



IAPA
INTERNATIONAL
AU PAIR ASSOCIATION

The global trade association
for the au pair community

AU PAIR • CULTURAL EXCHANGE • AU PAIR OF THE YEAR • WETM-IAC • ECAPS • AU PAIR • CULTURAL EXCHANGE • AU PAIR OF THE YEAR • WETM-IAC • ECAPS

21st IAPA Annual General Meeting 2015

Tuesday, 17 March 2015 | 10:20 – 11:20

New Orleans 1 and 2, Sheraton Lisboa Hotel & Spa | Rua Latino Coelho, 1 | 1069-025 Lisboa, Portugal

DRAFT MINUTES

Present

Chair - Patricia Brunner (PB), Munichaupair
Vice Chair - Delphine Vaills (DV), Europair Services
Treasurer - Goran Rannefors (GR), Cultural Care
Member - Michael McHugh (MM), Interexchange

WYSE Travel Confederation

Director General - David Chapman (DC)
Association Manager - Linda Bosschers (LB)

Full voting members (36)

1. Accueil International Services
2. Active Abroad & Au Pair Agentur Maria-Theresia
3. ANDE-LM Agency Ltd
4. APITU
5. Association Familles Jeunesse
6. Au Pair in America
7. Au Pair International
8. Au Pair Link Limited
9. AuPairCare Inc
10. Aupair Story
11. Beijing Zhonghui Cultural Exchange Co., Ltd.
12. BusyBee Au Pairs Ltd.
13. Childcare International Ltd.
14. Club de Relaciones Culturales Internacionales
15. Cultural Care Au Pair
16. Cultural Homestay International
17. Dream Au Pair
18. Equipepeople
19. EurAupair Intercultural Child Care Programs
20. Europair Services
21. Fee Revee
22. German Red Cross Volunta GmbH
23. GoAupair Operations LLC
24. House o Orange Au Pairs



25. InterExchange
26. International Au Pair Italy
27. International Nannies & Homecare Ltd.
28. LoPair Education
29. Munichaupair Patricia Brunner e.Kfr.
30. Oliver Twist Work & Study
31. Pebbles Agency
32. Qingdao Aupair Cultural Exchange Co., Ltd.
33. Scotia Personnel Ltd.
34. Shenzhen Au Pair International Cultural Exchange Co., Ltd.
35. Smaller Earth
36. Stepin GmbH

Proxy votes (14)

1. A2Z Au Pairs
2. Allianssi Youth Exchanges
3. AuPair to the World
4. AUpairUA Agency TM STUDY.UA
5. CEAE - Falgas
6. Coaching Solutions trading as Solution Au Pair
7. Estudiantes Embajadores
8. Experimento de Convivencia Internacional do Brasil
9. International Au-Pair & Language Abroad Group
10. Karavan Travel & Trade
11. Kulturist GmbH UG (haftungsbeschränkt)
12. RC Au Pairs
13. Travel Active
14. Youth Discovery Programmes

1. Call to order

Roll call and Constitution of meeting

LB confirmed that quorum (20% of full voting members present, 24 members) was reached and it was now time to start the IAPA 21st AGM. LB reminded full voting members to make sure that they registered at the door and received their voting card and ballot sheet.

Welcome by IAPA Chair

PB welcomed the attendees to the 21st IAPA AGM with a brief outline of the year 2014.

2. Adoption of the draft agenda

PB asked for a motion to adopt the draft agenda. The motion was made, seconded and approved.



3. Approval of the 2014 AGM minutes

PB asked for a motion to adopt the draft minutes of the IAPA AGM in London, UK on 17 March 2014. The motion was made, seconded and approved.

4. Appointment of tellers (for elections)

PB asked for two independent tellers to step forward to count the board election votes. Michael McCarry (the Alliance) and Robyn Walker (CENET) stepped forward as tellers.

5. Executive Board elections

PB introduced the candidates for the two available board positions with the terms of MM and GR coming to an end and asked them for a short presentation. As no other candidates stepped forward for the treasurer position, GR agreed to run for one final term.

GR provided a brief introduction of the increased ease of the treasurer role; after which he was elected by a raise of voting cards as the new treasurer.

The two candidates for the general board member position, Linda James (Au Pair in America) and Michael Gates (InterExchange) presented themselves to the audience; after which the Full Voting members put in their vote through a ballot sheet.

6. Annual Report 2014

PB reported that the board get together on a monthly basis, with face-to-face meetings at both WETM-IAC London and WYSTC Dublin.

Events

DV provided an overview of the 10th anniversary edition of WETM-IAC in London, including the successful IAPA panel session, and the Get together with IAPA with local Irish agencies during WYSTC Dublin, which was co-hosted by the Au Pair Agencies Council Ireland (APAC Ireland).

Policy work

DV elaborated on the ongoing relationships that IAPA holds with the National Associations, highlighting the work done by the Spanish association AEPA to revive the association and the Irish association APAC Ireland. DV referred also mentioned the work done with ECAPS in trying to engage in European politics.

Marketing and communications

LB outlined the marketing activities for 2014, including the new website and branding, as well as the IAPA newsletter which is aimed to go out once a month.

LB requested the members to send in their news and update to keep the website active and engaging. The website will be developed further now that the foundation is there.

7. Membership

Statistics

MM presented details on membership and provided an update on the membership statistics per end of December 2014. Over 2014 IAPA has grown its membership.



Ratification

MM elaborated on the 17 new members that joined IAPA. 10 members joined IAPA after the 2014 AGM. Since 1 January 2015 another 7 new members joined the association.

The following 18 members were to be ratified:

A	ABC Languages – Ireland	Affiliate	J	Jourdains Au Pairs, Nannies and Home Help - UK	Affiliate																						
	Agent Au Pair - USA	Full Voting		K	KA Au Pair Agency - Ireland	Affiliate																					
	APEX PROaupair - USA	Full Non-voting			P	Portugal Au Pair - Portugal	Affiliate																				
	Au Pair Agencies Council (APAC) Ireland	National Association				R	Rainbow Au Pairs - UK	Full Voting																			
	Au Pair First - Spain	Affiliate					T	The Au Pair Company - Mexico	Affiliate																		
	Au Pair in Spain. Culture & Friends - Spain	Affiliate						U	Triple C - The Netherlands	Affiliate																	
Au Pair Mallorca - Spain	Affiliate	E	Early Bird Int. Cultural Exchange Co. Ltd - China						Full Voting																		
F	Find an au pair Ltd. - UK		Affiliate	I					iSt – Internationale Sprach- und Studienreisen GmbH – Germany	Full Voting																	
	E		I		Full Voting				O	OST - Russia	Full Voting																
C						Cherish Childcare Ltd - UK						Full Voting	Q	Quality Au Pair - Peru	Full Voting												
							E									E&P Education Services (Shanghai) Co, Ltd.	Full Voting	S	Sehdev Travel & Educational Services - India	Full Voting							
								N													Naciones Amigas (INEDAN) – Colombia	Full Voting	Shamrock Au Pair Agency - Ireland	Full Voting			
		N																							Nannies on demand Ltd – New Zealand	Full Voting	Smiling Faces Au Pair SAC - Peru

MM asked for a motion to ratify and accept the new members. The motion was made, seconded and approved.

Disaffiliation

MM provided the overview of the 12 agencies that were up for disaffiliation for non-payment of their membership fees:

A	Au-Pair Colombia Ltda - Colombia	Full Voting	O	OST - Russia	Full Voting	
	Au Pair Exchange Argentina - Argentina	Full Non-voting		Q	Quality Au Pair - Peru	Full Voting
	Au Pair plus Children - Spain	Full Voting			S	Sehdev Travel & Educational Services - India
C	Cherish Childcare Ltd - UK	Full Voting	S			Shamrock Au Pair Agency - Ireland
				E		
N	Naciones Amigas (INEDAN) – Colombia	Full Voting			Shamrock Au Pair Agency - Ireland	Full Voting
			N	Nannies on demand Ltd – New Zealand		

MM asked for a motion to disaffiliate the members from the association. The motion was made, seconded and approved.

Longstanding members

MM congratulated six IAPA members for their 10 years of IAPA membership:



Active Abroad & Au Pair Agentur Maria-Theresia - Au Pair Interactive - Coaching Solutions (trading as Solution Au Pair) - Cultural Homestay International - Pebbles Agency - Sunny Smiles Au-Pair Agency.

The three present members, Active Abroad & Au Pair Agentur Maria-Theresia, Cultural Homestay International and Pebbles Agency, were invited on stage to receive their certificates.

8. Finance

The IAPA Treasurer GR provided the annual update on the financial situation of IAPA. IAPA is in good financial health and all information on the financial pieces was made available online through the IAPA website.

Annual Accounts 2013

GR presented the IAPA Annual Accounts for 2013; the Accounts for IAPA are always one year behind, due to the timing of the AGM.

GR asked for a motion to approve the 2013 Annual Accounts. The motion was made, seconded and approved.

Preliminary results 2014

GR displayed the preliminary results for 2014, which is a substantial profit. GR explained this is certainly not the aim of the association; and money is already reserved to spend on projects.

Budget 2015

GR presented the 2015 budget, indicating the additional money spent on projects and member benefits. GR asked for a motion to approve the 2015 budget. The motion was made, seconded and approved.

Membership fees 2016

GR explained that with the positive results over the past years, there is no need to raise the membership fees.

GR asked for a motion to approve the 2016 membership fees. The motion was made, seconded and approved.

Ellen Hiemstra (House of Oranges) posed the question why National associations do not pay a membership fee; as a lot of them are quite large and self-supporting.

The board responded that they will look into the matter for the future.

Appointment of auditor

GR explained that in 2014 IAPA was given the choice to select the auditor (between Thorvald Rein and PWC). Following good results over the past years, there is no reason at this point in time to switch auditors; therefore the AGM was requested to vote for having Thorvald Rein as the IAPA auditor for both 2014 and 2015.

GR asked for a motion to approve the auditor commitment. The motion was made, seconded and approved.



9. Outlook 2015

Overview of activities

PB provided an overview of scheduled activities for 2015, which include an additional focus on consumers, educating consumers on the IAPA mark of quality and the quality of the members. Besides this IAPA plan to have a workshop in South Africa during WYSTC.

Au Pair of the Year

The Au Pair of the Year 2015 was awarded during the Celebration dinner on Monday evening. PB once again congratulated Lena Halberstadt with her prize.

Prize draw

PB drew the winner of the free registration for WETM-IAC 2016 Atlanta, USA from all members. The winner is Smaller Earth.

10. Announcement of election results

Before the election results were announced PB thanked MM for his six years of contributing to IAPA as a board member.

PB then announced Linda James as the new IAPA board member for a term of three years.

11. Any other business / Q&A

As the J-1 session was scheduled to start, any questions could be asked during lunch.

PB thanked the audience for attending; and looks forward to seeing the members at the next AGM during WETM-IAC 2016 in Atlanta, USA.

Meeting adjourned.