



20th IAPA Annual General Meeting

Monday, 17 March 2014 | Thistle Marble Arch, London, UK

DRAFT MINUTES

Present

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

WYSE Travel Confederation

Director General – David Chapman (DC)
Association Manager – Simona Dallera (SD)

Full voting members (38)

A2Z Au Pairs
Accueil International Services
Association Familles Jeunesse
Au Pair in America
Au Pair International
Au-Pair Colombia Ltda.
Beijing Golden Orient International Educational & Cultural Exchange Center
BusyBee Au Pairs Ltd.
Childcare International Ltd.
Club de Relaciones Culturales Internacionales
Coaching Solutions trading as Solution Au Pair
Cultural Care Au Pair
EurAupair Intercultural Child Care Programs
Eurojob
Europair Services
Fee Revee
Globus – Idiomas, Formacion y Ocio
goAUPAIR Operations LLC
Guangzhou Au Pair Education Information Consulting Co., Ltd.
Hilsam Group of Au Pair Agencies
House o Orange Au Pairs
Interexchange
International Au Pair Italy
International Au-Pair & Language Abroad Group
Intenrational Career Partners
International Nannies & Homecare Ltd.
Kontext Au Pair and Student Ltd.



LoPair Education
Munichaupair Patricia Brunner e.Kfr.
Oliver Twist Work & Study
Perth Au Pair – Demi Pair
Scope Consulting
Smartaupairs
STS Au Pair Sweden
Sunny Smiles Au-Pair Agency
The Childcare Company
Trafalgar Personnel Limited
Youth Discovery Programmes

Proxy votes (7)

AupairStory
Interservice
Kulturist
Qingdao Aupair Cultural Exchange
Scotia Personnel Ltd
SLI Ecuador
Super Nanny Au Pair Services (S.N.A.P.S)

1. Roll Call at the Door

The Annual General Meeting was put on hold until quorum was reached (45 members). The meeting started with the opening and items that did not require voting.

2. Constitution of the Meeting

IAPA Chair PB opened the meeting and welcomed the assembled members to London.

3. Announcement of Proxies

Seven organisations were present by proxy votes (see attendance list).

4. Welcome by IAPA Chair and Adoption of the Agenda

Once the quorum was reached, the motion to accept the draft agenda was made by PB and seconded by raise of voting cards. The Agenda was adopted.

5. Adoption of Minutes from IAPA 19th AGM

PB asked for a motion to adopt the minutes of the draft minutes of the IAPA AGM in Rome, Italy, 14 March 2013. The motion was made, seconded by the raise of voting cards and approved.

6. Annual Report 2013–2014

PB started with the importance of obtaining feedback from members, as well as news and ideas.



A letter was written to Irish government in relation to the Irish au pair programme, in conjunction with WYSTC to be held in Dublin.

IAPA Quality Workshop

MM reflected on the quality campaign workshop held during WYSTC in Sydney, Australia. The idea behind the quality workshop is for the IAPA board to go to a region and gather local agencies, to discuss common challenges and ideas for the future: to give and to gather information.

The workshop in Australia was extremely productive with 14 participants, and 2 New Zealand organisations participating.

CAPAA

Wendi Aylward was invited to provide a brief introduction on the Australian national au pair association, the Cultural Au Pair Association of Australia (CAPAA) and the market situation in Australia. The workshop in Sydney was the first occasion for the group to come together and work as a group.

Australian government had called on proposals for who had an interest in childcare for alternative ways of childcare. Lay out is what was envisioned with specific au pair visa, recognition as cultural exchange, rebated under childcare tax rebate.

The submission of the proposal was in January; this was picked up in local press. The outlook for au pair programmes now looks positive; the most difficult is to find time to work on association besides running their own business.

ECAPS

Annie Deroo provided an update on the European Committee on Au Pair Standards (ECAPS). ECAPS has existed since 2006 and was reactivated in November 2013 with a meeting of National Associations in Berlin. Another meeting was scheduled in conjunction with WETM-IAC in London. Work is being done to update the existing au pair standards booklet from 2009 that will be presented to the EU. Another main focus is on pushing against cybercrime.

7. Report on Membership Development

DV gave an update on the new members that signed up after the 2013 AGM. 21 members joined IAPA, there were no resignations for 2014 and 13 members were upgraded to Full Voting members per January 2014; making a total number of 178 members in total.

Ratification of Provisional Members

DV proposed that all provisional members were to be ratified in one vote. The assembled members agreed.

Full Voting Members (8)

A	Au Pair Foundation - USA
B	Bunters Au Pairs and Nannies Bunters Ltd - UK
E	Equipeople Ltd. - Ireland

I	International Career Partners - Jamaica
N	Niagara Caregivers - Canada
P	ProAuPair - Australia
S	Smaller Earth - UK



T Trafalgar Personnel Limited - Canada

Affiliate members (12)

A Agence Pipelettes – France
Au Pair Europe – Italy

B Beijing LOHO International Culture
Exchange Center - China

E East Midlands Nannies and Au Pairs - UK
Eurolingua Formacion y Idiomas - Spain

G Grafton School - Spain

I International Experience (IE) – Mexico

J JCR Au Pairs and Nannies - Australia

M Mag’Au Pair - Spain
Mexaupair - Mexico

N Ninukot Ltd. - Iceland

R Roma Au Pair Associazione Culturale -
Italy

National Association (1)

A Associazione Nazionale Italiana Alla Pari
(ANIAP) - Italy

43 members voted for ratification of the provisional members, two members abstained. With a majority of votes in favour of accepting, all new members were accepted as members of the association.

Ratification of members to be disaffiliated

DV proposed that all 15 members to be disaffiliated were also to be ratified in one vote – The assembled members agreed.

A Alia Study Travel - Kyrgyzstan
Au Pair Exchange Colombia - Colombia
Au Pair Fly - France
Au Pair Study Centre – Ireland
Au Pair Travel – South Africa
Aussie Au Pair – Australia

C Cara International - Ireland

I Ideal Friendship - Nepal
Intercambios y Turismo Ltda - Colombia
Interstudents.RU - Russia

O OPER Educational Consultancy Tourism -

Turkey

P Phoenix-nT Ltd – Russia

S Sofia Tours EOOD - Bulgaria

W World Wide Au Pair & Nanny - the
Netherlands

X Xplorer - Ecuador

R Roma Au Pair Associazione Culturale -
Italy

43 members voted for ratification of the members to be disaffiliated, two members abstained. With a majority of votes in favour, all 15 former members were disaffiliated as members of the association.

8. Members of Longstanding

PB congratulated the five longstanding members who are now members for ten years: Au Pair to the World - Ecuador, Au-Pair Service Dr. Uwe Krenz - Germany, GLOBUS-Idiomas, Formacion Y Ocio - Spain and



AUpairUA Agency TM STUDY.UA - Ukraine. She invited the two attending agencies Uwe Krenz and Globus on stage to receive their certificate.

9. Prize Draw for members recommending applicants

PB requested the Au Pair of the Year to draw the name of the winner of the prize draw. Au Pair Agentur Cefelin was drawn as the winner of a free registration for WETM-IAC 2015 in Lisbon.

10. Treasurer's report

GR reported on the finances of IAPA. GR informed the AGM the Association was in good financial standing.

Accounts 2012-2013

GR presented the 2012 audited accounts for the approval of the assembled membership. In addition the 2013 preliminary figures were also presented.

Budget 2014

GR presented a conservative budget for 2014. He explained that WETM-IAC is not seen as income item, the aim is to provide a break-even conference.

GR proposed to approve the 2014 budget – All members voted in favour and therefore the 2014 budget is approved.

Proposal for annual membership fees 2015

GR and DC reported that due to the high number of late payments, a lot of time is spent by the finance team and association manager on chasing and the follow-up of payments; the EUR 100 late payment fee was installed to encourage people to pay earlier and will be applicable for 2015 as well.

For 2015 the board suggests to keep the membership fees at the same level. The assembled membership all voted in favour, the motion passed.

GR flagged however that for 2016 the fees could potentially increase; the fees have been the same since 2006.

Appointment of Auditors

For the audit of the 2013 accounts Thorvald Rein will be used, the board is requesting the freedom to select either Thorvald Rein or Price Waterhouse Coopers (PWC), the external auditor for WYSE Travel Confederation.

A few questions were raised by the audience as to why there was a need to have the option to move to a different, more expensive auditor and why specifically PWC as there are many other auditors.

GR answered that the change would not necessarily happen, but could prove to make sense in the future.

GR proposed the assembled membership to vote on the option to select an auditor for the 2014 accounts. 25 members voted in favour, therefore a majority voted in favour of the motion and the motion passed.

11. Changes to the Constitution

MM presented the three changes to the Constitution that were proposed to be taken into consideration

1. Reduction of the quorum for the Annual General Meeting to 20%. Two members voted against the motion, 43 voted in favour – The motion passed by majority vote.
2. Adjustment of boardsize up to a maximum of six board members, including a Vice chair. The motion passed with no counter votes.



3. Adjustment of the payable one month after invoice date, due by January. The motion passed with no counter votes.

12. Au Pair of the Year Award 2014

PB thanked those members that had submitted entries from their host families.

Three finalists were listed and a runner-up was announced in advance of WETM-IAC. The winner of the 2014 Au Pair of the Year was announced and rewarded during the Welcome Reception.

Irene Buijing from the Netherlands was placed with her UK host family through smartaupairs and Au Pair Interactive. IAPA paid for the winner's expenses to travel to London and attend the conference to receive her Award.

13. Any other business

PB presented the new IAPA logo to the assembled membership.

DC spoke about the connection between IAPA and WYSE Travel Confederation as the global representative of all youth travel organisations.

IAPA full members are affiliate members of WYSE Travel Confederation and are allowed to carry the WYSE logo on their website.

PB thanked the audience for attending and a successful conference, and looks forward to the next AGM at WETM-IAC 2015.

Meeting adjourned.