, being members of the Committee of Management certify that the statements attached to this certificate give a true and fair view of the financial position of VicBears Incorporated during and at the end of the financial year of the association ending on 30 June 2018.

A handwritten signature in black ink, appearing to read "R. J. Camm", on a light background.

Signed:

Robert John CAMM
President

Dated: 8 August 2018

A handwritten signature in black ink, appearing to read "Clinton John Roberts", on a light background.

Signed:

Clinton John ROBERTS
Treasurer

Dated: 8 August 2018

Balance Sheet

VicBears Inc - Non Profit As at 30 June 2018

30 Jun 2018

30 Jun 2017

Assets

| | | |
|-----------------------------|---------------|---------------|
| Bank | | |
| Bendigo Chq Acc - 6182 | 24,695 | 20,483 |
| Debit Master Card | 2,669 | - |
| Paypal Bank Account | 317 | 61 |
| Petty Cash | 120 | 152 |
| Total Bank | 27,801 | 20,696 |
| Current Assets | | |
| Deposits Paid | (150) | (150) |
| Float/Petty Cash | 120 | 120 |
| Trade Debtors - Cashbook | 1,855 | 1,855 |
| Total Current Assets | 1,825 | 1,825 |
| Fixed Assets | | |
| Office Equipment at Cost | 149 | 149 |
| Total Fixed Assets | 149 | 149 |
| Total Assets | 29,774 | 22,669 |

Liabilities

| | | |
|--------------------------------------|---------------|----------------|
| Current Liabilities | | |
| Advance Deposits | 100 | 100 |
| Bendigo Credit Card - 8775 | - | (8,997) |
| Consignment Payments | 40 | 40 |
| Historical Adjustment | 130 | 95 |
| Trade Creditors - Cashbook | 1,637 | 1,637 |
| Total Current Liabilities | 1,907 | (7,125) |
| Non-Current Liabilities | | |
| Unpaid Committee Re-Imbursements | 900 | 900 |
| Total Non-Current Liabilities | 900 | 900 |
| Total Liabilities | 2,807 | (6,225) |
| Net Assets | 26,967 | 28,895 |

Equity

| | | |
|----------------------------|---------------|---------------|
| Current Year Earnings | (1,927) | 1,436 |
| Historical Balancing - DNU | (4,000) | (4,000) |
| Member's Capital | 4,000 | 4,000 |
| Retained Earnings | 28,895 | 27,459 |
| Total Equity | 26,967 | 28,895 |

Profit & Loss

VicBears Inc - Non Profit For the 12 months ended 30 June 2018

| | Jun-18 | Jun-17 |
|--------------------------------|---------------|----------------|
| Income | | |
| Event Booking Fees | 1,521 | - |
| Event Catering income | 434 | - |
| Events - Members | 740 | 18,544 |
| Events - Non Members | 1,258 | 8,457 |
| Memberships | 8,265 | 5,712 |
| Merchandise Sales | 129 | 2,984 |
| Raffle Ticket Sales | 1,604 | - |
| Ticket Sales - Members | 14,288 | 11,796 |
| Ticket Sales - Non Members | 20,783 | 20,835 |
| Total Income | 49,022 | 68,327 |
| Less Cost of Sales | | |
| Event Accommodation Costs | 600 | 7,962 |
| Event Admission/Entry Costs | 734 | 2,120 |
| Event Advertising Costs | 276 | 288 |
| Event Catering Costs | 9,843 | 13,973 |
| Event Equip/Space Hire Costs | 4,482 | 12,084 |
| Event Freight/Transport Costs | - | 316 |
| Event Insurance Costs | - | 2,004 |
| Event Merchandising Costs | 1,694 | 4,937 |
| Event Postage Costs | 32 | 10 |
| Event Printing Costs | 1,372 | 809 |
| Event Raffle Prizes Cost | 71 | 79 |
| Event Refunds | 325 | 779 |
| Event Ticketing Costs | 2,267 | 1,857 |
| Membership Costs | 1,254 | 971 |
| Total Cost of Sales | 22,952 | 48,191 |
| Gross Profit | 26,070 | 20,136 |
| Plus Other Income | | |
| Return/refund | 587 | (1,665) |
| Total Other Income | 587 | (1,665) |
| Less Operating Expenses | | |
| Accounting Fees | 923 | 447 |
| AGM and Incorporation Fees | 57 | - |
| Bank Charges | 78 | 83 |
| Bank Charges - Merchant Fees | 486 | 1,063 |
| Bank Charges - PayPal | 1,230 | 1,425 |
| Clubhouse Supplies | 128 | 1,568 |
| DJ/entertainment | 6,551 | 3,670 |
| Dues & Subscriptions | 600 | 1,236 |
| Event Prizes | 2,543 | 473 |
| General Expenses | - | 68 |

Profit & Loss

| | Jun-18 | Jun-17 |
|-------------------------------------|----------------|---------------|
| Gifts Given | - | 92 |
| Insurance | 2,694 | - |
| Internet Fees | 823 | 227 |
| License Fees | 220 | 56 |
| Postage - Non Event | 238 | - |
| Reconciliation | 250 | - |
| Rent | 1,568 | - |
| Repair & Maintenance | - | 50 |
| Stationery & Photocopying | 359 | 52 |
| Travel & Entertainment | 208 | - |
| Website Managment Costs | 95 | 13 |
| Total Operating Expenses | 19,050 | 10,524 |
| Operating Profit | 7,607 | 7,947 |
| Non-operating Income | | |
| Donations Received | 690 | 7,389 |
| Interest Income | 7 | - |
| Total Non-operating Income | 697 | 7,389 |
| Non-operating Expenses | | |
| Donations Given | 10,232 | 13,900 |
| Total Non-operating Expenses | 10,232 | 13,900 |
| Net Profit | (1,927) | 1,436 |

Cash Summary

VicBears Inc - Non Profit For the 12 months ended 30 June 2018 Including GST

| | Jun 2018 | Jun 2017 |
|--------------------------------|---------------|---------------|
| Income | | |
| Donations Received | 690 | 7,389 |
| Event Booking Fees | 1,521 | - |
| Event Catering income | 434 | - |
| Events - Members | 740 | 18,544 |
| Events - Non Members | 1,258 | 8,457 |
| Interest Income | 7 | - |
| Memberships | 8,265 | 5,712 |
| Merchandise Sales | 129 | 2,984 |
| Raffle Ticket Sales | 1,604 | - |
| Return/refund | 587 | (1,665) |
| Ticket Sales - Members | 14,288 | 11,796 |
| Ticket Sales - Non Members | 20,783 | 20,835 |
| Total Income | 50,306 | 74,051 |
| Less Operating Expenses | | |
| Accounting Fees | 923 | 447 |
| AGM and Incorporation Fees | 57 | - |
| Bank Charges | 78 | 83 |
| Bank Charges - Merchant Fees | 486 | 1,063 |
| Bank Charges - PayPal | 1,230 | 1,425 |
| Clubhouse Supplies | 128 | 1,568 |
| DJ/entertainment | 6,551 | 3,670 |
| Donations Given | 10,232 | 13,900 |
| Dues & Subscriptions | 600 | 1,236 |
| Event Accommodation Costs | 600 | 7,962 |
| Event Admission/Entry Costs | 734 | 2,120 |
| Event Advertising Costs | 276 | 288 |
| Event Catering Costs | 9,843 | 13,973 |
| Event Equip/Space Hire Costs | 4,482 | 12,084 |
| Event Freight/Transport Costs | - | 316 |
| Event Insurance Costs | - | 2,004 |
| Event Merchandising Costs | 1,694 | 4,937 |
| Event Postage Costs | 32 | 10 |
| Event Printing Costs | 1,372 | 809 |
| Event Prizes | 2,543 | 473 |
| Event Raffle Prizes Cost | 71 | 79 |
| Event Refunds | 325 | 779 |
| Event Ticketing Costs | 2,267 | 1,857 |
| General Expenses | - | 68 |
| Gifts Given | - | 92 |
| Insurance | 2,694 | - |

Cash Summary

| | Jun 2018 | Jun 2017 |
|------------------------------------|----------------|---------------|
| Internet Fees | 823 | 227 |
| License Fees | 220 | 56 |
| Membership Costs | 1,254 | 971 |
| Postage - Non Event | 238 | - |
| Reconciliation | 250 | - |
| Rent | 1,568 | - |
| Repair & Maintenance | - | 50 |
| Stationery & Photocopying | 359 | 52 |
| Travel & Entertainment | 208 | - |
| Website Managment Costs | 95 | 13 |
| Float/Petty Cash | - | 120 |
| Historical Adjustment | (35) | - |
| Total Operating Expenses | 52,198 | 72,735 |
| Operating Surplus (Deficit) | (1,892) | 1,316 |
| Net Cash Movement | (1,892) | 1,316 |
| Summary | | |
| Opening Balance | 29,693 | 28,377 |
| Plus Net Cash Movement | (1,892) | 1,316 |
| Closing Balance | 27,801 | 29,693 |



VicBears Inc. P O Box 1408 Collingwood Vic 3066
Association Number: A0037220G

Explanatory document to the proposed changes to the Rules of the Association

(frequently referred to as “the VicBears Constitution”)

Why is this necessary/desirable?

1. The only constant in life is change: the art of constitutional amendment is to only alter what is needful and beneficial to an organisation. A constitution limits the powers of a committee of management and provides structure for the operational management of the association. It also provides a structure in which the committee of management may be held accountable to the membership.
2. VicBears Inc is incorporated under the *Associations Incorporation Reform Act 2012* which required a number of changes to the original articles of association in 2012.
3. The 2013/2014 committee decided to adopt the “model rules” that were provided by the Victorian Government. This was a minimalist and pragmatic approach, and it ensured that the organisation complied with the then new legal requirements. The revised rules were then ratified by the membership in 2013 in a Special General Meeting, and have been available on the VicBears Website since that time.
4. In the process, some clauses in the original “articles of association” were inadvertently omitted. The most important of these were the categories of membership (life, foundation, interstate and overseas members).
5. A serious anomaly concerns the financial management of VicBears. In 2013 the amended financial year was set to end at 31 December – whereas VicBears appears to have been managed on the financial year ending on June 30. This is problematic on two points: the club has not been managed in accordance with its own rules, and secondly as the legislation requires that the AGM must be held within 5 months of the end of the financial year; the traditional practice of holding the AGM in August is also contrary to the rules. Luckily, this is easily fixed by simply amending the financial year to the 30 June.
6. The purpose of the club is clear that it is a social club, whereas the qualifications for membership eligibility were somewhat unclear.
7. There are a number of other technical issues that would benefit from clarification. These are listed below in (yes, I am afraid) some detail.
8. Our rules cannot be changed unless there is a **special general meeting** called with this as an item of business and to ratify the changes 75% of those present must agree to the changes.
9. In January 2018 the current (outgoing) committee undertook to review the rules and propose changes for consideration by the members.
10. We intend to hold a special general meeting immediately following the annual general meeting in August.



What is being proposed?

In brief, the Committee has reviewed the existing rules, and having considered an earlier submission from Marc Smith, propose amendments to the rules as follows:

1. Definition of membership qualification that is compliant with Section 68 of the Equal Opportunity Act 2010
Revision of Section 2
Rationale: the current provisions are ambiguous; revision clarifies that restriction of membership to male or male identifying persons is compliant with the Equal Opportunity Act 2010.
2. Revision of the financial year end to June 30
Revision of Section 3(1)
Rationale: the current provision is not workable given the AGM has traditionally been held in August of each year; previous committees may have been technically in breach of the rules.
3. Insertion of the membership year end to be December 31
Insertion of clause 3(2)
Rationale: insertion clarifies the difference between membership and financial year.
4. Consequential deletion of clause 12 (1)(b) which states that the date for the payment for the membership is determined at the AGM
Deletion of clause 12 (1)(b)
Rationale: the membership year is now defined as ending on 31 December, so the date that payments become due is consequently January 1 each year.
5. Restoration and clarification of membership categories (ordinary, life, foundation, interstate and overseas members)
New Clause 8.2
Rationale: the current provisions are ambiguous and demean the honour due to our life members, who technically either do not formally exist or are relegated to the status of associate members.
 - 5.1. Ordinary member
Clarification to Section 9
Rationale: equivalent to the current category of “member”
 - 5.2. Foundation member
New Section 9A
Rationale: recognises our history in terms of those who were admitted to membership in the first 12 months of the initial incorporation of VicBears
 - 5.3. Life Member
New Section 9B
Rationale: recognises those who have been recognised by previous committees and members for having provided exceptional and or meritorious service to the club
 - 5.4. Associate Member
New Section 9C
 - 5.4.1. Interstate member
New Section 9C1



Rationale: restores membership category in such a way that recognises members living interstate

5.4.2. International member

New Section 9C2

Rationale: restores membership category in such a way that recognises members living overseas

6. Specific power of the committee to delegate limited powers to the Secretary to expedite membership applications
Insertion of clause 12(5)
Rationale: insertion expedites membership matters in general and renewal in particular.
7. Extension of the conflict of interest provisions to all members (not simply the committee)
Insertion of Section 36A
Rationale: insertion manages the concern/issue whether venue owners and or sponsors should be admitted as members: the core issue is not membership but rather management of pecuniary interest(s)
8. Clarification of resignation rights
Insertion of clause 17(2)
Rationale: insertion prevents one member resigning on behalf of another member unless they hold power of attorney.
9. Insertion of examples of conduct prejudicial to the organisation
Insertion of explanatory note in Section 19
Rationale: commitment to the safety of children, ensuring that “conduct prejudicial” is not used for trivial purposes
10. Clarity regarding the processes to be adopted if a grievance or disciplinary action is taken against a committee member.
Insertion of clauses 20(3) & (4)
Rationale: ensures fairness of procedures and limits powers of the committee to ignore a grievance.
11. Clarification regarding the eligibility to vote at a disciplinary appeal meeting
Insertion of a note to 23(3)
Rationale: ensures members are aware that if a disciplinary action is appealed the final say is up to all members.
12. Requirement that members’ grievances are treated equitably and cannot be ignored or
Insertion of clause 25(3)
Rationale: ensures that issues raised by members are treated fairly and equitably, that a committee cannot evade action or ignore a dispute, ensures due process.
13. The requirement that all grievances and disciplinary proceedings are reported at each AGM
Insertion of clause 30(3)(e)
Rationale: ensures fairness of procedures and limits powers of the committee to ignore a grievance.



14. The inclusion of a requirement that any electronic financial transaction must be approved by at least 2 committee members
Alteration of clause 48(1)(d)
Rationale: *ensures procedures for electronic transactions match those for the creation of payments by cheque.*
15. Clarification of the nomination process for committee elections
 - 15.1. Call for nominations
Insertion of clause 51(1)(a)
 - 15.2. Nominations to be received no later than 7 days prior to the scheduled AGM
Insertion of clause 51(4)
 - 15.3. Publication of supporting statements by nominees
Insertion of clause 51(6)
Rationale: *ensures openness and fairness of election procedures, limits powers of a committee to stack an election, and provides the secretary sufficient time to produce printed ballot papers or electronic voting mechanisms and brief the returning officer.*
16. Clarification of the election process for committee elections
 - 16.1. Recognition of the number of the minimum number of ordinary committee members
Amendment of clause 53(1)
 - 16.2. The use of printed ballot papers with nominee names should there be more than one nomination to the committee position
Insertion of clause 54(4)(i)
 - 16.3. The ability in future to use electronic voting in place of paper based voting.
Insertion of clause 54(12)
Rationale: *ensures openness and fairness of election procedures, limits powers of a committee to stack an election, and provides the secretary sufficient time to produce printed ballot papers or electronic voting mechanisms.*
17. The requirement that a person nominating for a committee position must be domiciled in the state of Victoria (an outcome of the clarification of membership in the definitions)
Rationale: *practicality: members of the committee should be active in the management of club activities as event captains.*
18. The separation of powers that the President must **not** act as Secretary should the position of secretary become vacant.
Insertion of clause 57(2)(i)
Rationale: *ensures separation of powers so that the President is not also the public officer.*



How are we suggesting that this proceed?

1. We ask each member to read the marked-up changes to the rules (attached)
2. We believe than most of the changes are self-evident; however, if you have any queries please feel free to email Adamm Ferrier via adamm@vicbears.org.au
3. As mentioned above, in accordance with Section 78 Alteration of Rules we propose to convene a Special General Meeting immediately following the upcoming Annual General Meeting where we will propose the following:
 - 3.1. Discussion of the proposed amendments, together with any proposed alterations to the amendments. (We expect and encourage lively discussion!)
 - 3.2. Cascaded proposals
 - 3.2.1.that the **all** the proposed amendments be accepted;
 - 3.2.2.should this fail, that each proposed amendment be subject to a vote;
 - 3.2.3.should any amendment fail, that the rejected amendment be referred back to the committee for further consideration.
 - 3.3. That should the amendments be approved at the meeting, then all clauses shall be renumbered sequentially and referenced accordingly.
 - 3.4. That the incoming Secretary shall advise the Registrar of the amended rules (if any) within 14 days of the meeting



ANNUAL GENERAL MEETING

2017 - 2018 MINUTES | 08 AUGUST 2018

Annual General Meeting - Minutes

Date: 19:30 hours 08 August 2018

Location: Collingwood Library

Present: Michael Ballantine, Roy Byrnes, Rob Camm (Chair), Mark Carney, David Cundy, Ben Daley, Rodney Ellis, Adam Ferrier, Tom Fetherston, Scott Fogarty, Patrick Greber, Michael Holt, Raymond Lee, Stephen Meyer, Peter Nixon-Garment, Darryn Pasma, Freddy Raftellis, Kevin Reader (Secretary), Clint Roberts, Mikhail Ruzhanskiy, Marc Smith, Jason Turner, Jeremy Vincent, Trevor Wakefield, Myka Williams, Aaron Young, Sam Yip.

Proxies Received: Edward Cerantonio, Russell Daily, Cameron Darling, Michael Elliot, Adrian Engelbrecht, Adam Fisicaro, Neville Flegg, Richard Holland, Joe Latina, Mohammed Mahmoud, Stephen Mattsson, Martin Rice, Michael Rigby, Michael Whelan, Aaron Whitehead

Apologies: Drew Ball, Cheyne Oliver, Michael Rayner.

Minutes of Meeting

Preliminary

1. Opening

- 1.1. The Chair **declared** the meeting open at 7:30pm and welcomed everyone to the meeting.
- 1.2. The Secretary **advised** that a quorum had been achieved.
- 1.3. It was **noted** that there were no declared conflicts of interest in association with the agenda.

2. Minutes of previous Annual General Meeting

- 2.1. It was **noted** that the minutes of the previous 2016-2017 Annual General Meeting were not available as they had not been passed to the new committee.

3. Minutes of the Special General Meeting of 19 January 2018 (SGM)

- 3.1. The outcomes of the SGM as advised in the President's Report were **taken as read**.

Reports

4. President's Report

- 4.1. The President's Report as circulated was **taken as read** and the contents **noted** and **endorsed**.

4.1.1. The meeting **noted with approval** and **endorsed** the actions of the committee and volunteers regarding the achievements since 19 January to secure club continuity, and in particular:

- 4.1.1.1. the restoration of the relationship with the management of "The Laird"
- 4.1.1.2. the restoration of sponsor relationships
- 4.1.1.3. Geelong Pride

- 4.1.1.4. Midsumma Carnival & UnderBear Dance
- 4.1.1.5. Chill Out
- 4.1.1.6. Southern HiBearnation 2018
- 4.1.1.7. Union (replacing den nights)
- 4.1.1.8. Lazy Sunday Lunches
- 4.1.1.9. AquaBear

5. Vice President's Report

5.1. The Vice-President's Report as circulated was **taken as read** and the contents **noted** and **endorsed**.

5.1.1. It was **noted** that there had been no disciplinary actions or requests for resolution of grievances listed with the current committee in the period 19 January to 8 August 2018.

5.1.2. The members **endorsed** the motion of thanks for the volunteers who had contributed to club events over the past 12 months.

5.1.3. The members **noted** the work of Neville Flegg with respect to the development of a Code of Conduct for Volunteers.

6. Treasurer's Report and Submission of Annual Financial Statements

6.1. The Treasurer's Report including the Financial Statements as circulated was **taken as read** and the contents **noted** and **endorsed**.

6.1.1. It was **agreed** that the committee would consider the development of a standard chart of accounts to facilitate the comparison of expenditure from year to year.

6.1.2. It was **agreed** that the committee would make provision in the annual budget and consider requests for grants that contribute to arts initiatives of members.

6.1.3. The meeting **noted** with approval and endorsed the actions of the Treasurer to secure Volunteer Worker's Insurance in addition to Public Liability Insurance.

7. Secretary's Report

7.1. The Secretary's Report as circulated was **taken as read** and the contents **noted** and **endorsed**.

7.1.1. The meeting **noted with approval** the surge in membership over the past 6 months.

General Business

8. Annual Fees

8.1. The Chair **tabled** the proposed membership fee structure for the 2018-2019 Financial Year.

8.2. The meeting **unanimously** endorsed that there should be no change to the present fees.

9. Structure of 2018-2019 Committee

9.1. The meeting **unanimously** endorsed the Chair's recommendation that the 2018-2019 committee should be expanded to include 6 ordinary committee members in addition to the executive positions.

10. Election of Office Bearers

- 10.1. The Chair **declared** all committee positions **vacant** and vacated the chair.
- 10.2. The former Vice President took the chair. As there had only been one nomination received for the office of President, Rob Camm was **declared** elected. The President **resumed** the chair.
- 10.3. The Chair **noted** that as there had been one nomination received for each of the executive offices, accordingly, for the office of:
 - 10.3.1. Vice-President, Adamm Ferrier was **declared** elected.
 - 10.3.2. Treasurer, Clint Robert was **declared** elected.
 - 10.3.3. Secretary, Kevin Reader was **declared** elected.
- 10.4. The Chair **noted** that as the meeting had agreed to expand the committee to six ordinary positions, and that as there had been six nominations, Scott Fogarty, Darryn Paspas, Cheyne Oliver, Michael Rayner, Mikhail Ruzhanskiy, and Jeremy Vincent were all **declared** elected.
- 10.5. The Chair noted the contribution of the departing committee member, Drew Ball, which was **endorsed**.

11. Special Resolution

- 11.1. The proposed changes to the *Rules of the Association*, as previously published to the members in the *Explanatory document to the proposed changes to the Rules of the Association* in accordance with section 78 of the current rules were **noted** and the explanatory document **taken as read**.
- 11.2. The Vice President **noted** the contribution of Marc Smith some years earlier on these issues and **explained** each of the proposed amendments.
- 11.3. The members **ratified** the proposed changes to the rules of the association unanimously.
- 11.4. The Vice President **proposed** that the historical membership status of all previously documented life members be recognised and restored.
- 11.5. The members **agreed unanimously**.

12. Other Business

- 12.1. The President outlined the vision for the year ahead.

13. Meeting Closure

- 13.1. There being no further business, the Chair thanked everyone in attendance and declared the meeting closed at 21:00hrs.