



**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

## 22<sup>nd</sup> IAPA Annual General Meeting 2016

Sunday, 20 March 2016 | 11:40 – 13:00

Crowne Plaza Atlanta Midtown, Atlanta Ballroom A-B | 590 West Peachtree St NW | Atlanta, GA 30308 | USA

### DRAFT MINUTES

#### Present

Chair	Patricia Brunner (PB),	Munichaupair
Vice Chair	Delphine Vails (DV),	Europair Services
Treasurer	Goran Rannefors (GR),	Cultural Care
Member	Linda James (LJ),	Au Pair in America

#### WYSE Travel Confederation

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

Full voting members (35)	
Active Abroad & Au Pair Agentur Maria-Theresia	GoAuPair Operations LCC
Au Pair Foundation	Henan Aupair Cultural Communication Co.Ltd.
Au Pair in America	Intercultura de Centro America
Au Pair International	InterExchange
Au Pair Link Limited	International Au Pair Italy
Au Pair Mexico	International Experience
Au Pair Shanghai	JCR Au Pairs and Nannies
Aupair and Travels	LoPair Education
AuPairCare Inc	Mission Hollandaise
Club de Relaciones Culturales Internacionales	Munichaupair Patricia Brunner e Kfr
Coaching Solutions trading as Solution Au Pair	PROaupair
Cultural Care Au Pair	Scotia Personnel Ltd.
Dream Au Pair	Shenyang EANNA Education Training Center
Early Bird Intern. Cultural Exchange Co. Ltd.	Shenzhen Au Pair Intern. Cultural Exchange Co., Ltd.
Equipeople	Smaller Earth
Estudiantes Embajadores	STS Au Pair Sweden
EurAupair Intercultural Child Care Programs	Youth Discovery Programmes
Europair Services	



Proxy votes (18)	
Accueil International Services Association Familles Jeunesse	Fee reeve
Agence Pipelettes	Globus
APITU	House o Orange Au Pairs
Au Pair Exclusive	Kulturist UG
A2Z Au Pairs	MexAuPair
BusyBee Au Pairs Ltd	Pebbles Agency
Center of International Programs REJANS-PRIM	Smart Au Pairs (Australia)
Childcare International Ltd	The Childcare Company
Experimento de Convivencia Internacional do Brasil	TravelWorks/Travelplus Group GmbH

## 1. Call to order

### Roll call and Constitution of meeting

LB confirmed that quorum (20% of full voting members present, = 25 members) was reached and it was now time to start the IAPA 22<sup>nd</sup> 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 22<sup>st</sup> IAPA AGM with a brief outline of the year 2015. She stressed the importance of this AGM as members would be asked to decide on the future of IAPA after the structural changes in WYSE which made it necessary to decide whether IAPA would like to follow the route WYSE is taking or find their own solution. At the same time PB explained that after three years her time as chair has come to an end after this AGM and that she will not run for the chair position anymore. She has enjoyed serving the Au Pair community together with the rest of the board.

## 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 2015 AGM minutes

PB asked for a motion to adopt the draft minutes of the IAPA AGM in Lisbon, Portugal on 17th March 2015. 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. Carye Helbing-Duffin (CIEE) and Robyn Walker (CENET) stepped forward as tellers.



## 5. IAPA and WYSE Travel Confederation

PB laid out the relationship between WYSE and IAPA until recently and explained what the reasons for the structural changes within WYSE Travel Confederation were. The new structure was briefly presented. She described the consequences for IAPA and its members within this new structure and why the board thought that IAPA should not fully follow the new set up as it would mean the dissolving of IAPA.

Therefore the board had been through a long process of negotiating and exploring different options.

Before the AGM the IAPA board had sent out information to all members and had held a webinar for its members on the topic so that they could understand the implications better.

LJ took over and presented the two options that the board would later ask members to vote on and also explained Pros and Cons of both solutions

### Option 1

IAPA participates in new WYSE structure but retains legal structure and governance.

IAPA would have two seats on the cultural exchange panel. There would be no more management through WYSE. In this scenario members would pay their membership to WYSE and a certain percentage would be then given to IAPA for own projects.

#### PROS

- IAPA members stay WYSE members as they are now with access to resources and activities of WYSE
- two seats for IAPA in Cultural Exchange panel
- stay part of a bigger group

#### CONS

- Losing an element of management control
- No association manager, IAPA would have to organise own management for own activities
- Reduced dedicated funds for Au Pair specific activities
- Most IAPA members would have no influence on WYSE as they have no vote

### Option 2

The second solution LJ presented was for IAPA to become independent and manage itself completely with a dedicated Managing Director working exclusively for IAPA. Patricia Brunner would be willing to take over this role in the future. IAPA would keep full control over its finances and the direction of the association.

IAPA would still be a member of WYSE and have one seat on the Cultural Exchange panel.

#### PROS

- IAPA maintains full governance and control of its management and finances
- IAPA has a dedicated and industry expert Manager who will focus on progressing IAPA priorities, initiatives and administration

#### CONS

- Potential distancing from WYSE/youth travel debates, development and lobbying
- No access to WYSE member benefits

**Finally the IAPA board gave its recommendation for Option Two.**

Members could then raise their questions.



Question 1: Alfredo Fonseca (Intercultura) wanted to know if fees would go up in the event of members voting for Option 2 and which benefits they would lose not being member of WYSE.

Answer: GR answered that fees would not be raised as IAPA was in good standing. PB explained that members would not be allowed to carry the WYSE logo anymore. They would not have access to certain services as survey results or participating in webinars and conferences with discounts. (However WETM-IAC would stay the same)

Question 2: Richard Goudvis (YDP) enquired what would happen if the Managing Director handling the association alone was injured or could not work .

Answer: PB answered that she hoped that this would not be the case but that however the board sees that point and will make sure not everything was relying only on one person on the long run. She stressed that the situation wasn't much different with the association manager now.

Question 3: Thomas Kiechle (AIFS) asked whether IAPA would stay registered as non-for-profit organisation in Denmark.

Answer: PB replied that IAPA would stay registered in Denmark.

Question 4: Michael Mc Hugh (Interexchange) questioned how the website would be separated from WYSE as they were connected now

Answer: PB confirmed that in fact the websites were all connected but that this had already been discussed with David Chapman and that it was possible to separate the websites.

After the round of questions was closed members were asked to vote for one of the two options in a secret ballot. While the tellers counted the vote the AGM continued.

## 6. Constitutional Changes

PB explained that due to the change of WYSE's legal name and structure Article 16 of the Constitution needed to be changed. Since there will be no more Sector associations in WYSE anymore IAPA can only be a founding Member of WYSE and not a Sector Association.

All members voted in favour of the suggested changes.

## 7. Annual Report 2015

PB outlined the Highlights of the board's and association manager's work

### Au Pair Video

The Au Pair Video explains why it is important to be placed through an IAPA agency. It is on the IAPA website. It was well received by IAPA members. Interested members can also use it for free for their own marketing e.g. by embedding it in their websites.

### IAPA AuPairs Only APP

The App for Au Pairs developed by ELSE Globe is finally ready and members will receive information how to login and how Au Pairs can use it. IAPA has paid for the development of the App that allows Au Pairs to



communicate worldwide in a safe environment. IAPA members can use this special member benefit for free for up to 500 Au-Pairs. An additional dashboard version can be obtained at a reduced price.

### Restructure

As already explained in detail the negotiations with WYSE regarding the changes and the future position of IAPA had taken a lot of time and energy from the IAPA board. The board met several times to discuss the future of the association and to negotiate possible solutions with Director General David Chapman.

### Lobby Work

Policy work and supporting national association is an ongoing task IAPA feels itself committed to. IAPA supports ECAPS and is in constant exchange with National Associations such as the Australian Association CAPAA or APAC Ireland. Especially recently national associations have been supported in their communication with their governments regarding Au Pair. IAPA sent letters to the Irish and Canadian governments. IAPA will pursue this support in order to open more opportunities to young people to become Aupairs worldwide.

## 8. Membership

### Statistics

DV presented details on membership and provided an update on the membership statistics per end of December 2015. In 2015 IAPA membership decreased slightly to 172 members. This was mainly due to disaffiliations that had to be executed last year.

### Ratification

DV elaborated on the 13 new members that joined IAPA.

The following 18 members were to be ratified:

A	Abroad Counseling Education (ACE) Network - Nepal	Affiliate	P	Perfect Au Pairs - Australia	Affiliate	
	ASC Au Pair Study in China - China	Affiliate		S	School Solutions and Youth Exchange International - Philippines	Affiliate
	Au Pair Experience and Travel S.A.S. - Colombia	Affiliate			Spanish Au Pair - Ireland	Affiliate
E	EstudiamosAbroad S.A.S. - Colombia	Full Voting	T	Team Lingue Srl - Italy	Affiliate	
H	Heavenly Au Pair - UK	Full Voting		Tm Connect Abroad Corporation - Ukraine	Affiliate	
	Henan Aupair Culture Communication Co - China	Affiliate	W	Wind Connections - Switzerland	Full Voting	
M	MexicAupair - Mexico	Affiliate				



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

### Disaffiliation

DV provided the overview of the 6 agencies that were up for disaffiliation:

<b>A</b>	Au Pair ABC Center - China	Full Voting	<b>I</b>	International Career Partners Ltd - Jamaica	Full Voting
<b>B</b>	Beijing Golden Orient International Education & Cultural Exchange Center - China	Full Voting	<b>S</b>	SLI Ecuador - Ecuador	Full Voting
<b>C</b>	Cultural Travel - Colombia	Full Voting	<b>V</b>	Viajes Estudiantiles - Costa Rica	Full Voting

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

### Restructure Vote Results

In the meantime the vote results on the restructure options 1 or 2 were ready. **Option 2 was voted on by the majority of the members.**

<b>Option 1:</b>	<b>8 votes</b>	<b>Option 2:</b>	<b>45 votes</b>
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PB thanked the members for their trust in the board's recommendation and in her person as future Managing Director. At the same time she also thanked David Chapman who had been a fair negotiation partner and she stressed that the relationship with WYSE is and will stay friendly and respectful as it has been over the last three years. She also thanked Linda Bosschers the Association Manager who will take on a different role within WYSE. The cooperation with her has always been very good and fruitful. The board wishes her all the best for her future.

## 9. 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. GR was pleased to be able to present not only the audited Annual Accounts of 2014 but also of 2015. He explained again that IAPA has a separate savings account that no one but the whole board in conjunction could touch.

### Annual Accounts 2014

GR presented the IAPA Annual Accounts for 2014; the Accounts for IAPA are usually always one year behind, due to the timing of the AGM in March. IAPA could make a **profit of 34.699,- €**



GR asked for a motion to approve the 2014 Annual Accounts. The motion was made, seconded and approved.

### Annual Accounts 2015

GR presented the IAPA Annual Accounts for 2015. Also in 2015 IAPA made a **profit of 15.842,00 EUR**. GR explained that it was not the aim of IAPA to make profit but that he was content that IAPA could build up some reserves over the last years so that the association could look into the future with ease. With the vote in favour of IAPA managing itself the year 2016 would be a year of transition and of setting up an own office with all its financial implications.

GR asked for a motion to approve the Annual Accounts 2015. The motion was made, seconded and approved.

### Budget 2016

GR presented a preliminary budget as it had been difficult to make a proper budget for 2016 not knowing whether members would vote for Option 1 or 2. He **expects a loss of about 6000,- € for 2016** with the additional costs that will arise setting up an own office and paying an own managing director. On the other hand from now on the payment to WYSE (55.000,-€ /year) will stop. A revised budget will be presented again shortly.

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

### Membership fees 2017

GR stated that since the association is in such good financial situation, there is no need to raise the membership fees. GR asked for a motion to approve the 2017 membership fees. The motion was made, seconded and approved.

### Appointment of auditor

GR argued that with the upcoming changes the board felt it was wise to stay with an auditor who has known the association for many years and is located in Denmark. Therefore the AGM was requested to vote for having Thorvald Rein as the IAPA auditor for 2016 once more.

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

## 10. Executive Board Elections

### Two vacant positions: chair and board member

PB introduced the candidates for the two available board positions with the terms of PB and DV coming to an end and asked the candidates for a short presentation.

Chair position:

**Delphine Vailles from Europair** (France) stood for election for the **chair position**. She had been vice chair over the last three years and gave a presentation to the audience explaining that she felt confident to fill the role with the support of the board and an experienced Managing Director. She has been a longstanding member of IAPA and has gathered experience as chair of the French National Association UFAAP.



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Board member:

**Ellen Heesen-Hiemstra from House o Orange** (Netherlands) who was running for **position as board member** could not be present due to a family emergency. Her speech was read to the audience by Rebecca Le Grant. Also Ms Heesen-Hiemstra could look back on many years of experience in the Au Pair business but also in chairing the National Association BONAPA in the Netherlands.

As no other candidates stepped forward for any of the positions it was agreed that the vote could be done by raise of cards. All voting members present were all in favour of the two candidates.

PB congratulated the **new chair Delphine Vaills and Board member Ellen Heesen-Hiemstra**.

GR encouraged the members to participate in the work of the executive board and to stand for elections.

## 11. Outlook 2016

### Set up of Munich office

PB explained that the next months would mainly be filled with the set-up of the office in Munich and the transition from management through WYSE to IAPA's own management and asked for members' patience should things not run smoothly right away.

### Quality Campaign and workshops

The board would like to be more in touch with members again and would therefore like to return to the habit of giving workshops in different countries. These workshops are always a good opportunity to meet with existing members but also to inform interested agencies about the work of IAPA. The board will decide shortly on the countries it intends to visit in fall this year.

### Webinars

After the positive experience of the webinar on the restructure topic that the board gave in February this is something the board would like to offer their members on a regular basis.

### Membership Campaign

The board would like to reach 200 members within the next two years. With more representation and a membership campaign using WETM-IAC 17 in Munich they are positive to reach this goal.

### Lobbying

Lobbying is and stays an important pillar of IAPA's work. This year IAPA will keep on supporting the agencies in Ireland who are going through big changes.

## 12. Prize Draw

LJ drew the winner of the free registration for WETM-IAC 2017 Munich, Germany from all members. **The winner is Naturschutz Mongol.**

## 13. Any other business

No further questions were raised.

PB thanked the audience for attending and invited members to the **next AGM during WETM-IAC 2017 in Munich, Germany.**

Meeting adjourned.