



Lauren Ritchie
The Secretary
Website: www.millineryaustralia.org
E-mail: secretary@millineryaustralia.org
Instagram: @millineryaustralia

Member Meeting 7 2017

1. Introduction

1.1. Welcomed to the 7th Millinery Association of Australia Members Meeting hosted on August 1st at St Kilda Library

1.1.1. Presentation by Ellie Stemerding on the Netherlands Hat Association

1.1.2. Formal Meeting Begins at 7:15pm

1.1.2.1. Attendees: Rose Hudson, Felicity Northeast, Lauren Ritchie, Georgia Skelton, Leighanne Crocker, Louise Macdonald, Lsy Stevens, Catherine Ellen, Georgia Skelton, Kim Williams, Lauren Sutcliffe, Christine Lindsay, Diane Kilduff, Robin Rivett, Christine Martin, Margaret Watson, Karin Goodman (16)

1.1.2.1.1. Via Zoom - Catherine Kelly, Linda Ford, Christiana Moore, Linda Ford, Delphine Nicholason, Sandy Aslett, Irene Moore, Katherine Cherry, Lorriane Gill, Dianne Robertson, Jo Peterson, Brenda Wilson, Brownyn Shooks, Debbie Kelly, Kylie Heagney, Cessiah Althorn, Julia Watson, Lynnette Lim, Helen Wilkinson, Rachel Henry, Elaine Mergard, Brenda Lui, Cathy Chivers, Lisa Bell, Christie Murray, Total

1.1.2.1.2. Total 38 (Zoom 22)

1.1.2.2. Apologies: Phillip Rhodes, Kerry Hayes, Gillian Andrews, Sue Younis, Sandy Forrester, Michele Cameron, June Edwards, Jennifer Wood, Jennifer Bryan, Laura Dunnington, Leteisha Knecht, Susan McArthur, Annalese Fowler, Tammy Gill, Ann Boyle, Oksana Caretti, Ana Pribylova, Justine Gillingham, Kate McKell, Jennifer Michale, Joanne Rolfe, Ginetta Rositano, Alana English, Johanna Guerin, Marguerite Dissinger, Kylie Heagney, Heather McKay, Rachael Henson, Rebecca Hanley, Rachel Henry, Tess McLaughlan, Jill Humphries, Serena Lindeman, Enza Geddes, Kim McMillan, Victoria Henderson, Suzie Williams, Juanita Henry, Kim Fletcher, Alison Clark, Cynthia Jones-Bryson, Bonnie Evelyn (42)

1.2. Minutes

1.2.1. Business Arising from Minutes

1.2.1.1. Raised by Margaret Watson point 2.2.1.3 in regards to the view that from the accountant was not passed the information that was required, requested that it be noted that it was agreed if the accountant wanted the figures they would be passed on

1.2.1.1.1. Was not figures that were withheld but the names that were associated with sales to allow for accurate reconciliation - the accountant



did not directly ask as they had initially being refused to be handed over to Felicity in the Treasury hand over

1.2.1.1.2. The accountant was provided with the direct contact to Margaret to request any missing figures or details

1.2.1.2. Raised by Georgia Skelton item 2.1.2 - telephone from the Pop Up Shop has been returned to the current committee. Just need to finalise details of the Instagram account however for now we are moving forward.

1.2.1.3. Raised by Margaret Watson in President's report, the term of "irregular accounting practices" asked to be specific about what this term refers to

1.2.1.3.1. Response from Rose

1.2.1.3.1.1. A cash payment was made to a milliner who participated in the Pop Up Shop for sale of hats, not through regular transfer as other participants were paid

1.2.1.3.1.2. Payment of Flowers and lunch for Orna and assistant which was part of the original budget and this was not disclosed as to what the payment was for

1.2.1.3.1.3. Withholding of Pop Up Shop information and withheld due sighting to privacy issues even after having received advice that this information is the property of the Millinery Association.

1.2.1.3.1.4. On several occasions general requests were made to pass over all Treasury information but was found to be element missing

1.2.2. Pass Minutes

1.2.2.1. Motion: Georgia Skelton

1.2.2.2. Second: Leighanne Crocker

1.2.3. Welcome to new members

1.2.3.1. Bev Gunn

1.2.3.2. Christine Walker

1.2.3.3. Sinead Howard

1.2.3.4. Alison Morgan

2. Reports

2.1. President's Report presented by Rose Hudson

2.1.1. See Attached

2.1.2. Special Resolution statement

2.1.2.1. It was brought to the committee's attention last night that that we have omitted the words "Special Resolution" when calling for tonight's vote to change the Association Rules. The Committee would like to apologise for this oversight. Although the wording may have had a flaw the content and the intent remains the same and the committee acted in good faith in all matters. Tonight we will be voting for a special resolution to change our rules. This omission has no effect on the outcome however it would be a huge inconvenience to the entire membership if we were unable to proceed tonight. I therefore on behalf of the committee ask all members in the room and on Zoom that members vote that this meeting is noted in the minutes as a Special Resolution and we have a show



of hands so that we are able to proceed with tonight's vote. Please raise your hand if you are in favour this motion

2.1.2.1.1. Motion objected to by Christine Martin

2.1.2.1.1.1. Claim that the vote cannot proceed due to violation of requirement by Consumer Affairs Victoria (CAV)

2.1.2.1.1.2. See attached email

2.1.2.1.2. Rose stated that legal advice had been sort by the committee as to this matter.

2.1.2.1.2.1. Restated an oversite of two words occurred however does not change the intent or good intention that this vote should go ahead.

2.1.2.1.3. Christine stated that if the vote was to proceed she would place a formal complaint regarding the vote to Consumer Affairs Victoria.

2.1.2.2. We hereby advise the member of our notice of the **Special Resolution Vote** to pass the Proposed Rules Update and Privacy Policy at the Special General Meeting of The Millinery Association of Australia Inc that will be hosted on Tuesday September 5th 2017 at St Kilda Library and via Zoom

2.2. Treasurer's Report presented by Felicity Northeast

2.2.1. See attached

2.2.2. Final figures of Hats Off to Adelaide yet to be confirmed and estimate approximately \$7,000 in profit

2.2.3. Accountant confirmed on track with new accounting system

2.2.4. The Adelaide account will now be closed.

2.3. Motion by Georgia Skelton that the reports be accepted into the minutes

2.3.1. Second by

3. Agenda Items

3.1. Vote on Proposed Rule Updated and Privacy Policy - presented by Rose Hudson

3.1.1. See President's report

3.2. Hats Off Millinery Convention - Adelaide - presented by Lorraine Gill

3.2.1. Thank you to sub-committee members Christiana Moore, Dianne Robertson and Heather Clarke for their support throughout the week and in the 2 years that have been in preparation for the Convention

3.2.2. We are pleased to report a profitable event - still to finalise the final figure

3.2.3. Happy to have received positive feedback from delegates as to their experience at the event.

3.3. MAA Design Award - presented by Louise Macdonald

3.3.1. See attached

3.4. VRC Meeting - presented by Leighanne Crocker

3.4.1. See attached

3.5. Reply from Margaret Watson - presented by Margaret Watson

3.5.1. See attached

3.5.2. Response from Felicity



- 3.5.2.1. As I do not have all the facts and figures with me I shall keep it brief and so I hopefully do not say anything inaccurate. As you can see the hand over between Margaret and me had some tension at times. We dealt with it and I tried to keep it out of everyone's mind as all I was after was information from one treasurer to another and I did not think it needed to concern everyone else but now it all out in the open. The email that was to copying all the committee was following the inclusion by Margaret of all the Committee in a previously private chain of conversation.
- 3.5.2.2. The emails that were been sent to the committee was a up to date list on what the previous Treasurer had given me and the information that was still required. Margaret refused certain things and said it was due to privacy. I could not understand why one Treasurer could have that information but why the next Treasurer could not have that information and even the accountant could have that information but the current Treasurer could not. This occurred over several weeks and even months.
- 3.5.2.3. The Treasurer email account - yes the password was not handed over. I could understand that it was a Treasurer, MAA account, why I as Treasurer wouldn't be handed over this account. It had occurred twice for the President and also for the Secretary. We decided to leave Margaret some time to remove certain emails then to give it to me.
- 3.5.2.4. The CAV report - this was a bit muggy as to who was responsible for submitting this. I felt that when I was Treasurer from the first of November that I then took up everything that had to be done, including the CAV report. It was agreed that Margaret would like to do this so it was agreed she could complete this. And so she did in January. It was in March, we received more information that another update had occurred that none of us was informed about. When myself and Lauren approached the CAV and discussed it further, Lauren had missed one figure which is incorrect however the other figures submitted were confirmed as correct by the accountant.
- 3.5.2.5. New figures
- 3.5.2.6. We were not aware that these conversations were still continuing
- 3.5.2.7. A lot of emails have gone around the crux is why couldn't I be given all the information as the Treasurer from one Treasurer to another. And what is a reasonable time to expect for the information to be passed over.
- 3.5.3. Statement from Rose
 - 3.5.3.1. Let's put an end to this conversation, we are humans not robots that all make mistakes, this discussion should not continue following tonight despite areas that everyone may not agree on.
- 3.6. Date of Next Meeting
 - 3.6.1. We hereby advise the members of our notice of the Special Resolution Vote to pass the Proposed Rules Update and Privacy Policy at the Special General Meeting of The Millinery Association of Australia Inc that will be hosted on Tuesday September 5th 2017 at St Kilda Library and via Zoom.
 - 3.6.2. Held on Tuesday September 5th at 7:00pm



- 3.6.2.1. If you are unable to attend to place your vote ensure you place your proxy vote for the Proposed Changes for the Rule of the MAA and Proposed Privacy Policy
- 3.6.2.2. Venue St. Kilda Library
- 3.6.2.3. Join via Zoom at <https://zoom.us/j/527341548>



Presidents Report August meeting 2017

Thank you to Elly Stemerding for making the time to talk to us tonight. I had the pleasure of meeting Elly in Adelaide and she shared some interesting insights into the millinery industry in Europe compared to ours. We wish her good luck with her new venture in The Hat Magazine.

So much has happened since our last meeting!

To other news. Leighanne Crocker, Felicity Northeast and I went to Flemington to meet with the new Chair of the VRC, Amanda Elliott and two staff last week. We sat down expecting them to tell us how it would be, instead they asked us what we wanted. Surprised by this, we started talking about our hopes, what we'd like, what we wanted and then our idea about static exhibitions of millinery in the new stand, as a permanent feature was embraced immediately by Amanda. Exhibitions of past winners Oaks Day and design competition hats, as well as themed by colour exhibits – for instance, an all black and white, all pink hats etc. We also talked about our members overlapping, MAA milliners are often VRC members and VRC members are all hat wearers. We liked the idea of merging these groups in the best way we could. We were sent away with a brief to come up with a design idea for a millinery display, of which we about to start working on. It was also agreed we will have a special VRC contact on the Committee, some they can speak to directly and some who represents all of you. We haven't worked out who will wear that hat just yet.

Royal Melbourne Show millinery entries. There is a Masters of Millinery category, those of you who received an invitation to submit work should have lodged your entry form with the RASV by now, registrations closed at 5pm this evening. The open millinery categories also closed off tonight. I hope you registered in time, entries must be at the showgrounds by the 5th of September, judging is on the 8th of September.

Also on the 8th of September, we have our group tour of the Dior exhibition at the NGV. We have reserved spots for 25 people and this is fast filling. A total so far is 16/17 so still room for a few more. We are opening it up to friends and family to fill the remaining spots. Guided tour is at 10am for one hour.

I might take this opportunity to let members in on a fabulous secret. I emailed Stephen Jones when I knew he was coming to Melbourne to curate this exhibition. He is in Melbourne for 10 days only and his time is very tight. The National Gallery of Victoria just about owns him while he is in town. Every moment is spoken for. However, I like a challenge, and I thought it might be worth a try asking him to come to a private MAA members only cocktail party or afternoon tea, which ever he could fit in. His personal assistant, Annika immediately responded to my email saying she would see what she could do. We are on tenterhooks people! She emailed me as recently as last Thursday to say, *"Just to let you know, we have not forgotten about you, we are just trying to tie down Stephen's schedule when he is in Australia and we will let you know as soon as we've got confirmations."* Kim Fletcher is quite good friends with him and I have her on board, emailing him as well. She assures me he is a huge supporter of millinery, all millinery, and if he can join us he definitely will. I have asked for the 22 or 23 August as possible evenings for the event. I can't promise any more than that, at the moment but as soon as I know more I will definitely let you all know. I have a city venue in mind and I have a reserved booking for 50 people for a cocktail party 6-9pm. Fingers and toes crossed Stephen Jones can fit us into his schedule. Interstate members who wish to be there will also be notified as soon as possible.

Hats Off to Adelaide Convention has been held. We had a wonderful week of millinery learning and social activities in the city of Adelaide from the 9th to the 15th of July. Lorraine will have much more to tell you in her report.

MAA Design Award winners were announced at Hats Off to Adelaide. Of course, you all know who they are and Louise will tell you more in her MAA Design Award report.

Pop Up Shop. It's been a busy month as I said but we've been talking about Pop Up Shop models. We have had some fantastic new ideas come in for a different approach this year. I will be onboard along with Georgia on the subcommittee. We are looking at some interesting places and have some fresh ideas for something completely different. Those of you who'd like to be part of this should contact me directly on the president's email (president@millineryaustralia.org). In Adelaide, I spoke to quite a few milliners from interstate who expressed dismay at the thought of it not going ahead this year. They said it was their only opportunity to sell hats at Spring Racing time to a Melbourne customer base. Country milliners just don't get another opportunity. We'd also like to look out for the loyal Melbourne based milliners who been a part of this pop up shop in the past and made it the success it is. Keep making hats! We will let you know when the next subcommittee meeting is, it could be within a fortnight.

At our last meeting, we announced the vote for the New Rules would take place in 28 days. That timeframe has expired and tonight we vote. This rule discussion has been ongoing for at least two and a half years. Two previous committees have put countless hours into reviewing rules, making amendments and this committee has too by adding a very important privacy policy. The rules have been checked twice by two legal firms so there's nothing wrong either. These changes are needed to move forward and to broaden our membership base. No one is being demoted. New members will need Cert IV qualification to qualify for membership. This is a good thing, standards are a good thing. Applications for those without an opportunity to get a TAFE Cert IV need not worry. Each new applicant will be taken on a case by case basis, with references, images of their work and work experience to that level accepted. Current milliner members move to the new title of Fellow. WE also have a new student level, this gateway will facilitate those who are yet to develop certificate IV or equivalent level skills.

We will have Associate membership for millinery associated trades and businesses. Not only do these include our fabulous existing suppliers but could include, photographers, models, fashion designers, accessory makers, fabric suppliers, hat box manufacturers. Imagine as a member, having exclusive access to associate members like these to enhance your business? Currently, that's not possible. Our life members in the Hall of Millinery Fame stay as they are and I take this opportunity to welcome the newest inductee, Elaine Mergard. Congratulations Elaine, a worthy recipient who was presented with a Mini Hat Block generously produced by Terry Carter. We have received proxy forms from all over Australia by the truckload, so be patient with the vote counting tonight as it may take a while.

Profit & Loss

Millinery Association of Australia Inc For the month ended 31 July 2017

	Jul-17	YTD
Income		
conference fees	35,420	94,360
conference-trader	200	3,853
conference-sponser	7,742	10,105
Interest Income	16	152
Membership Fees	120	14,560
Other Revenue	-	305
Sales - Functions & Events	(300)	4,580
Sales - Pop Up Shop	-	9,915
Total Income	43,198	137,828
Less Cost of Sales		
Conference - Functions (net)	14,080	18,595
Conference - Other Exps	457	9,687
Cost of Goods Sold	-	270
less: Hat Commission	-	(133)
Pop Up Shop - Hats	-	22,079
Pop Up Shop - wages	-	3,163
Pop Up shop expenses	-	(50)
Total Cost of Sales	14,538	53,611
Gross Profit	28,661	84,217
Less Operating Expenses		
Advertising	-	2,655
Bank Fees	72	863
computer/web	-	1,309
conference-tutors fees	40,698	44,698
Consulting & Accounting	47	1,425
Entertainment	-	109
Events - Social (net)	(47)	(543)
General Expenses	200	911
Insurance	1,703	2,027
Legal expenses	150	150
Photography	-	1,197
Printing & Stationery	766	1,929
Rent	-	650
Repairs and Maintenance	9	9
Subscriptions	-	550
Travel - National	-	2,650
Total Operating Expenses	43,597	60,587
Net Profit	(14,936)	23,630

Balance Sheet

Millinery Association of Australia Inc As at 31 July 2017

31 Jul 2017

31 Jul 2016

Assets

Bank		
Adelaide Working Acct..495956	16,675	-
Savings Acct...399478	42,983	-
Working acct...110275	11,105	-
Total Bank	70,763	-
Total Assets	70,763	-
Net Assets	70,763	-

Equity

Current Year Earnings	23,630	-
Retained Earnings	47,133	-
Total Equity	70,763	-



Secretary Millinery Australia <secretary.millineryaus@gmail.com>

Change of rules vote

Christine Martin <millinerybychristine@hotmail.com>

Mon, Jul 31, 2017 at 8:18 PM

To: President Millinery Aus <president.millineryaus@gmail.com>, Lauren Ritchie - MAA Secretary <secretary@millineryaustralia.org>, Treasurer <treasurer@millineryaustralia.org>, Sandy Aslett <sandyaslett@bigpond.com>, Catherine Kelly <info@embellish-hats.com>, Louise Macdonald <louise@millinery.com.au>, Georgia Skelton <georgiaskeltondesigns@gmail.com>, Lorraine Gill <lorraine@lgcreations.com>, leighanne crocker <leighanne.jackson@ozemail.com.au>, debbie kelly <debbie@debbiekellymillinery.com.au>
Cc: Margaret Watson <mawatson7@optusnet.com.au>

Dear Rose & Committee members,

I am writing to you before tomorrow nights MAA meeting as there is an obvious problem with the proposed change of rules vote. As I know through past experience how much time and effort you have put into these proposed changes to the rules, it is disappointing to then discover that you have not met the criteria for holding a valid vote on these changes tomorrow night. In the notice that was sent out to members, the changes should have been announced and clearly written as a Special Resolution to be voted on, as a Special Resolution at the meeting.

I have consulted both the Consumer Affairs Victoria website and the Not for Profit Law website as well as speaking to several past committee members, who have had experience with this matter before, and all agree that there is a problem.

I have found in my old emails a copy of the notice that was sent out to MAA members in 2015 before the Special Resolution vote to change our Model Rules at our OBM which clearly shows the correct criteria used. I have attached a copy of that email for you.

Also Margaret very kindly double checked the necessary details on both the CAV and NFP websites for me and cut and pasted the information on to one document which I have also attached for your information.

I will be attending the meeting tomorrow night and will have copies of the attached documents with me if you need them.

Kind Regards,

Christine Martin

2 attachments



MAA - Notice of Special Resolution at OBM 4-8-15.doc
39K

7/31/2017

Gmail - Change of rules vote



special resolution CAV and nfplaw.org.au web sites on 31.pdf
172K



CHRISTINE MARTIN

SECRETARY

MILLINERY ASSOCIATION OF
AUSTRALIA

P O Box 184
Brunswick West
Vic 3055

13-7-2015

Dear members,

The next Ordinary Business Meeting of the MAA will be held on Tuesday 5th August at 7.00pm Sharp in Serena's studio.

NOTICE OF SPECIAL RESOLUTION:

Included in this OBM will be a special resolution to pass the following minor changes to the MAA Model Rules which also includes adding our Statement of Purpose (our philosophy) to the Rules.

These changes are minor housekeeping issues to bring our rules into line with the new Act. These changes are printed in capital letters below.

A. Statement of Purpose (our philosophy).

The Millinery Association of Australia is a not-for-profit organisation. The membership is committed to Australian Millinery in the following ways:

- To generate public awareness of millinery and encourage the wearing of hats.
- For education and training of upcoming Milliners .
- To promote friendship between industry members.
- To encourage diversity in millinery encompassing costume, theatre, racewear and occasional wear - the artistic and the eclectic.
- To generate events to showcase millinery.

**CHANGES TO THE MILLINERY ASSOCIATION OF AUSTRALIA INC.
MODEL RULES.**

SECTION 2. definitions 9PG 3)
"financial year" means the year ending on 31st OCTOBER

SECTION 20 RULE 3 (pg 15)

Subject to section 23 of the act, the committee shall consist of;

- (a) The officers of the association; and
- (b) Two ordinary members OR MORE IF DEEMED REQUIRED BY THE OFFICE BEARERS AND AGREED TO BY THE MEMBERSHIP.

Rule 4: sub-committee/ SPECIAL PURPOSE ADHOC COMMITTEES.

Instances may occur where association business may require extra time to be organised, or research done. In such cases the committee may call for volunteers, from the membership, to form a sub-committee. The committee shall appoint a chairperson who will manage the sub-committee meetings, ENSURE MINUTES OF THESE MEETINGS ARE MAINTAINED and report back to the executive the sub-committee findings and recommendations. (GUIDELINES AND JOB BRIEF WILL BE PROVIDED BY THE COMMITTEE).

SECTION 32 FUNDS: (pg 20)

Rule 1 (c): books and accounts are to be presented to an accredited accountant to be audited/ OR FOR ACCOUNTANT REVIEW AT THE DISCRETION OF THE COMMITTEE (EG. WHEN THERE IS A NEW INCOMING TREASURER).

Special resolutions

A special resolution is a decision of particular importance made by the association.

Legally, an association can only make certain decisions by special resolution. This includes decisions to:

- change the association's name or rules
- amalgamate with another association
- voluntarily wind up.

Your association's rules may also require that other decisions be approved via a special resolution.

All voting members must be given at least 21 days' notice of the proposed special resolution. The notice must state the:

- time, date and place where the meeting to vote on the special resolution will be held
- proposed resolution in full
 - intention to propose the resolution as a special resolution.

A special resolution will be passed if:

- at least 75 per cent of members voting at the meeting (either in person or, if the rules of the association allow, by proxy) vote in its favour, and
- any further relevant requirements from the rules have been met.

- **Incorporated associations and companies**
- The following are the statutory requirements for a valid special resolution for both incorporated associations and companies:
 - ☐ a special resolution can only be passed at a general meeting of members. This can either be the annual general meeting (AGM) or a special general meeting. A special resolution cannot be passed at a committee or board meeting, or by a resolution without meeting, unless the following rare exceptions apply:
 - ☐ for incorporated associations, if the Registrar is satisfied that it is impractical to pass special resolutions the usual way at a general meeting, he or she may approve another method of passing a special resolution (such as by written resolution)
 - ☐ for companies with only a sole shareholder, that sole shareholder may pass a resolution by recording it and signing a record; and
 - ☐ for proprietary companies with more than 1 member, members may pass a special resolution without a members' meeting if all the members entitled to vote sign a document containing a statement that they are in favour of the resolution set out in the document;
 - ☐ at least 21 days' notice of the general meeting must be given to all members (and, for companies, to their auditor and to any directors who are not also members)
 - ☐ the notice must state the text of the proposed special resolution
 - ☐ the notice must specify the intention to propose the resolution as a special resolution. Preferably, use words along the following lines:
 - ☐ "It is intended that the following resolution be proposed as a special resolution"; or
 - ☐ "The following resolution will be proposed as a special resolution".
 - However, provided the notice makes it clear that the proposed resolution is a special resolution, this requirement will be met

Design Award report:

Congratulations to the winners! All the prizes have been awarded.

Thanks to Georgia for getting all the hats to and from Adelaide. Thanks to Lorraine for arranging the excellent display space at TAFE and to Sandy Aslett for organising the Queensland exhibition.

9 hats have been returned to milliners in Adelaide and others are being returned this week.

Finalist hats and Queensland milliners hats are being sent to Sandy on August 2nd for display at Artisan Gallery in Queensland, (August 14th to 24th) along with some post cards.

At the end of the Artisan display, Sandy are you able to arrange the return of hats to the Queensland milliners (EXCEPT THE FINALISTS!)

Check your boxes when your hats are returned to you, there is feedback from the judges in there!

Thank you once again to the fabulous sponsors: Millinery Online, Hat Academy, The hHt magazine, The Total package, Hat Blocks Australia, Tessuti fabrics, Millinery.info and of course the MAA!

Finalists:

Brenda Wilson

Di Robertson

Felicity Northeast (Winner)

Sandy Aslett

Rachael Henson (runner-up)

Wendy Louise Diggles

Lynn Lim

Georgia Skelton

Rachel Henry

Lisa Bell

Alison Clark (Peoples Choice winner)

QLD Milliners:

Tracy Beswick

Julia Watson

Juanita Henry (Juanita sold her hat in Adelaide, so it will not be available for the exhibition 😞)

Kylie Heagney

Kylie Williams

From Margaret Watson: Reply to Georgia's Transparency report at the July 2017 General Meeting.

Thank you for this opportunity to reply to the issues raised at the July 2017 general meeting. It occurs to me that new members may not know who I am. I was the treasurer of the MAA for 4 years from 2013 to 2016. I did not stand for re-election at the 2016 AGM as I felt that I had contributed a large amount of my time to the job and wanted to spend more time on my millinery. I was glad to see Felicity Northeast stand for the position and get elected with no other candidates applying for the position.

At the July meeting, Rose stated in her Presidents report, and I quote directly "The MAA will not tolerate inappropriate behaviour towards and elected member or any member" This is a welcome statement, although it leaves the problem of who decides what inappropriate behaviour is and what consequences might be the result. Still it is a positive statement.

The material presented at the July general meeting has raised several issues that I would like to address. These are:

1. The issue of the complaints made to the committee stating that I had not made relevant information available to the new treasurer.
2. The issue of privacy of members' information, especially regarding the Pop Up Shop sales figures and information sent to the accountant for the financial review
3. The issue of how committee members fulfill their roles as office bearers of the MAA

All of these issues are of course intertwined and impact on each other, so I will attempt to be specific about my concerns regarding them.

Point 1: The issue of the complaints made to the committee stating that I had not made relevant information available to the new treasurer.

The first complaint about my refusal to pass relevant information on arose not long after I stepped down as Treasurer at the 2016 AGM and Felicity Northeast took over this role. I had two meetings with Felicity in the next 3 weeks and they were not carried out on the best of terms. Felicity made many demands for items that I was not able to give her, and she sent an email to the committee on the 15th December 2016 in which she outlined her complaints. Amongst those were my refusal to hand over my Westpac bank token to her and also the cheque that I had retained as payment to Consumer Affairs Victoria for the submission of the 2016 annual financial report. Felicity refused to compromise on those demands, was unable to accept my explanations and the arguments became quite heated. I explained that I could not hand over my bank token as it was necessary in order to complete any banking transactions that might occur before Felicity was made the administrator of the MAA accounts. This involved a lot of paperwork and could not be completed until after Felicity returned from holidays in late January. Payments such as the theatre tickets for the Ladies in Black events could not have been completed and also other banking duties that I still had to complete up to November 2016, such as the CAV annual report.

Felicity's demand for the cheque for CAV was also not reasonable. The CAV report had to be completed after the Treasurer report was submitted at the AGM. The cheque had already been countersigned by Lauren Ritchie, the MAA secretary. Felicity also wanted me to pass on my password to the treasurer email account. I was not happy about doing that it was agreed with Rose that I would forward all relevant emails to Felicity from 2016. I was probably being a bit protective of sensitive information being handed on – in this case the treasurer email password – but subsequently I was glad that I had withheld the password as there were 2 hacking attempts sent to me and looking like genuine messages from Rose to me. I sent both of them on to Rose with the appropriate warning about the need for us to be careful. I never did pass on my treasure password and requested Lauren to cancel my access to treasurer emails and to redirect all to Felicity, which she did.

The outcome of Felicity's email of complaint to the MAA committee on 15th December (less than 3 weeks after she had assumed the treasurer role) was an immediate reply from the Vice President, Catherine Kelly, who stated that my conduct was appalling. She suggested that "we may need some advice on this. A letter from a lawyer?" As you may expect, I was very disturbed that I had been portrayed by Felicity as being obstinate when not meeting her unreasonable demands and fired back an explanatory email to Catherine and copied Rose in. Catherine sent an apology next day to the me and also to the committee for which I was most grateful. Felicity and Lauren did not, although this was agreed to at the December meeting with Rose and Georgia. Both sent me private emails that did not address the issues that had arisen and which I felt had discredited my standing with the MAA committee.

Meeting with the Victoria Racing Club and the Millinery Association of Australia

Friday 21 July 12pm – 1pm

From the VRC:

Amanda Elliott – Chairman

Caroline Ralphsmith (Ralph) – EGM Customer Engagement

Deirdre McGuane – Senior Manager Events and Entertainment

Members from the Millinery Association:

Rose Hudson – President

Felicity Northeast – Treasurer

Leighanne Crocker

Ideas for discussion:

- Hatstravagance
- Ideas of a Static Display of millinery – Fashions on the Field Millinery from over the years (in new building)
- Assist in development of copy for VRC collateral such as millinery forecasts and trends like a blog but targeted racegoers.
- Assist in the style guide
- Partnerships such as Sofitel Girls Day out
- Other Events
- Millinery award competition.

The meeting starting well, plenty of sandwiches too! We asked Amanda if they could tell us about where they saw the future direction of the VRC and Millinery but they wanted to see what we had to say first. And how was that going to be a win-win for both of us.

So we presented our ideas in a brainstorming format. We advised that our Association is growing and evolving and we are trying to strengthen our offering for our members. We had hoped that our new Rules would be voted in so that we could raise significant funds and have more to direct into VRC activities. Amanda mentioned that it is so important to provide value to members. Rose mentioned there is a Venn diagram where for many of us, the VRC clientele and MAA clientele are the same people, so we could provide value to the VRC by helping to attract more people to races as it best suits our business model of people wearing hats. Without racing, many milliners wouldn't exist.

Throughout the meeting, Myer was mentioned and many VRC activities with us, could not happen because of the partnership with Myer. It was interesting because even some ideas floated by Amanda's team, couldn't be considered because of Myer.

- Hatstravagance

Amanda raved about Hatstravagance in years gone by. But ultimately, the format ran at a loss and was no longer a viable event. If there was to be any event in future, it couldn't be the same format, the cost of staging was too high. Perhaps other formats may be an option down the track, but the discussion did not proceed much further than that.

- Ideas of a Static Display of millinery – Fashions on the Field Millinery from over the years (in new building)

Amanda loved this idea and asked us to prepare a proposal for this to happen asap. We will need to source stands, display boxes or artistic installation and seek out contacts we know who could help us implement this idea. Amanda was thinking perhaps two a year but she also mentioned that there are 24 race meetings throughout the year and we may be able to change it more frequently.

- Assist in development of copy for VRC collateral such as millinery forecasts and trends like a blog but targeted racegoers.

This was acknowledged but did not proceed any further.

- Assist in the style guide

This was also acknowledged but did not proceed any further

- Partnerships such as Sofitel Girls Day out

We talked about two events that happen on Sofitel Girls Day out. Paris Lane and another exclusive area for Myer Milliners. We offered our services to help them coordinate members stands through the MAA to help with the workload of this event. We may be able to nominate MAA non Myer milliners who may be asked to attend, should a Myer milliner not wish to attend.

- Other Events

No other events were mentioned.

- Millinery award competition.

We talked about how when the VRC used to be guided by the MAA on millinery selection for the invite only event. Felicity advised that the MAA membership had declined when they invited milliners outside of the association. They were not aware of this effect. We told them how we loved the event, and that our relationship with overseas milliners was growing, and the MAA was getting more requests for members. We could help them select milliners to invite if they needed us too. We also expressed our delight at being part of two Government House events.

Other items:

Rose suggested that we could put together a list of contacts for the VRC of people in our industry who could help them with staging and millinery/fashion events and displays. Our breadth of experience and contacts from so many milliners in our Association would definitely help VRC.

Action Items:

- Prepare proposal for static displays at Flemington – Subcommittee to be formed
- Nominate a member for VRC contact for Sofitel Girls Day out
- Prepare a list of useful contacts for VRC for staging, curating etc.

The cheque which I had retained was cancelled on the 16th December without my knowledge. As Felicity was not yet a banking signatory, I can only guess that she made the request for the cancellation to Lauren. I asked Felicity for a reason for the cheque being stopped but had no reply. Rose had another cheque issued to me for the CAV report payment. In my attempt to complete the CAV report, I was also hindered by Lauren removing me as a delegate so that I could not access the CAV web site in order to submit the financial report. Rose instructed her to reinstate me as a delegate and requested that I complete and submit the report.

At my request, Rose agreed to a meeting with me and my friend acting as a witness so that the problems that I was encountering could be ironed out. Georgia was also present as another MAA committee person and I was grateful that both found time just before Christmas to agree to the meeting. I was able to outline the problems that I was encountering plus some other relevant topics. I felt very relieved after the meeting as I had stated that I would not go down the path of tit-for-tat emails as they would not be at all productive in the long run and the issues raised were of immediate importance. Georgia outlined the agreements made at the meeting and very promptly forwarded copies to Rose and myself.

After Christmas and when my visiting guest had returned home, I turned my attention to completing the CAV report and submitting it with the reissued cheque in payment. On the 18th January, I attempted to submit the report but found that I had once again been removed as a CAV delegate with no notification from Lauren. I notified Rose who again requested Lauren to reinstate me, which she did.

I accessed the MAA area of the CAV site and found that Lauren had already submitted a report herself on the 18th with no notification to me and this was on the same day that she had removed me as a delegate. I requested a copy of that report from the CAV as I had no idea what figures Lauren had submitted. It was necessary for me to see that information as I had been responsible for the previous 3 years reports and naturally expected to complete the 2016 report as well. Also, if there were any discrepancies, they could possibly be attributed to my financial reconciliations as treasurer for that year.

I was shocked to see that the figures and information that Lauren had submitted were completely inaccurate. She had erred in her reported MAA figures by a sum of \$38,743 amongst 2 other mistakes. I let Rose know that Lauren's submission was highly inaccurate and then requested the CAV to accept my amended report. This took a lot of doing and there were many emails from CAV and my replies to them. At one stage I was told that the matter was being referred to a supervisor for his or her appraisal. Eventually, the CAV accepted my amended report on the 7th March 2017, much to my relief.

I informed the MAA committee of the outcome of my CAV negotiations and included the details of both Lauren's report and my amended one that had been accepted. I also included the possible outcome that could be the result of submitting a false report to the CAV.

The only reply that I received from the committee was an abusive email from Georgia on the 19th March.

Point 2: The issue of privacy of members' information, especially regarding the Pop Up Shop sales figures and information sent to the accountant for the financial review.

As the milliners who were participants in the 2016 Pop Up Shop know, I sent an email to them on the 31st January 2017 with an explanation of why I was uneasy with the request from Lauren to Orna for Pop Up Shop information to be forwarded to her at a shared google drive address. I guessed that the requested information could contain individual sales figures of the participating milliners. Also, I had not been sent any request by Lauren for information that she needed to "wrap up 2016" as she put it in her email to Orna. Apart from the privacy issue, which all replies from milliners agreed with, I was also being a bit careful about any future complaints of privacy breaches that could come back to me. Rose sent out an email also to the milliners involved in reply stating that all my fears were unfounded. I was not convinced, especially as the requested information about the shared drive was not replied to. The link to that shared drive is still accessible as of yesterday, 31st July, and several members have successfully followed the link.

This topic of privacy was discussed at the meeting with Rose and Georgia in December 2016 with the decision that the names of the milliners need not be included in the Pop Up Shop information. Figures to be sent to the accountant who was employed to do the MAA financial review would include the names in confidence and if he required them. In the several discussions that we had while the review was being done, he did not ask me to supply the names or to give totals of each milliner's sales. He would have been given them if he required with no problem. An email from Felicity on the 25th January also included a request for that private information for the review, although it had been agreed to pass that on to the accountant if required.

I am pleased to say that after several emails back and forth to the review accountant, I was able to answer all of his queries. The outcome, as you will know, was that the review of the 4 years of my financial reporting and reconciliations was approved as being accurate and was reported to members as so by the new treasurer, Felicity Northeast.

Point 3: The issue of how committee members fulfill their roles as office bearers of the MAA.

I received a letter from the MAA committee on 29th January 2017 that was partly a request for the outstanding and old documents that I had not yet sorted for Felicity, having not had time over the holidays to complete this task. However, the last paragraph of this letter I found very disturbing and upsetting. I quote: "In the best interests of the MAA we again seek your full cooperation in these matters. Failure to do so is likely to compromise the integrity and operations of the association thus requiring the MAA Committee to obtain external advice and inform MAA members that we are doing so." It was signed by Rose and Felicity on behalf of the committee. Part of the required list had already been sent on to Felicity and the remainder was of no urgent necessity. All treasurer emails that I had received after the AGM had been forwarded to Felicity.

From this letter, it appears that the committee have placed a great emphasis on the remaining, non urgent material that I still had to sort and forward to Felicity. It seems that the committee saw that as far more important than the deliberate steps taken by Felicity and Lauren to prevent me from submitting the CAV report. Also, more important than the very inaccurate report that Lauren took it upon herself to submit to the CAV and which I rectified after quite a bit of work on behalf of the MAA. Both Felicity and Lauren were aware that it was Rose's decision that I would complete the CAV report as I had done in previous years. The resulting and very insulting email from Georgia was the only committee response that I received.

From: Georgia Skelton [mailto:georgiaskeltondesigns@gmail.com] **Sent:** Sunday, 19 March 2017 12:07 PM **To:** margaret watson **Cc:** Catherine Kelly; President Millinery Aus; The Secretary; Treasurer **Subject:** Re: FW: Annual financial report to Consumer Affairs Victoria.

I am not the treasurer and do not play a role in the book keeping of the association. I have assumed that Treasurer's past and present have taken the job seriously and have performed the role to the best of their abilities. So on that note I will pass no comment on the reports attached or your comments in relation to the accuracy of them or why you are still working on them.

My concern is your behaviour.

Why you did not send an email (as past treasurer) to the committee stating your concerns prior to any communication with the cav

I do not believe that Diane or Christine would have behaved the way you have as outgoing treasurers. If you genuinely felt an error had been made do you feel your behaviour was in the best interest of the Maa?

Quite frankly I am sick of your personal attacks on Lauren and Felicity and Rose and the passive aggressive threat in your last paragraph is duly noted by me .

I am very disappointed in you Margaret
Georgia Skelton

(requested a round of applause)

In conclusion: I quote Rose's words again - "The MAA will not tolerate inappropriate behaviour towards and elected member or any member" and also "Georgia has not put a foot wrong."

I think that the above email, plus the numerous 'unprofessional, unethical, lack of respect, lack of understanding etc.' accusations in Georgia's communications to me and to other MAA members is inappropriate behaviour although the committee have used this as a reason to cancel the Pop Up Shop in 2017. This also includes the erroneous conclusions that Georgia has stated in her transparency document. I have labeled it as 19) in that doc. I was unable to respond in a positive manner to her after the inappropriate email which I have quoted above in full.

I also think that Felicity's attempt to discredit me after all the work that I have done for the MAA over the 4 years that I served as treasurer is inappropriate behaviour, underlined by Catherine Kelly's 'appalling' response and Felicity's lack of any attempt to repair the damage done to my reputation.

I think that Lauren's interference in my completing the CAV report and submitting an inaccurate one is inappropriate behaviour, especially as she was well aware that Rose expected me to complete the report.

I do agree with Georgia on one point though – let there be transparency in all MAA areas!

Georgia's Transparency report presented and read out at the July 2017 general meeting.

All yellow highlighted areas are Georgia's.

My comments have all been made in red.

Thank you Rose, Committee and members for the opportunity to speak to you tonight.

My good name has been defamed and my reputation as a professional and as a kind person has been questioned.

1) Please include specific examples of defamation.

2) Please include specific examples of questioning of your reputation.

I have no choice but to defend my self.

Key points:

- I believe accountability and transparency are desirable traits for a professional organisation such as the Millinery Association (MAA). Therefore, I see individual efforts in pursue of these values as inherently good. These pursuits serve the interests of all of us; they will help ensure the efficient use of our limited resources, and they will help ensure the MAA assists each milliner pursue his or her reason for joining the MAA.
 - In line with this pursuit, I believe the whereabouts and use of resources purchased by the MA should be subject to scrutiny, and open and transparent to all members of the MAA. This includes equipment, mobile phones and o course our finances.
 - Having transparency surrounding MAA assets will ensure each of us are accountable for the way we use these assets. Additionally, having transparency surrounding the use of MAA assets may prevent everything ranging from innocent mistakes to malicious exploitation. Events ranging from innocent miscalculations to the deliberate misuse of assets may hurt all members of the MAA by reducing our available resources.
- 3) Is Georgia inferring that malicious exploitation and deliberate misuse of assets have occured? If so specific examples should be tabled. If not, why raise it?
- In this light, I believe efforts to promote transparency and accountability in the MAA are not unfair and should not be considered bullying. Rather, if we wish to consider ourselves a professional organisation, then being held accountable for our actions should be expected, and indeed promoted. To assist my points: there is not one successful, professional enterprise in the world that does not have some level of internal scrutiny, assurance, and transparency. I see no good reason why our organisation is exempt from this requirement.
- 4) As above 'being held accountable for our actions should be expected, and indeed promoted' I am in complete agreement with this and understand that it applies to all members, committee or ordinary members.
- I must repeat: expecting MAA members to abide by the values of accountability and transparency should not be considered unfair or bullying.
 - If a member of this association has a problem with being asked to confirm the whereabouts and usage of assets that were acquired by and for all of us, then that member should not place themselves in a position where they will be accountable for such assets. Requiring this is not bullying. It is a justifiable expectation

5) from page 4: Hi Sub Committee 2016

I have been requested by the committee to update the pop up shop files in preparation for the 2018 (should be 17) pop up shop sub Committee.

I am unable to locate the list of shop fittings owned by the Maa.

As Lauren (committee secretary) organised the transport of the shop fittings from Christine Martin's property to Katherine Cherry's address and was also given the inventory list at the time when she supervised the moving of the shop fittings, she would have all the relevant information that you required.

April 26th 2017

I sent an email to all past sub committee of all previous years inviting them to a zoom meeting to comment and or contribute towards developing the terms and conditions, procedures and policies for the POP up shop 2017.

This meeting would also discuss the offer for retail space at Melbourne Central.

It became clear that the zoom meeting was problematic for some, either by date time or fear of zoom itself.

April 29th 3 days later I emailed all the documents and asked for comments or contribution by email instead.

Jane Stoddart was the only one who said she was available to zoom in on the day I had available. Which she did and we discussed points of the documents.

April 26th 2017 EMAIL FROM ME TO ALL PAST SUB COMMITTEE MEMBERS

Dear Pop up shop past sub committee members, I hope you are all well.

Firstly if I have left someone off this email would you please notify me so I can include them.

We are in the process of creating rules and procedures for events such as these and we value your experience and would appreciate your input.

We have received an opportunity at Melbourne Central and I would like to run that by you as yet we do not have a sub committee for 2018.

Your agreement to assist is not a commitment to be on the sub committee or participate in the pop up shop, although I do hope you that you will choose to be.

If you are willing, able and free to attend this meeting then please join in via zoom on

Tuesday the 2nd May at 10:30 am

using the following zoom link

561-694-7981

(it's the same link as our general meetings)

Please use **headphones** as it makes it much easier for us all to hear and have a **white sheet of paper** with you so we can see which of us want to speak.

I will chair the meeting.

Thanks in anticipation.

Georgia Skelton

I received 2 positive comments from Diane Kilduff and Rebecca Carswell and **no other comments or contributions at all from any one else from the past sub committees.**

In my opinion this told me that either the documents were fine as is or that they were of little importance to any one else.

April 29TH 2017 EMAIL FROM ME TO ALL PAST SUB COMMITTEE MEMBERS

Hi again past pop up shop sub committee members.

Please find attached the working files that will be the main topic of 10:30 am Tuesdays meeting via zoom. <https://zoom.us/j/527341548>

I would appreciate it if you notify me if you feel I have left something out, or if you disagree with something. It is still a working document and may grow a leg or 2 yet.

I will collate the comments into a discussion for Tuesday. If you are unable to attend I will forward to you any findings. I hope to have these documents finished and approved within 14 days as we begin the process of establishing a 2018 sub committee. I have been appointed by the committee to assist with POP UP SHOP matters but I doubt I will be participating in the shop myself I dont usually sell very many so I I want to try something different.

1: Procedures and Guidelines for sub committee and committee use

- This is a new document to help future POP UP SHOP organisers. It serves as a starting point each time and gives us a uniform approach to build upon and protect us from missing something.
- It will help with the complaints from other States that have felt that Melbourne is getting special treatment. As you read the document please bare that in mind. They are not just for Melbourne but any State or region that feel they would like to run a pop up shop. In particular I refer to item 21. The MAA social media and marketing must be united for us to build a professional fashion forward brand and get as much traffic through to our website which helps all members not just pop up shop participants.
- I have addressed the issue of privacy of our sales.

2: Terms and Conditions and participant application

I have taken last years terms and condition file / inventory sheet file / application file and created one file. This way if a participant has an application form then they have to have the terms and conditions and inventory sheet.

I have made some alterations to the content and there is some additions.

I look forward to your input.

Thanking you

Georgia Skelton

April 30th 2017 EMAIL FROM MARGARET WATSON TO ME :CC S COM

Hi Georgia,

Due to having an appointment to keep on Tuesday morning, I will not be able to Zoom in for the meeting.

Regards

Margaret

April 30th 2017 EMAIL FROM ME TO MARGARET WATSON :CC S COM

No worries Margaret, thanks for letting me know.

If you have any feedback on the documents please send through to me.

Georgia

No feedback received

April 28th 2017 EMAIL TO 2016 SUB COMMITTEE

To find the assets owned by the MAA members

Hi Sub Committee 2016

I have been requested by the committee to update the pop up shop files in preparation for the 2018 (should be 17) pop up shop sub Committee.

I am unable to locate the list of shop fittings owned by the Maa.

I am hoping one of you may have a copy and be able to send to me.

Can you also confirm if the \$69.95 spent on shop fittings is included in the list.

I would appreciate it as soon as you can.

Thanks heaps

Georgia

No response

6) Refer to point 5) above

MAY 2ND GENERAL MEETING

Again I asked for a list of the pop up shop equipment. 2 members of the 2016 sub committee were present, Karen Goodwin and Jane Stoddart. Neither provided any comment. Felicity then said that she thought that Katherine Cherry might have them, as there was something in the figures about her getting a free membership in exchange for storage. Which is a very generous offer from Katherine and a good deal for the MAA.

I contacted Katherine who not only said she would write up a list for me but photographed everything and we now have an inventory on the MAA drive for future planning. Thank You Katherine. We have already benefitted from this, as we were able to know what mannequin heads we had and where they were for use in the MAA design award. Once again thank you Katherine for dropping them off at my place. The inventory document does need an extra column for the location so when the items get split up we know who had them last..

I again asked for feed back re the documents read :3.5.3 and 3.5.4 see minutes a

3.5. Pop Up Shop presented by Georgia Skelton 3.5.1.Invited to be the go between for the Committee and the sub-committee and prepare proposal 3.5.2.Reading of mission statement from The Millinery Association of Australia 3.5.3.The subcommittee and committee are partnering together for best outcome for 3.5.4.Working to develop and draft Procedures document with feedback from Committee and past sub committee members. Any feedback welcomed to be directed to Georgia Meeting Agenda Page 2 of 3 3.5.5.Am currently seeking a list of the fittings that are currently owned by the MAA, if have a copy please send to Georgia 3.5.6.Lauren and I met with Melbourne C

NO RESPONSE

MAY 3RD 2017 EMAIL FROM ME TO MARGARET WATSON

Hi Margaret,

I am creating an excel sheet for the sub committee to help with the financial planning moving forward. Would you please clarify something on last years report?

19 participants x \$600 participation fee = \$11,400 on the report it has a total of \$11,140 ?

Is this a typo and the profit is higher or something else?

I hope you wish to be on the pop up shop sub committee again this year your experience is very valuable.

Georgia

FIGURES BY MARGARET WATSON

2016 Pop Up Shop Financial Report

STATISTICS				
	Total retail sales =	Average sale price =	Total commission =	Total milliners' profit =
120 Total sales	\$44990	\$375	\$8998	\$35992

COSTS			INCOME	
managers' wages	\$7,062.50			
colliers international rent	\$6,600.00		20% commission on sales	\$8,998.00
roster payments	\$1,588.00		19 milliners participation fees	\$11,140.00
shop iphone	\$150.00			\$20,138.00
total package hat boxes	\$577.50			
hat box ribbon	\$65.60			
shop fittings ??????	\$69.95			
sundries	\$173.75			
office works printing etc	\$163.40			
window cleaning	\$120.00			
taxi truck x 2 trips	\$240.00			
	\$16,810.70		Overall result = profit	\$3,327.30

NO RESPONSE

MAY 3RD 2017 EMAIL FROM PRESIDENT TO ME

I see you've asked Margaret to clarify a figure.

We discovered some money was spent on the last day of the popup shop on lunch and flowers for Orna and another helper.

Felicity and I don't have a problem with this, Margaret was kindly thanking the staff for all their hard work and used some MAA funds to do it, but she didn't really explain in her report, for whatever reason.

Felicity will verify this,

Rose

MAY 3RD 2017 EMAIL FROM ME TO MARGARET WATSON

Hi again Margaret,

The notification and request for the pop up shop sub committee will be going out soon.

I started the conversation last night at the General Meeting. I have already had a response or 2 that I will file until the sub committee is formed. I really hope you will be involved again this year your experience is valuable.

I have Attached for your comment an excel sheet that I have created using the results last year. *(Forget about getting me the figure i queried earlier, I will just go with this one)*. I thought you might like to take a look at it and have a play. The numbers in yellow are the figures that we have some control over prior to the pop up shop opening. If you change those figures eg commission to .3 or add a 10-hat box fee or reduce the participation fee you can see the result on the bottom line. I thought i would be a good financial planning spread sheet for the sub committee.

Thanks Margaret

Georgia Skelton

NO RESPONSE

SUB COMMITTEE MEETING #1 JUNE 22ND VIA ZOOM

I had sent prior notice that I would chair this meeting.

At the commencement of the meeting I asked for a volunteer to take Minutes.

No one would volunteer.

The committee require minutes of sub committee meetings.

This has been **ignored by past sub committees** and was something that the current committee had asked me to rectify.

I was put in a position to either both chair and take minutes or have no minutes at all. This was most unfair, unprofessional and selfish.. I explained to the sub committee that there might be some holes in the minutes as this is an impossible task. Still no volunteer even from experienced members.

It was vey disappointing that despite the members of the past sub committee being asked for input and comment on several occasions since April 27th that **Margaret chose this meeting to voice and demand changes.**

This in my opinion was time consuming, and disrespectful showing no regard to the efforts that the committee and I had put in over the last 2 months and no respect for the collaborative process of a united group.

7) I suggested changes, I did not demand them. As this was a zoom meeting, it was the right time to make my comments to the subcommittee. Why was this labelled as 'time consuming and disrespectful'?

Sub committee Minutes Item 3.2

Wendy Scully would like the instagram posts to have a header with the address and phone number of the pop up shop

At this point the minutes do not reflect the conversation that took place but fortunately the meeting is recorded. If any one disputes my reporting of it I will ask our secretary to get us the recording for viewing.

I asked the past sub committee who has the MAA Phone?

Wendy Scully said it was in her name.

I said but the MAA paid for it so it belongs to the MAA.

Wendy Scully said , "you can have the phone back but you will need a new sim card.

I said why? What is the number of the POP UP SHOP?

Wendy Scully replied, "I do not know"

Sub committee Minutes Item 3.9

I called for someone to volunteer to take the lead of the pop up shop

No one volunteered

I called for someone to take the role of secretary.

No one volunteered

I called for someone to take the role of treasurer liaison

No one volunteered

I expressed concern that I was going to be all things and that I at least needed someone to volunteer to take the minutes at the next meeting, as it is both impossible to get all the details down and its totally unfair. Wendy Scully volunteered to take minutes at the next meeting.

I was voted unopposed and unanimously to chair each future meeting for the sake of consistency.

At the close of the meeting I felt that my presence was unwanted by the past sub committee members.

Jo Peterson contacted me after the meeting to volunteer as treasurer liaison and I was thrilled but told her it will have to be made official at the next meeting in case an absentee wants to put their hand up. Thank you Jo.

JUNE 28TH 2017 EMAIL FROM ME TO SUB COMMITTEE

Report to the sub committee with responses from committee meeting

Dear Sub Committee

I have just finished the committee meeting and I report to you the following.

In relation to the header on the instagram posts and Facebook:

Sandy Aslett will organise a graphics poster package for us **once we have the content**. Sandy organised the Brisbane Hi T one and that was gorgeous. Once content is provided the Committee social media team **will work with us** to get the best result.

Sandy may join us in our meetings, which would be a welcome addition.

The location of the pop up shop has been approved as far as it being near last 2 years. We still have to have committee approval once we have the details of the cost.

The Committee is mindful, as are we that the Essential Hat may be disappointed as has been vocalised in the past.

The Committee have instructed the sub committee to assure Catherine Ellen that we will be educating our volunteers to send customers to her if we have been unable to make the sale. The Committee insist that we offer Catherine the opportunity to give the pop up shop her business cards for this purpose.

This offer will of course be extended to any MAA member who has a permanent retail premises (*I need to clarify the word permanent with committee*) in the same or very close suburb. I will write to Catherine with this information tomorrow. (Wednesday)

The feelers are out for storage for post pop up shop fixtures.

The Mobile phone will be put in the name of the President for ease.

The committee will look into the best option for sim card.

We must establish a protocol for the phone so it forms part of the MAA brand. Eg we all answer the same way, what message is on the phone when it is not answered. The phone is to be returned to the president or committee member after the close of pop up shop trading.

It was suggested that the pop up shop has its own email address created via the MAA one. The Secretary will create this for us.

Leighanne Crocker is pre-booked for the next meeting but says she may be able to zoom in at some stage to quickly chat about the social media.

The committee said we need to change our refund policy.

The Committee are very happy that we have such a strong team and are confident we will have a really successful POP UP SHOP

Georgia Skelton

ANA HIGHLIGHTS FROM HER RESPONSE EMAIL

Dear Georgia and Pop up Team

That all sounds really great, thanks for writing all of that up! **Its nice to know they support us.**

Ana

KYLIE HIGHLIGHTS FROM RESPONSE EMAIL.

Hi Georgia & Everyone,

Thanks Georgia for all your correspondence to make this years pop up shop a great success

Kind regards

Kylie

JUNE 29TH 2017 EMAIL FROM MARAGARET CC'D SUB COM ALONG WITH MY RESPONSES.

1. Sandy Aslett will organise a graphics poster package for the Pop Up Shop
2. The discussion regarding The Essential Hat and the action to be taken
3. The shop phone and the Pop Up email address (as Wendy has mentioned also)
4. Change of refund policy
5. Ana Pribylova's marketing ideas that she has offered

Regarding the points above:

1. Sandy's offer to put together a graphics poster package is really great and thanks to her. Will the subcommittee be given the chance to view it before publication since the decision was taken without the subcommittee's knowledge?

ME1. At the time of the sub committee meeting very few of us showed any social media or graphics know how. The suggestion by Sandy was a welcome one, the poster that she had designed for the Brisbane HI T was stunning and far superior to the pop up shop one from last year. Having said that since the meeting Ana has made contact so at our next meeting i will call for volunteers for a media design team and they can work directly with Leighanne, Lauren and Sandy to get the best outcome.

2. Catherine Ellen has been invited to display her business cards in the Pop Up Shop in past years. It seems that the decision has been taken to discriminate against any other MAA members who may also be conducting a non permanent business in the area close to our shop. The subcommittee's views on this should have been invited before Catherine was contacted by Georgia. I would like it to be an agenda item for our next meeting.

ME 2. As a past volunteer I have never been told by the manager or any member of the sub committee to direct traffic to other members store or the MAA website. This needs to be clearer.

The email I sent Catherine shows know discrimination against other members. I have left out the word permanent.

No need to be on the agenda. It was a decision by the committee and your concern of discrimination has been

3. As Wendy has mentioned - what is the purpose of an email address for the shop? Sounds like it could be a good idea but who will be the recipient of emails? Will it be directed to someone who is directly involved at the shop? No subcommittee discussion was sought.

ME 3. As it was insisted by past sub committee that the pop up shop has its own phone it seems fitting that it has an email. However this will need protocol put in place. Our secretary will guide us. It may not be necessary.

4. What outcome is the committee suggesting by these changes? No big deal but no subcommittee discussion was sought.

ME 4. The committee are putting a refund policy on all events and this includes the pop up shop. Effort is put into running events and plans are based on numbers so when someone cancels it has a ripple effect which deserves to be funded.

Sub committee does not need to be consulted on this matter it is a committee decision.

5. Thanks to Ana for her offer of marketing and social media ideas. They are most welcome with Ana's international experience. Would it be a good idea to ask Ana to email the subcommittee her ideas before the next subcommittee meeting so that when it comes up on the agenda we have had time to look at them?

ME 5. Yes

My queries relate to the lack of opportunity given to the subcommittee to be informed or given the chance to discuss actions before they are made.

ME I do not see how I have stepped out of line. rather I have used common sense based on our initial sub committee meeting outcomes.

No doubt the subcommittee is really pleased to have support from the committee to achieve our common aim of running a successful event again. Naturally the subcommittee welcomes all input and suggestions from the committee but it is in the best interests of all if the subcommittee is given the chance to put forward their ideas before action is taken. That is the purpose of having a subcommittee.

ME The sub committee has and will have input but it cannot over rule the committee but can be over ruled by the committee.

I hope that the points that I have raised will lead to positive discussions and clarity of vision. I am looking forward very much to the 2017 Pop Up Shop event.

Best regards
Margaret

ME Great.

I felt that Margaret Watsons response to the direction from the committee, in regards to Catherine Ellen at the essential hat particularly offensive and unprofessional.

Last year I sat in general meetings and watched as Catherine Ellen asked questions about the location of the 2016 pop up shop. In my opinion Margaret Watson as spokesperson for the pop up shop was unnecessarily secretive and disrespectful to Catherine's concerns.

8) 'Offensive, unprofessional, secretive and disrespectful'. I find these derogatory comments to be completely out of order. It seems that there is no opportunity to make comments without being labelled as a trouble maker. With reference to Catherine Ellen's comments at the stated 2016, she made a very strong statement about her opposition to the Pop Up Shop. Her question about its location was in the context of her not wanting it to be close to her business and she was told that her concerns had been duly noted, which they were.

The Committee did not want a repeat of that and decided enthusiastically and unanimously to let Catherine know immediately the approximate location of the pop up shop and to ensure her that we want to direct traffic to her shop and that of other MAA members in the area if we can not make a sale. We invited her to drop off business cards for that purpose. I did make an error in one report as I put that the offer would be made to permanent retail businesses and when it should have been retail businesses. I had corrected it before sending the letter to Catherine.

The fact that Margaret Watson stated that the sub committee should have been consulted before Catherine was contacted shows a lack of understanding and respect of the role of the elected committee members.

9) As a past committee member of 4 years' experience, I have no problem in understanding the requirements of committee duties. These comments from one who has served as a committee member of less than one year and of never having previously volunteered for the Pop Up Shop subcommittee.

The committee do not need the sub committee's permission to behave in a professional respectful way to another member of the MAA such as Catherine Ellen at The Essential Hat.

10) The subcommittee do expect to have the opportunity for input regarding decisions about the convening of the Pop Up Shop, since that is what their role is.

Margaret stated that Catherine Ellen has been invited to display business cards before. In my opinion that is nit picking, so what, why comment on that? There was no harm in asking her again. Margaret has stated on several occasions that the staff and volunteers have always directed sales to other Maa retail stores. I have worked as a volunteer and in my experience I have never been educated in that policy and I have worked with many of the sub committee members and I have never heard them direct a customer to another store .

JUNE 28TH 2017 EMAIL FROM JANE STODDART TO SUB COMMITTEE

Hi all,

Apologies for my absence from the last Sub Committee meeting! Just back from a month long trip to the USA but back on board now, and looking forward to working with a great team for another successful Pop Up this year :)

I agree with Margaret that it is important for the Sub Committee to be able to discuss and **direct policy and decision making for the Shop**. That is what we are here for! All suggestions and contributions welcome however!

I agree with Ana that the social media marketing arrangements need to be on the agenda for discussion next meeting, with everyone contributing their ideas and thoughts. **I feel that, for a Pop Up venture, social media marketing is absolutely crucial, and I don't think we did such a great job last year.**

I have already mentioned to some that I personally like the idea of employing a social media intern for the duration of the shop + 2 weeks run up. An intern is someone who has trained specifically in social media marketing, has recently or is just about to graduate (usually at tertiary level) and needs/wants a work experience project to demonstrate their skills for their professional portfolio. I feel such a person will have all the skills required, will work hard for us, and, most importantly, be able to dedicate their time to the project.

My concern is that while we have a number of people on the Committee with social media talents/expertise, Spring Racing Carnival is a very busy time for all we milliners, much less the workload that goes with being on the Committee. Orna did well last year, but really she should be focussing on running the shop.

I'm mindful of just how time consuming mounting an effective social media campaign is!

I have some other ideas for this years shop, but one thing at a time...

Looking forward to our next meeting :)

Jane Stoddart read highlighted shows lack of understanding that the sub committee answers to the committee,
Jane

JUNE 29TH 2017 EMAIL FROM WENDY SCULLY TO ME NOT CC'D TO SUB COM ALONG WITH MY RESPONSES

Thanks Georgia for the update.

Just a few questions.

Can you clarify/ define what the distance the "close" proximity is for the placement of business cards of retail premises of non pop up shop participating milliners. I feel that needs to be defined.

ME: I agree we need clarification

I would assume that it doesn't inc any milliners outside the radius of the Essential Hat? As that seems to have been the biggest issue in the past with is having it at Como/ vicinity. MAA milliners are already listed on the MAA website for public referral in the wider environment.

ME: yes that makes sense

I was wondering why we need our own email address? For the popup, and who is going to manage it as it wasn't clear. Also what is the purpose of the email account.

ME: with the insistence on having a separate phone for the pop up shop it was a natural progression but it may not be necessary and it will need protocols put n place. it would be managed by the secretary but no details as yet it may not go ahead

JUNE 29TH 2017 EMAIL FROM WENDY SCULLY TO ME NOT CC"D TO SUB COM

Thank you for your reply to clarify my questions.

I think Ana's idea of face to face meetings is a nice idea. Maybe another date? Is needed, possibly a get together at the next general meeting at Carlton?

I wonder when Ana comes to Melb? Last year it was Oct.

And Jane's intern idea sounds good, not sure how you do this though?

I did have a think about the manager idea, I noticed Serena is advertising for another party on milliners?FB.

Maybe we can do this as well or possibly the Melb Millinery courses but again not sure if that is appropriate, though I don't see why not. Only that it adds an interview/CV process will be added to the commitments.

Possibly my intern from last year as well, not sure if she is working where she was, you know Vik well yourself. She is away ATM I gather, but very capable.

Also at my market one of the other mature ladies, with lots of retail experience, may be interested poss p/t, will keep my ears open.

Enjoy tonight

JUNE 29TH 2017 EMAIL FROM ME TO WENDY SCULLY NOT CC"D TO SUB COM

Vic would be terrific. !

At this point it felt clear to me that some members of the past **sub committee do not understand that the committee have the final say in all matters** not just the pop up shop. As ultimately they are responsible so I wrote an email to clarify.

11) **The original outline from the committee was that decisions regarding the convening of the Pop Up Shop would be made by majority rule.**

JUNE 28TH 2017 EMAIL FROM ME TO SUB COMMITTEE

Without prejudice

12) **Extract from TressCox Lawyers web site:** Without prejudice is, without doubt, one of the most overused legal phrases. As stated by Wells J in *Davies v Nyland* (1975) 10 SASR 76 at 89:

“in some quarters of the community there is a belief, amounting almost to a superstitious obsession, that the expression “without prejudice” is possessed of virtually magical qualities, and that anything done or said under its supposed aegis is everlastingly hidden from the prying eyes of a Court”

Importantly, without prejudice privilege only applies to written or verbal statements made in an effort to settle a dispute once legal proceedings (or other alternative dispute resolution proceedings) have commenced or at the very least considered by the parties to the communication. It will not protect a document or statement made in the course of negotiations that are not related to dispute resolution (i.e. commercial negotiations). **End of extract.**

Dear Sub Committee,

As no one has volunteered to be leader or secretary, I as committee member have been forced to fill both roles for the moment. Therefore in my role as leader and committee member i must clarify something.

We as the sub committee have volunteered to participate in the organising of the pop up shop. It is my hope that we will enjoy the process and perhaps make new friends. I look at the list of volunteers for this endeavour and i think we have a great cross of experience and new blood and I personally think we have the potential to make this the best pop up shop ever.

However we are volunteers without being elected.

The Committee volunteers have been elected by the members to protect and nurture our association. Within the committee are people with experience in business, social media, legal matters, administration, strong connections to others in our industry and of course the love of millinery and dedication to the Millinery association of Australia.

The officers of the committee meaning the President, Vice President, Secretary, and Treasurer have put themselves personally on the line for the association and are responsible for it and we in turn must protect them.

The committee have the final say in all things relating to the association, which includes the pop up shop. The committee is keen for the shop to be a success and want us all to work together drawing on each other's strengths without ignoring what is already in play

I ask that if you feel you cannot work within these guide lines that you step aside from the sub committee so it may operate efficiently.

I hope you are all on board

Georgia Skelton

Committee member

Written in good faith without prejudice

2 responses

Annalese volunteered as secretary

Christine Lindsay letter of support

No other Responses:

I asked our Secretary to forward me a copy of the poster for last years pop up shop.

I was surprised **there was a phone number on it** as at the sub committee meeting **no body new the number and no one mentioned it was advertised**. I thought the phone was for admin purposes only. I then looked up the instagram acct that the sub committee members started last year against the wishes of the committee and the phone number is on the instagram page too. I phoned the number and it wen to a voice mail. I left a message. Have had no reply.

In summary I realised **we have an instagram acct under the name of the MAA** with an incorrect address and **a phone number that rings through to voice mail.**

There is no link or mention of the Members Maa website, where a follower might go to find one of us in the find a milliner directory.



The numbers are different why??

13) One digit different could just be a typo.

JUNE 29TH 2017 EMAIL FROM ME TO SUB COMMITTEE AS URGENT

This is a problem that needs to be addressed.

1. Firstly the phone purchased by the sub committee last year was directly against committee direction.
 2. The instagram account opened by the sub committee last year was without committee consultation.
 3. It advertises an address and phone number 0411 053650 no mention of the Maa website
 4. This phone number is still active and rings and goes through to a voice mail.
 5. Who is answering this phone?
 6. The followers on this instagram account may contact this number to find out if we are open or if we are opening again this season. Who are they calling?
 7. This is a clear example of what happens when a sub committee do not seek guidance from the committee or go against its direction. The Committee have the big picture and understand the ripple effect of action like this.
 8. Wendy I believe you opened the instagram account and purchased the phone and that the phone is in your name. What did you do with the sim card at the close of trade?
 9. This makes the MAA look unprofessional.
 10. To non-participants of last year, this action could appear unethical or suspicious so we need to rectify this urgently.
 11. Wendy can you please change the header of this instagram account to direct them to the Maa website and remove the address and phone number until Leighanne and Lauren can instruct us further.
- Georgia

14) Regarding point 7 above, the subcommittee includes members with over 10 years of MAA committee hard work and experience and also a many years of Pop Up Shop subcommittee experience. That experience leads to the understanding that when problems arise a solution is found without blame laying or figure pointing.

JUNE 29TH 2017 EMAIL FROM WENDY SCULLY TO ME NO CC

I think you have the wrong no. I just tried it am a male answered.

The phone is currently uncharged and I haven't recharged it since last year.

I will cancel the sim asap.

You can then purchase a new sim and set up the phone in Roses name and then you can link the new phone no to the MAA etc as you desire.

The phone was purchased with knowledge and after much discussion that the previous available phone was useless for the shop, because it was so out of date and unworkable in a modern shop and social media environment.

Wendy

I phoned the number (50) again from the instagram account and this time a man did answer . This proves the number advertised is live working and charged. The man had very little English and could not understand hello. I asked him “ can you please tell me how long you have had this number please?” and he answered 5 years.

JUNE 29TH 2017 EMAIL FROM ME TO WENDY SCULLY NO CC

I sent a copy of the screen shot of the instagram account **showing the 50 phone** number.

JUNE 29TH 2017 EMAIL FROM WENDY SCULLY TO ME NO CC

The no is correct, you ring it and it goes to voicemail.

There are no messages.

The only texts are from Optus to recharge.

The phone no has no money left on it, so is in SMS mode only.

I will post the phone to you, pls provide your address.

Thanks

Wendy

JUNE 29TH 2017 EMAIL FROM ME TO WENDY SCULLY NO CC

Wendy could you please charge the phone up and call me on 04324 ---- then I will get the correct number.

Maa may be able to use the same number in case anyone from the pop up shop gave it out.

Thanks

JUNE 29TH 2017 EMAIL FROM WENDY SCULLY TO ME NO CC (SENT TO DIFFERENT THREAD)

Hi Georgia, I am finding the stress of being on the sub committee too much.

Pls accept my resignation

I will offer my time at the shop

Regards

Wendy

15) How unfortunate it is for such a hard working and resourceful member of the subcommittee to feel that she has to resign.

JUNE 29TH 2017 EMAIL FROM ME TO WENDY NO CC

Thank you Wendy

Can you please tend to the instagram account and return to the phone to the MAA
Thanks for offering your time at the shop
Georgia

I did not email the sub committee of the committee about Wendy's resignation and yet sub committee members seem to find out. And it wasn't long until I was described as a bully in relation to this matter.

Please note this was my last email to Wendy and I had no discussion with the sub committee about the contents of the emails from her.

In fact after this last email to Wendy I did not set another email to the sub committee in relation to anything.

Margaret emailed me in response to the phone and the instagram acct. I did not respond as I felt that Margaret was becoming more hostile toward me .

I will respond to those questions now.

Hi Georgia,

My reply to your 'urgent' email is below.

I am sure that with good communication between the committee and the Pop Up Shop subcommittee we can easily sort out any areas of concern that need to be addressed and make the 2017 event a successful one again.

Regards to all,

Margaret

1. Firstly the phone purchased by the sub committee last year was directly against committee direction.

Incorrect. There was no direction from the committee not to purchase a phone for the shop. We already had a phone but it was a cheap one that did not have the capacity required. Therefore, we were fortunate to be offered a much newer Iphone at a price well under its true worth. What evidence do you have to back up your statement?

ME: Committee members present last year have stated that fact. The minutes from July 26th clearly show that this was not approved and no permission had been granted.

7th Millinery Association of Australia Executive Committee Meeting held on July 26th 2016

3.2.2.5.1. Is a new phone necessary? Could an additional payment be made to the manager for the use of their personal device

2. The instagram account opened by the sub committee last year was without committee consultation.

Incorrect. There was discussion with both the committee and with other MAA members who use instagram in their millinery businesses. Opinions were divided on the merits of having a separate Instagram account for the shop. The decision to go ahead with the Pop Up Shop account was made in order to get as much publicity happening as quickly as possible. As you are aware, we had big delays with Como Centre management in trying to secure the shop so time was a big factor. Considerations also taken into account was the time of getting information to the MAA and then having it posted. All items posted were also reposted to the MAA instagram account as our manager insisted. The set up and

management of the instagram account for this year's shop has been discussed at the first meeting and the subcommittee suggested that we ask Leighanne Crocker if she would be available at our next meeting in order to get her insight and expertise this year.

ME: Perhaps I should have said the word permission instead of consultation. Your response clearly shows that you did your own thing. Which has lead to a rogue Maa instagram acct which is unprofessional.

3. It advertises an address and phone number 0411 053650 no mention of the maa website
4. This phone number is still active and rings and goes through to a voice mail.
5. Who is answering this phone?
6. The followers on this instagram account may contact this number to find out if we are open or if we are opening again this season. who are they calling?

The topic of the phone and its current situation was discussed at our first Pop Up Shop meeting so your queries above should already have been addressed.

ME: They are not addressed. They are still not addressed. This is still an issue for the Maa and its members.

7. This is a clear example of what happens when a sub committee do not seek guidance from the committee or go against its direction. The Committee have the big picture and understand the ripple effect of action like this.

Regarding seeking guidance, my queries to you, which included the committee, had the response from you to only the subcommittee of a letter that did not answer any questions asked.

ME: That was a different topic in a different thread It included the legal term 'without prejudice' and other information that was irrelevant. ME: Without prejudice was included as I have first hand witnessed you Margaret threaten to seek legal advise and possible action when you do not approve of what a member of the MAA has said. I have attached it above. I was glad to see that you followed it up with a more informative reply and thank you for that. ME: Again that was a different topic in a different email thread I would add that I think the members of the subcommittee who have been involved and run the shop for several years now do have the big picture. ME: The actions of the sub committee opening an instagram account that is now out of date and has a phone number that rings and gets answered but no body can say how this is happening proves that you do not understand the big picture and the impact it has on the members of the Maa and its future plans for a fashion forward organisation.. It also shows lack of willingness to be transparent in your dealings. There is far more experience there than in the committee, some of whom have been strongly opposed to the MAA running the Pop Up Shop and most have not participated. ME: There is pop up shop retail experience amongst last years sub committee but the skills and experience within the committee is of huge value to create a professional on trend store with social media presence. Your refusal to embrace what's on offer and take direction from those with business skills legal knowledge admin skills is detrimental to the pop up shop and the milliners who participate. Your reference to the committee opposing the popup shop is not in keeping of the unity of the project. The committee vote on these things taking into consideration the philosophy of the MAA and the members needs and desires.

8. Wendy I believe you opened the instagram account and purchased the phone and that the phone is in your name. What did you do with the sim card at the close of trade?

As above, this was explained at our first subcommittee meeting.

ME: No it has not been answered. By not being transparent about the phone and not returning it to the MAA your behaviour in my opinion is unprofessional.

9. This makes the MAA look unprofessional.

10. To non-participants of last year, this action could appear unethical or suspicious so we need to rectify this urgently.

I am not sure what it is that makes the MAA look unprofessional, unethical or suspicious. Can't any specific areas of concern can be addressed at our next meeting or through our continuing email threads? ME: If you cannot see or refuse to accept or admit that this situation appears improper then all the more reason why in my opinion you should not be in a position of authority in the future.

11. Wendy can you please change the header of this instagram account to direct them to the MAA website and remove the address and phone number until Leighanne and Lauren can instruct us further.

When I search for 'Pop Up' on my instagram it comes up as 'MAA Millinery Spring Pop Up'.

ME: With an old address a number that is not answered by an unexplained person with no referece to the MAA website. This is unprofessional and a waist of opportunities for MAA members.

Thanks
Georgia Skelton

The reason I did not reply to any further emails to Margaret was that I felt strongly that I was at risk of being treated in the same way that Felicity and Lauren were early in the year.

Margaret circulated an email amongst 15% of our membership suggesting fowl play by both Felicity North East as the incoming treasurer and Lauren Ritchie our secretary.

As I read these to you I want you to understand that in my opinion it is being suggested that the incoming treasurer was wanting your sales figures and that it is a breach of your privacy.

Please understand this, I mean really understand, that your figures have always been available to the treasurer of the MAA. Margaret has had access to all your sales figures for the 4 years she was treasurer. But when she was no longer treasurer suddenly Margaret is protecting your privacy.

When you hear the email that Lauren sent to Orna as secretary of the MAA it is only scary if you did not understand the way a shared file works which shows a lack of understanding of modern administrative practices which I myself am still learning.

It does not show the workings of a dishonourable secretary.

Please listen carefully as I read these. Emails.

JANUARY 31ST 2017 EMAIL FROM MARGARET WATSON TO POP UP SHOP PARTICIPANTS

Hi 2016 Pop Up Shop Sub Committee and Participants,

I hope that you have all had a very enjoyable Christmas break and New Year and some restful holidays as well.

I wanted to let you know about a concern that I have had regarding privacy issues relating to our Pop Up Shop and your sales figures. As I expect you know, I handed over my 4 year treasurer role with the MAA to Felicity Northeast at the 2016 AGM. One of the demands that Felicity repeatedly made was for me to forward her a full Pop Up Shop report, that

to include the individual sales figures of each milliner participating. I refused to include these details on the grounds of privacy and that a full financial and written summary had been presented at the AGM. I felt that our individual sales figures were not information that I should give without the consent of the milliners participating and that consent has never been requested from you. I have sent Felicity a day by day sales total and weekly sales calculations of amounts paid to milliners, but I deleted all milliners' names from that report.

At a meeting with Rose and Georgia before Christmas, I brought up my concerns regarding the Pop Up Shop sales figures and the reason that I had not agreed with Felicity's repeated requests to have access to those figures. Rose and Georgia agreed that it was not necessary to pass on that information.

I also showed Rose and Georgia a copy of an email that had been sent to Orna on 18th December requesting that she upload shop information to a shared drive. It was not stated as to who would have had access to that shared drive. Also, there was no information that Lauren required to 'wrap up 2016', since the full Pop Up Shop report was presented at the AGM and contained a full and detailed profit and expenses reconciliation. Orna, of course, copied Lauren's email to me and also her reply. Both emails are reprinted below for your information.

The reason that I am sending on this information to you is that I am very concerned about:

- the repeated requests for private information regarding your sales figures from Felicity
- the lack of any good reason to pass on that information to the MAA - agreed to by Rose and Georgia
- the request by Lauren to obtain Pop Up Shop information from Orna
- the request to Orna to use upload that information to a shared drive

I felt that it was necessary to include you all in this information and to let you know what action I have taken. It relates directly to you and also to any conversations or queries that may arise in the future regarding the publication of individual's sales figures. I do not wish my own (small) sales figures to be passed on to 'I don't know who' on a shared drive and I am making the assumption that you may feel the same. I have done a fair bit of investigating of privacy laws since this became an issue, and from the information that I have found, I felt that erring on the side of caution was the right way to act on all milliners' behalf. Refusing to forward the personal sales figures also made me feel much better about my own integrity as treasurer at the time.

I would very much appreciate your thoughts and feedback on this issue. If you are happy to share your opinions with the other Pop Up Shop participants, then do a 'reply to all' so that comments can be shared within the group of 19 milliners.

With regards
Margaret

EMAIL OUR SECRETARY LAUREN RITCHIE SENT OT OUR PAID EMPLOYEE ORNA.

Dear Orna,

Thank you for your work with the MAA Pop Up Shop this year. As we have recently had our AGM we are looking at wrapping up 2016. Would it be possible for you to upload any documents you created in relation to the Pop Up Shop into the following folder

<https://drive.google.com/drive/folders/0B1vlfMHZGz2rNVp3V0EzNjJWc3M?usp=sharing>

Kind Regards,

Lauren

16) The many queries that I have made regarding what information Lauren still needed from Orna, our 2016 Pop Up Shop manager, have gone unanswered. I had no such request from her myself. I do not have any regrets regarding my conservative attitude to the privacy of Pop Up Shop milliners. The above google drive link is still active today and can be opened by 'Ctrl + Click to follow link'. Several members have accessed the link with no trouble.

FEBRUARY 1ST 2017 EMAIL FROM MARGARET WATSON TO POP UP SHOP PARTICIPANTS

Hi Georgia,

What I am looking for is accountability by committee, past or present. That is why I have asked for an explanation regarding the request to Orna for information. So far, nothing has been forthcoming as to who would have seen the shared drive or the reason for bypassing the Pop Up Shop subcommittee in an attempt to gain access to that information. **I had previously refused to give Felicity the shop sales figures with milliners' names attached,** as I have previously explained. The full report minus names had been forwarded to her. The reasoning behind why Lauren then requested information from Orna three weeks after the AGM has still not been explained and needs to be clarified.

I agree very much with getting on with bigger and better things this year and hope that the outcomes from the committee two day meeting has been very positive. Unfortunately, there are still issues that I feel are imperative to deal with, this one is an example of that.

Regards

Margaret

FEBRUARY 2ND 2017 EMAIL FROM ME TO POP UP SHOP PARTICIPANTS

Dear Pop up shoppers.

I have been very uneasy with the tone and suggestions in some of the emails in relation to this matter. Felicity's name is every where and yet not copied in to any of the emails giving her no way to respond to you.

I phoned Felicity tonight and without giving too many details I told her that there is a few pop up shop participants that have concerns in regards to their privacy in particular their sales data. Felicity wants you to know that if any of you want to an explanation as to what is happening and get reassurance from her first hand, she would love you to call her on **0417 305 191** for a clarification directly.

I hope this can help bring matters to an end.

Georgia

FEBRUARY 3rd 2017 EMAIL FROM MARGARET TO POP UP SHOP PARTICIPANTS

Hi Georgia,

I appreciate your taking such an interest in the matter of privacy for the Pop Up Shop milliners. I am happy to forward all of the conversation and milliners' comments to Felicity if she would like me to do so.

With regard to Felicity's offer to give clarification of the issue, does that mean that she will clarify the action taken by Lauren when she sent the email to Orna requesting Pop Up Shop information? I think that I have explained clearly to all concerned that there is *still no explanation* as to why the request for Pop Up Shop information was made to Orna and what would have been done with that information had Orna forwarded it to a shared drive. All of the participating milliners are entitled to know the reason for Lauren's action.

Regards

Margaret

FEBRUARY 3RD 2017 EMAIL FROM ME TO POP UP SHOP PARTICIPANTS

Margaret

I will not speak any more behind Lauren and Felicity's back.

Please forward all emails and responses to them and include them from now on.

Please do not summarise the emails.

Lauren and Felicity deserve to see how they are being portrayed n this thread.

I am disappointed and stressed by in this.

Georgia

FEBRUARY 3rd 2017 EMAIL FROM KARIN GOODMAN TO POP UP SHOP PARTICIPANTS

Hi,

I think you are overreacting. **No one is speaking behind Lauren's and Felicity's back and no one is portraying them badly.** I, for one, have immense respect for Felicity. No one is disrespecting them. Please get a bit of perspective. Margaret has been very diligent and very open and transparent with everything she has done. I am grateful to Margaret for this and grateful that she is so diligent in protecting our privacy. The Millinery Association comprises members, it is its members, and Margaret is trying to do her best by the many members that participated in the Pop Up shop to whom she owed her duty of care. She too deserves our respect.

Regards,

Karin

At this point I felt that Margaret was determined to undermine me, and the committee, in our endeavours to create the pop up shop.

17) I have been part of the Pop Up Shop since its inception. I have no motive for wanting to undermine Georgia, the committee or the Pop Up Shop. Had I been uninterested in participating in 2017, I would not have volunteered for the subcommittee or have sent an expression of interest when they were requested.

I sent her this email.

I did not copy in the sub committee as to not embarrass Margaret. Only the committee so they were aware of my actions.

JUNE 29TH 2017 EMAIL FROM ME TO MARGARET WATSON

Without prejudice

Margaret,

I feel that we have reached a fork in the road and that you and I will not be able to work together in an harmonious fashion.

It is important part of volunteering to get some enjoyment and satisfaction from the process. I fear that our hard working sub committee will be hampered if we are to force a continuing relationship.

As the sitting elected member and current leader I hereby thank you for your time to date but regrettably I must ask you to voluntarily stand aside for the sake of the Millinery Association of Australia's Pop Up Shop.

Sincerely

Georgia Skelton

Committee Member

JUNE 30TH 2017 EMAIL FROM MARGARET WATSON TO ME CC'S SUB COM

Hi Georgia,

If you feel that the disharmony is entirely my fault then I would be grateful for your explanation. I have queried points in your email messages as I have a right to do, as do all members of the subcommittee. This is the first year in my extensive involvement with the Pop Up Shop that such disharmony has occurred. There has never been a problem with discussion and decisions reached in the past.

As with all subcommittee items, the request for my resignation from the subcommittee should be put to the vote in accordance with the way we have made all decisions so far.

My short answer is a no. I will not voluntarily stand aside from the Pop Up Shop subcommittee.

Regards

Margaret

18) What is the motive and relevance for including the following couple of emails that were committee correspondence in 2016, before Georgia was elected to the MAA? I am unsure of the correct date of them, but they most certainly were not during January 2016. No Pop Up Shop discussions would have taken place that early in the year.

JANUARY 31ST 2016 EMAILS FROM MARGARET WATSON 12 MONTHS AGO TO THE COMMITTEE CC 2016 SUB COMMITTEE

Hi Committee,

I cannot see a viable way of the Pop Up Shop subcommittee being workable in any way if the MAA committee take it upon themselves to make decisions regarding its running with no reference or conversation with the subcommittee. From tonight's meeting, rules are being made by members who have had very little or no running of the Pop Up Shop in the past. I find that to be completely

unacceptable. It is fine for the MAA committee to make suggestions which can be relayed to the subcommittee but not to take over the running of the event. E.g.; • the amount of commission to be charged for sales, • a commission being paid to those who have filled a roster spot when they make a sale which no doubt would be discouraging to interstate members or those in Victoria who cannot commit to roster time What is the point of having a subcommittee if there is no discussion with them?

Regards Margaret Watson

JANUARY 31ST 2016 EMAILs FROM KARINA GOODMAN

12 MONTHS AGO TO THE COMMITTEE CC 2016 SUB COMMITTEE

Hello,

I support Margaret totally. I have likewise been involved in the popup shop from the beginning and was delighted when last year, through consistent and incredibly hard work of the members involved, it became a profitable venture. I have sold a great many hats for our members and derived great satisfaction from this. I think that receiving a commission is against the spirit of the Association, and I probably would be one of the members benefitting from the new rule. We are not only about profits and greed. Furthermore, I believe that a 25% commission is too steep. I would like the MAA Committee to explain their reasoning and feel slighted that no discussion occurred with the subcommittee. Margaret is the only member left on the popup shop subcommittee who knows all there is to know about running the popup shop, and I respect her opinion unequivocally.

Regards, Karin Goodman

Margaret shared my email with the sub committee and the responses and attacks on my character came flooding in.

Karina Goodman upset that the 2016 pop up shop is being analysed and criticized. Insinuating that the 2016 committee had set it up to fail. Does not see a problem with the phone issue. Thinks Wendy Scully deserves an apology.

Jane Stoddart wants the topic of sub committee leadership on the agenda. Please note it was on the last one and no one wanted it.

Said that I feel uncomfortable chairing the meetings. I have never said that and I have chaired every general meeting every committee meeting most HOTA meetings and the pop up shop sub committee meeting.

Insinuating that **I cant lead a united team** because I am both committee member and pop up shop sub committee member. This creates once again an us and them divided team. **Suggesting that I am a negative person.**

On a positive note she did suggest the emails stop and we wait for the meeting.

Please be reminded that I have not emailed since I thanked Wendy for sending me the phone. (which has not arrived as yet).

The emails continued. Directed at me

Jennifer Wood

Wendy resigning over all this nonsense and Margaret being asked to resign which I read as **bullying** Please someone on the committee apologise to these wonderful ladies.

We are not a military regime or government office.

Karina Goodman

This is an unpleasant atmosphere. Agreed with Jane desist from emailing.

Used to be a friendly association without power tripping

Finally Wendy Scully sent email thanking everyone.

JULY 1ST 2017 EMAIL FROM PRESIDENT TO THE SUB COMMITTEE.

Hi everyone,

Please stop circulating emails, I will not be responding until the committee has had a chance to discuss this over the weekend.

Georgia Skelton has the MAA committee's total support.

Best wishes,

Rose

19) The statement below is addressed separately in my response to Georgia's statements at the July 2017 members general meeting.

The very first email in April to Margaret Watson that I never received a reply to, it has become obvious to me, that in my opinion Margaret Watson did not want my presence on the sub committee.

From The lack of response to my emails, not coming forward to give me any information on the whereabouts of assets, Not assisting or even commenting on the document drafts but waiting till sub committee meeting to criticize them, Not wanting to chair the sub committee meeting but trying to take over the meeting belittling my efforts. The slow and painful way that figures for the popup shop were handed over to the treasurer. The emails suggesting that Felicity North East and Lauren Ritchie were behaving in a suspicious manner smearing their good name amongst our membership. And now it seems to me it is my turn to have my intentions and actions manipulated to draw attention away from the 2016 pop up shop downfalls.

I feel that Margaret has defamed my good name. I am an honest and kind person who has been portrayed as a bully and a dictator, all because I wanted to know who is answering the phone number that is listed as the Maa and what is going on with that instagram account. I had a job to do and I was doing it. The members deserve to know the answers. I still don't have them.

I hereby declare that

The Bullying of members of the committee or any member of this association stops now. We all say no. We all say stop.

The passive aggressive emails and behaviour stop now.

The lack of transparency stops now.

The lack of co-operation and communication with the committee stops now.

If we have any chance at getting back into the graces of the VRC and a like we need to be professional courteous and fashion forward.

We need to be united in being progressive.

Moving forward, I believe we should all seek to adopt the behaviours of transparency, accountability and professionalism. Being asked to provide evidence for the use of MAA assets is not a personal attack or a slight against ones character; it is simply an assurance process common

to all professional organisations. All of us make mistakes, and having someone check those mistakes may save this organisation time, money and unnecessary effort. I, for one, am very comfortable with my usage of MAA assets being subject to scrutiny, and I would never accuse someone who is pursuing the interests of all the milliners here tonight of bullying.

MILLINERY ASSOCIATION OF AUSTRALIA INC. - REVIEW REPORT - 2015/16

Further to my review work on the MAA 2015/16 financials I note the following points to be taken up with the new treasurer/committee.

REPORT

- The Excel reporting is insufficient & inefficient. I recommend an online, cloud-based software & this has since been implemented. Benefits include – cloud based online, full reporting, auto bank feeds – all bank accounts, multi users, full online document filing, member invoicing & receipting, member database, event reporting
- Adelaide & Brisbane bank accounts were essentially unreported for the financial year. There were transfers made into these accounts from the Melbourne Trading account and these transfers were allocated to the Functions/Events expense category. This does not reflect accurately the true expenses incurred or whether the amount transferred was actually expended. No movement in those bank accounts were recorded and the net effect on the reported results would be...

Melb Interest acct	+ \$300
Adelaide acct	+\$2800
Brisbane acct	+\$3600
- Separate reports on functions/conventions did form part of official annual report, but they should be incorporated into the main ledger and financial report.
- Expanded reporting should be introduced. This should include expanded accounts structure and reporting. Both revenue & expense accounts should be more specific and financially be accurate in reflecting the operations & events.
- “reimbursements” do not reflect true allocations of expenses. The reimbursement (usually to committee members or event organisers) should be allocated in the general account structure to reflect the actual type of expense incurred.
- “tracking” reporting should be used in the Xero software. This will give specific reporting capability to account for specific events both for revenue & expenses.
- Pop-up shop reporting can be streamlined. One difficult aspect of the review was the matching of eftpos receipts to actual banking without the source eftpos documentation, and the corresponding cost of those eftpos sales.

Thank-you to the outgoing Treasurer, Margaret Watson, for her assistance in providing the documentation and information necessary to complete the review.

Bernie Cooper

Mt Eliza, Vic

Bach Bus (Acc)

22 February 2017

Institute of Public Accountants

Emails between Margaret Watson and Felicity Northeast 13/12/16-15/12/16 (emails as sent, so latest at top) Only Specific Member inquiries are deleted, it is noted in these emails where these passages are deleted .

To: MAA committee and Margaret Watson

15/12/16

Hi All,

Margaret and I met up again today and here is a summary of our meeting.

The bank paper work for the Melb Accts are completed and I will lodge them tomorrow. If this all goes smoothly at the bank, Margaret and I have set up another meeting tomorrow afternoon (via phone) to organise the online banking and to make me the administrator of the accounts.

Items given to me included the epos machine, bank books, receipt book, deposit slips, and treasurer books 2011-2013, various bank statements, Bank tokens issued to Di Ki duff and Christine Martin, epos receipts from 2015, receipts and bank accounts from Brenda.

It was agreed on our first meeting (9/12/17) to both reconcile the Nov accounts just so we could see if there was anything we further needed to discuss. As Margaret was treasurer until the AGM she wishes to do this.

Margaret informs me she will pass on the below information when she reconciles the Nov accts. Margaret would not commit to a date when this would be done by, despite me asking on several occasions.

. –current financial members list (treasures list)

-emails and hard copies of bank receipts and renewal sheets (treasurer received)for 16/17 year

- epos receipts related to members fees for 16/17

-Reports for the past financial year (yearly report summary)

I am unable to reconcile the Nov accounts at this stage as I only have a copy of the bank statement and not the other information required (all epos receipts, bank receipts, members payments confirmation etc).

Margaret informs me she will pass on other receipts , invoices, bank statements as she find them.

Margaret stated firmly that she will not handover

-passwords to the treasurer email

-All emails related to the MAA on the treasurer and her personal email

-Daily working sheets (daily reports) and epos slips for the pop up shop 2016

She stated that this was due to privacy. I argued that this information belonged to the MAA and not any particular person. It was very clear that we were not going to agree on this and so the discussion didn't continue . I asked what happens in a hypothetical situation (ie a complaint) when we would need to follow up on email correspondence etc. Margaret answered that it should be referred to her.

Margaret also stated she would return her bank token to the bank (these are issued to a particular person but on behalf of the MAA). I had offered to do this as I will return the other tokens, but she refused my offer.

Re consumer Affairs report ; Margaret wishes to complete this report, it is due approx. April 2017 but is about the last financial year and has kept a cheque for this reason. I stated that I believed it was the new committee responsibility and asked for the cheque so I could pass it on. Margaret felt it was her responsibility and refused to give me the cheque.

Regards

Felicity

Felicity Northeast Millinery

Email: fn@felicitynortheast.com

Web: www.felicitynortheast.com

Phone: 0417 305 191

Facebook: [Felicity Northeast Millinery](#)

From: margaret watson [<mailto:mawatson7@optusnet.com.au>]
Sent: Wednesday, 14 December 2016 12:15 PM
To: Felicity Northeast <fn@felicitynortheast.com>
Cc: 'Rosemary Hudson' <rosiehud@gmail.com>; 'Secretary Millinery Australia' <secretary@millineryaustralia.org>; 'Catherine Kelly' <info@embellish-hats.com>; 'Leighanne Crocker' <leighanne.jackson@ozemail.com.au>; 'Louise Macdonald Milliner' <louise@millinery.com.au>; 'Georgia Skelton' <georgiaskeltondesigns@gmail.com>; 'Debbie Kelly Millinery' <debbie@debbiekellymillinery.com.au>; 'Lorraine Gill' <lorraine@lgcreations.com>; 'Sandy Aslett' <sandyaslett@bigpond.com>
Subject: RE: treasurer position - Millinery Association of Australia

Hi Felicity,

Thursday after 2.30 is ok with me for you to collect the last bucket and remaining paperwork. You have most of it already in the file box and certainly all of the current information. When you are able to log in to the online Westpac MAA banking accounts, you will have access to all of the current and historical statements. I will include any physical ones that I have in the box tomorrow plus some receipts for invoices that have been paid.

My priority at the moment is to complete the November reconciliation, which as you know from your copy is extensive, so that you can commence the monthly reports from December.

The hard drive that I gave you was purchased recently for your treasurer record keeping. I am very glad that Rose has agreed to be the third signatory and will be pleased to leave that duty to her.

Best regards

Margaret

From: Felicity Northeast [<mailto:fn@felicitynortheast.com>]
Sent: Tuesday, 13 December 2016 10:19 PM
To: margaret watson

Cc: Rosemary Hudson; Secretary Millinery Australia; Catherine Kelly; Leighanne Crocker; Louise Macdonald Milliner; Georgia Skelton; Debbie Kelly Millinery; Lorraine Gill; Sandy Aslett
Subject: RE :treasurer position - Millinery Association of Australia

Hi Margaret,

Thank you for visiting on Friday, the bank paper work is well under away and I unfortunately need your signature again (as there are multiple changes, the bank recommended today that I do a few forms for easier transfer).

As discussed on Friday, I wish to collect all the remaining information, paperwork and files on your computer on Thursday 15/12/2016. I can either come by between 9am and 10 am or between 2.30 pm and 3.30pm or after 8pm or I could drive up tomorrow(Wednesday) anytime. Could you please let me know when is best.

I understand there maybe a few loose ends to complete, or boxes to clean up but I am happy to deal with those so please don't feel under any pressure to do anymore, you have well and truly done your fair share. As discussed I am now legally responsible and I feel it is best that I collect everything and contact you if require. Thank you for offering your assistance.

I have gone through the information that you gave me on Friday and below is a list of things that I need to pick up on Thursday/Wednesday. A number of these we mentioned last Friday. Also I had presume that all Treasurer correspondence sent to you via email was backed up on the hard drive however I see this has never been used, so could you please send them through . If there are numerous I could organise for you to dropbox them or I could bring up a memory stick/harddrive for them to be transferred.

The information that is still required is listed. And I am sure I have forgotten some items too, that will need sending through as well, basically I need everything you have.

1. Correspondence: including issues still to deal with or continuing

Eg Adelaide hats off

Event reports

2. Current financial members list

3. All Account statements

All before 2013 as you are aware we need to keep records for a minimum of 7 years

Current ones not yet given

; I Adelaide trading acct bank after 30 June 16

16 i. melb9478 acct after 5 Oct

2016 ii. melb0275 acct after 1 July

statement iii. Last Brisbane
after 30 June 16

iv. Merchant statements are incomplete since 2013
(no records prior)

Eg in 2016 only have July Oct and Nov

Reconciliation reports from Nov 2015 to Oct 2016

4. Monthly summaries

5. Return token

6. Members acct details as collected on Westpac on-line banking

7. Pop up shop – daily accounting work sheets

Epos machine merchant copies

Any other info for reconciliation the nov accounts

Final report

8. Epos merchant copy receipts for 2015, 2016 and any before 2013

9. Cheque books and deposit books (old and current)

10. Epos machine

11. Consumer Affair Report reports and information no hard copy for 2015 and please pass on 2016 info

12. Renewal sheets/emails from members who have paid subs for 16/17

13. Invoice and receipts either via email or hard copy past for last 7 years

14. Letter heads and any other forms

15. Passwords to treasures email

As regards to you continuing on as a third signatory I clearly stated that this was not appropriate. Lauren and I only overlap on holidays for one or two days, and I am organising Rose as the third signatory on the Melbourne Accounts.

I had incorrectly presumed that to get access to the treasurer emails that I needed to be set up separately. I did not realise until talking with Lauren that this was to be transferred. I feel as Treasurer this needs to be done asap. If there are any glitches with the bank transfer, I can contact you for information or I am sure members will understand (when explained) that I will deal with their concerns in a few days.

(deleted a member enquiry)

Thank you for your time and support Margaret and please let me know when on Thursday or Wednesday when it is best for me to collect all the other Treasury files and for you to sign the next lot of bank forms.

Regards

Felicity

Felicity Northeast Millinery

Email: fn@felicitynortheast.com

Web: www.felicitynortheast.com

Phone: 0417 305 191

Facebook: [Felicity Northeast Millinery](#)

Emails between Margaret Watson and Lauren Ritchie and Felicity Northeast re treasurer emails 10/12/16-16/12/16 (emails as sent, so latest at top)

TO: Lauren Ritchie and MAA committee

16/12/16

Dear Lauren,

It is not the handover of the 'treasurer' email that is the problem. Both you and Felicity requested my password to that account and therefore access to all of the emails that I have sent or received on that address and also those that related to treasurer information in the 2 years before the specific treasurer email address was established by you. I explained to Felicity that for privacy reasons, I would not allow that access to the 4 years of emails which number in the many hundreds. She argued that she should be able to access to them, although they are not relevant to her new treasurer role. I will retain all relevant emails in my archives in case future clarifications are sought from the new committee, or from the members who have either sent or received them. I expect that is what other previous committee members have done as well. I am very mindful of the obligations I had as treasurer to maintain the confidence of MAA members by treating their financial and/or private information as just that - confidential. I have no recollection of any other office bearers being asked to pass on all emails sent or received when their duties are taken over by a new committee member.

All relevant treasurer documents have been passed on to Felicity, except for a very few that she is aware of and which are necessary for the current November reconciliation. They will also be forwarded to Felicity when I have completed the November reconciliation and the annual report to Consumer Affairs. I have absolutely no objection to either you or myself cancelling the treasurer Gmail account that you set up. Any emails that I have received since the AGM that relate to the treasurer's role have been forwarded to Felicity and therefore no hindrance to her commencing that role has occurred.

As I am not aware of how you set up the treasurer email account, I would appreciate it if you let me know whether you can cancel it or if I need to do it at my end. Is my current password required for the cancellation and redirection to Felicity? If so, please outline the steps that I need to take in order to cancel the email address.

Regards

Margaret

To: Felicity Northeast and MAA Committee

15/12/2016

Dear Felicity,

Thank you for the update.

Hope the change over the bank account goes smoothly tomorrow.

I am very concerned about the lack of hand over of the Treasurer's e-mail. As our committee changed over after the AGM, so did the change of the 2016 Treasurer to the 2017 Treasurer. Numerous requests have been made and it has now been over 2 weeks since this AGM which is reasonable time for this exchange to be completed. This account is owned by the MAA and therefore all of the contents sent and receive to the account treasurer@millineryaustralia.org are the property of the Millinery Association not the individual. At this point it is just becoming a hindrance to you, and your ability to begin your work as I know you are eager to do.

As you are meeting with Margret tomorrow afternoon, it would be a reasonable that it could be handed over then. If this is not arranged, we can hand this over to you through the administration function of the emails.

Kind Regards,

Lauren

Secretary

From: margaret watson <mawatson7@optusnet.com.au>

Date: 13 December 2016 at 4:12:39 pm AEDT

To: 'Lorraine Gill Creations' <lorraine@lgcreations.com>, 'Debbie Kelly' <debbiekelly7@bigpond.com>, 'Secretary Millinery Australia' <secretary@millineryaustralia.org>

Cc: 'Catherine Kelly' <info@embellish-hats.com>, 'Debbie Kelly Millinery' <debbie@debbiekellymillinery.com.au>, 'Georgia Skelton' <georgiaskeltondesigns@gmail.com>, 'Leighanne Crocker' <leighanne.jackson@ozemail.com.au>, 'Louise Macdonald' <louise@millinery.com.au>, 'President - Rose Hudson' <president@millineryaustralia.org>, 'Sandy Aslett' <sandyaslett@bigpond.com>, 'Felicity Northeast' <fn@felicitynortheast.com>

Subject: RE: Membership Renewal - Millinery Association of Australia

Hi Lauren and All,

I am still receiving the 'treasurer' emails as Felicity is not yet a signatory on our accounts and can't access the bank statements. She is presently completing the necessary paperwork required by Westpac. This is a good arrangement at the moment as I still have both bank and member queries that I sent out prior to the AGM via the 'treasurer' email. I suggest that you copy her in on her personal email for the present, as I have done with this email. I delivered all paper files to her last week and we went through some of the banking procedures and account keeping then as well. Felicity agreed that I should remain as the third signatory to the accounts for the time being, especially to (refers to a member enquiry name deleted), and while she and Lauren may be both on holidays. After that time, it will be up to Felicity to decide on who she requests be the third account signatory. I am happy to fill that role if asked in order to provide my accumulated knowledge of the accounts and of the members that I have gathered over the 4 years that I have been treasurer.

(Deleted a specific member enquiry)

, all new members who pay their joining fee after 30th June are considered current members until the end of the year following. This was a committee decision passed at a meeting in 2014 or 2015. Not sure exactly, but it is in the minutes there somewhere.

Previous secretaries have acknowledged that not every member accesses email and therefore that few were sent snail mail copies of all information. We still have some that belong in that category, (deleted names)

The renewal form which is in use at the moment states at the bottom of the page: "Note: Membership commences for the date on which the Treasurer receives membership levies and is current till the date of the next annual general meeting which is held in November." This is contrary to the current rule which gives the 28 days to renew as Lauren has stated below. In the past we have accepted membership renewals throughout the year from those who were current during the previous year. Many members were slow at renewing and had to be reminded that their current fees had not been paid, and also it was seen as a good thing in order to retain as many members as possible. The new 2012 Act extends that clause to the year for payment. I expect that this is something that the new committee will look at when considering changes to the MAA Model Rules as has been previously discussed.

I wish you all the very best for the holiday season and with your committee undertakings next year.

Best regards
Margaret Watson

To: Margaret Watson, Rose Hudson, Felicity Northeast

10/12/16

Dear Margaret,

Could you please provide me with the password to the Treasurer's email.

Please let me know if there is anything I can do to assist in the transfer to Felicity.

Kind Regards,

Lauren

Secretary

www.millineryaustralia.org

secretary@millineryaustralia.org

<https://www.facebook.com/TheMillineryAssociationOfAustralia/>

<https://www.instagram.com/millineryaustralia/>