

MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF THE AUSTRALIAN PSYCHOLOGICAL SOCIETY LTD ACN 000 543 788

DATE: Tuesday 25 November 2025

TIME: 6:02 pm AEDT/5:02 pm AEST/5:32 pm ACDT/4:32 pm ACST/3:02 pm AWST to
7:14 pm AEDT/6:14 pm AEST/6:44 pm ACDT/5:44 pm ACST/4:14 pm AWST

LOCATION: Hosted online by Computershare at <https://meetnow.global/MN6PQH4>

PRESENT:

Directors

Andrew Chua (Chair and Acting President), Anthony Cichello, Kathryn Kallady, Elizabeth Kennedy, Judy Marty, Mark McEnallay, Dr David Preece, Professor Monica Thielking.

Honorary Fellows

Professor Simon Crowe, Adjunct Associate Professor Amanda Gordon AM.

Fellows

Kylie Coventry, Andrea Fernandez, David Heap, Lidia Genovese, Jillian Harrington, Dr Chelsea Hyde, Adjunct Professor Nigar Khawaja, Bradford Levingston, Professor Lyndel Littlefield, Dr Catriona Davis-McCabe, Peter Macqueen, Gina McCredie, Associate Professor Vicki McKenzie, Dr Laurel Morris, Professor Shirley Morrissey, Margaret Papst, Professor Carmela Pestell, Professor John Reece, Dr Louise Roufeil, Katrina Streatfeild, Dr Peter Streker, Dr Robyn Vines, Dr Diane Whiting, Dr Karl Wiener.

Members

Sylvia Acevedo, John Alder, Catherine Asciak, Belinda Barnett, Rachel Benedikt, Dr Catherine Bishop, Associate Professor Warrick Brewer, Simon Brown-Greaves, Dr Tsan-Hsiang Chen, Dr Allison Clarke, Dr Susana De Oliveira, Ranjinee Dey, Michelle Dominiak, Jessica Fitzsimmons, Dr Philippa Frances, Dr Kevin Franklin, Dr Rebecca Frost, John Gardiner, Dr Jennifer Geary, Phoebe Gervaise, Peter Gillam, Dr Kelly Gough, Fiona Grant, Dr Mary Gregory, Heather Gridley, Angela Haydon, Dr Matthew Henricks, Uta Herzog, Stephen Hewitson, Dr Emily Hindman, Nicole Hope, Heather Ikin, Jennifer Jackson, Katherine Juniper, Caroline Keating, Sally-Anne Kenney, Dr Sonia Khodabakhsh, Zyron Krupenia, Geraldine Lane, Dr Shane Langsford, Lisa Lashansky, Deborah Lawrence, Jessica Layden, Dr Judith Locke, Christopher Mahoney, Renee McAllister, Sally McDougall, Dr Violette McGaw, Dr Keith McVilly, Wendy Meynert, Dr Sarah Milsome, Dr Tahany Mohammad, Dr Zoe Morris, Alexandra Murray, Gregory Nathan, Ronita Neal, Lyn O'Grady, Dr Sara Quinn, Amy Rakic, Ceara Rickard, Anne Rosen, Matt Saxinger, Ned Scott, Dr Nicola Sheeran, Hannah Singer, Brittany Taylor, Dr Marie Temler, Johanna Thorslund, Dr Karen Wallace, Georgena Watt, Sara West, Jacqueline White, Kathryn White, Maximilian White, Dr Alison Wilby, Lynn Williams, Gabrielle Williams, Pauline Willis, Professor Bethany Wootton, Dr Ozgur Yalcin, Tamara Zafiroopoulos.

Student Members

Emma Smadbeck.

Apologies

Dr Sabine Hammond, Dr Nik Kazantzis, Carol Morgan, Vivian Leung, Dr Bea Raymond, Camelia Wilkinson, Dr Deborah Wilmoth.

IN ATTENDANCE:

APS Staff

Dr Zena Burgess (Chief Executive Officer), Bruce Butler (Legal Counsel), Linda De George-Walker (Senior Policy Advisor), Harry Georgalas (Chief Operating Officer and Company Secretary), Anne-Marie Guergues (Relationship Manager Branches), Ty Halse (Chief Strategy & Transformation Officer), Victoria Hills (Member Experience Manager), Alex Kingham (Head of Retention & Growth), Maree Lane (Head of Marketing & Communications), Alana Langan (Senior Media & Communications Advisor), Sam Miller (Board Secretary), Nick Monk (Financial Controller), Olga Papadopoulos (Head of Education, Training & Assessments), Daniel Santo (IT Business Partner), Alison Williams (General Manager Member Experience).

External Partners and Special Guests

Christopher Dedrick (Computershare, Returning Officer), Martin Huang (RSM Australia Partners, Auditor), Ellie Mackey, Rowan Mackey, Yoni Ungar (Moores, Election Adjudicator).

ORDINARY BUSINESS:

1. Welcome and Acknowledgement of Country

- A quorum having been achieved at 6:00 pm AEDT, the meeting was declared open in accordance with clause 57 of the APS Constitution. Members were reminded that assistance was available from Computershare at any time during the meeting.
- On behalf of the APS, the Acting President and Meeting Chair, Mr Andrew Chua, acknowledged the traditional owners and custodians of Country throughout Australia. Those with personal experience of mental health issues, and the importance of lived experience in the work of the APS, were also acknowledged.
- Mr Chua recognised the shared purpose of the psychology profession, noting that, regardless of area of practice or endorsement, psychologists collectively seek to advance wellbeing and equity through research, practice, education, policy and advocacy.
- Mr Chua introduced the Board Directors, Chief Executive Officer, Company Secretary and Chief Operating Officer, Returning Officer, Audit Partner and Election Adjudicator in attendance.
- Members were advised that all resolutions of the meeting would be decided by poll, inclusive of valid proxy votes cast. Members were advised of the process for voting and for submitting online questions or comments.

2. Minutes of the Annual General Meeting of 19 November 2024

- Members received the minutes of the 19 November 2024 Annual General Meeting.
- IT WAS RESOLVED THAT the minutes of the Annual General Meeting of 19 November 2024, as approved by the Board and signed by the Chair in accordance with Corporations Law, be accepted.

Moved: Andrew Chua

Seconded: Kathryn Kallady

Carried: 98.55% of votes in favour.

3. Reports

3.1 President's Report

- Mr Chua affirmed the member-focus of the APS and its accountability to its members. The APS remains the largest and most diverse psychology membership body in Australia, advocating across the full spectrum of the profession. Notwithstanding the challenges of overseeing this complexity, it is a responsibility that the Board and management embrace.
- Having been appointed by the Board as Acting President at the end of September 2025, Mr Chua reflected on the privilege of serving in the role, with gratitude for the many conversations with members and noting that insights gained will help shape APS priorities in 2026 and beyond.
- Mr Chua confirmed that effective governance systems had ensured continuity, accountability and oversight during the period following the resignation of three Board Directors in September 2025. Despite challenges in the broader environment over recent years, the APS has remained financially stable and has continued to achieve significant progress in advocacy, member support and public engagement.
- On behalf of the Board and members, Mr Chua thanked the Chief Executive Officer and APS staff for their dedication and support in advancing psychology in Australia. Mr Chua welcomed the incoming Board Directors, wishing them success in bringing fresh energy and ideas to further strengthen the APS.

Annual Report

- Members received the 2025 Annual Report video, highlighting key achievements of the APS over the past year.

3.2 Chief Executive Officer's Report

- The Chief Executive Officer, Dr Zena Burgess, thanked members for their vital contributions to the APS, indicating that strong and consistent member engagement is the foundation of the APS's ability to represent the profession effectively. APS membership numbers remain stable, outperforming trends observed in other organisations, with engagement metrics above benchmark levels.
- Dr Burgess affirmed the priority of ensuring that the changing needs and expectations of all members continue to be met, thanking those who have participated in projects, input to policy, and the delivery of workshops, professional development activities and conferences.
- Dr Burgess acknowledged the calibre of all APS award nominees, highlighting their achievements in improving the mental health and wellbeing of Australians, and serving as a reminder of the collective impact of collaboration.
- Dr Burgess extended her appreciation to the Executive Management Team for upholding the APS values of professionalism, integrity and collaboration throughout the year. Dr Burgess conveyed her thanks to all APS staff for their dedication to supporting members and to the Board for its progressive contributions, positioning the APS for a productive and successful 2026.

3.3 Finance, Investment & Audit Committee Chair's Report

- The Finance, Investment & Audit Committee Chair, Mr Mark McEnallay, provided an overview of financial performance for the 2024 - 2025 year and financial position as at 30 June 2025, as detailed in the financial statements published on the APS website.

- The APS received an unqualified audit opinion, confirming the integrity of financial systems and the ability to meet obligations as and when they become due and payable.
- The year concluded with an operating deficit of \$431,184, a significant improvement on the prior year's result. Key contributing factors included growth in revenue, decrease in expenditure, strong investment returns, continued investment in digital transformation, and increased funded project income.
- Mr McEnallay confirmed that the APS maintains a strong financial position with cash and investment balances consistent with projections, robust governance, and a continued commitment to delivering value to members despite broader economic challenges.

4. APS Financial Statements

- Members received the APS financial statements, Directors' report and Auditor's report for the financial year ended 30 June 2025.

SPECIAL BUSINESS

5. Ordinary Resolution of the Australian Psychological Society Limited – Directors' Remuneration

- Members received the ordinary resolution and explanatory memorandum regarding Directors' remuneration.
- Member's question: How does the APS justify raising remuneration in a high cost of living environment and rising membership costs?

Response: General Directors receive approximately \$620 per week for an average of one day's work per week. This role carries a significant time commitment and statutory responsibilities, alongside the same cost-of-living pressures faced by the broader community. The Board acknowledges the impact of APS membership costs in the current economic climate, and the proposed remuneration increase is below the Consumer Price Index movement for the year.

- IT WAS RESOLVED THAT, with effect from the end of this Annual General Meeting and pursuant to clause 72(d) of the APS Constitution, Directors' remuneration (excluding superannuation) will increase by 3.0%.

Moved: Mr Andrew Chua

Seconded: Ms Judy Marty

Carried: 55.70% of votes in favour.

6. Members Elected to the Grade of Fellow

- Mr Chua announced and congratulated the APS members elected by the Board to the membership grade of Fellow:
 - Andrea Fernandez
 - David Heap
 - Professor Carmela Pestell
 - Professor Gemma Sharp
 - Katrina Streatfeild
 - Dr Peter Streker.

7. Awards

7.1 The President's Award for Distinguished Contribution to Psychology in Australia

- Mr Chua announced and congratulated the recipients of the President's Award for Distinguished Contribution to Psychology in Australia:
 - Chris Mackey
 - Adjunct Professor Nigar Khawaja.

8. In Memoriam

- Members acknowledged colleagues and friends who had passed away since the last Annual General Meeting.

9. Questions

- Mr Chua invited questions from the floor.
- Member's question: What was the motion that preceded the (September 2025) resignations of the President, Vice-President and one other Board member?

Response: The Board has been as transparent as possible, communicating in multiple forums and addressing concerns raised by members. Board deliberations, however, are confidential and no further details regarding the motion can be disclosed.

- Member's question: The APS Constitution appears to be outdated, is in dense language and is quite difficult to understand. In addition, three of the four Divisions' General Director roles are voted for only by members of those Divisions whereas the General Director, Division of Early Career role is voted on by the entire membership. Will the APS commit to a full review of the Constitution and, if so, when?

Response: The Board acknowledges the strong interest expressed by members in a review of the Constitution. It is anticipated that an external review will be initiated next year, subject to approval by the Board in early 2026.

- Member's question: Which Board members left in July 2025 and why were Board members not informed about this?

Response: Professor Monica Thielking left the Board in July 2025, as reflected in the annual financial statements and Director's report, and was reappointed in September 2025. The timing and manner of announcements regarding the Board are at the discretion of the Board Chair.

- Member's question: What are one or two things that members can do to best support you?

Response: The Board appreciates the support of members. Members are encouraged to stay informed about APS activities, participate in surveys and expressions of interest, and consider volunteering expertise where possible.

- Member's question: What measures does the Board look at to assess how APS management is performing? How is member satisfaction data collected, given that we are never asked that question?

Response: The Board monitors a range of key performance indicators relating to management performance across a range of operational functions, as outlined in the Annual Report.

Member feedback is solicited via an annual member survey, evaluations following professional development activities, conferences and webinars, and thought exchanges on specific issues. Feedback is also received through Member Group forums and from individual members, both in structured and informal formats.

- Member's question: What mechanisms does the Board have to consult with members on decisions that the Board makes on our behalf?

Response: The APS has a formal Consultation and Communication Policy, established by a Presidential Taskforce in 2024, and available on the APS website. The Policy is supported by detailed process guidelines designed to ensure comprehensive consultation with members.

- Member's question: How is the APS ensuring area of practice endorsement and funding for Master's programs are continued, given the proposed changes to qualification pathways?

Response: The APS is committed to continued advocacy and outcomes will be communicated to members. The APS will actively advocate and influence in these areas as maintaining the diversity of the profession is a priority.

- Member's question: Member numbers seem to have dropped this year - but we are told that member numbers have not dropped?

Response: Whilst a decline in member numbers was forecast due to cost-of-living pressures and other trends affecting engagement with professional bodies, the focused efforts of APS management have stabilised membership decline. Overall member numbers have increased to 21,874 compared with 19,985 at the same point in time last year.

- Member's question: What feedback do we have from members who did not renew their membership?

Response: The APS does not require members to provide a reason when they choose not to renew. An 'exit survey' is offered and, in some cases, the Member Services team may contact members for feedback. Responses, which cover a wide range of reasons, are compiled and analysed, with insights provided to management and the Board to address issues.

- Member's question: Why were there so few minuted meetings of the Board held this year, and how many other non-minuted meetings were held?

Response: All meetings that considered the business of the APS were minuted and held according to the agreed schedule. In addition, there were some sessions that focused on Board training and broader policy or landscape discussions, which did not require formal minuting.

- Member's question: How many members are currently attending the AGM?

Response: 95 members are in attendance at this point of the meeting.

- Member's question: Why can we not see a list of those present, nor the questions being asked?

Response: The APS uses Computershare which provides a standard platform suitable for Annual General Meetings. It provides secure and compliant functionality for large-scale meetings, but does not provide features typically found in platforms designed for smaller group interaction.

- Member's question: In view of the move away from annual allocations for Interest Groups towards self-sustaining funding through engagement activities, will the APS enable more direct communications, e.g. mail, with relevant members rather than reliance on PsyCommunity? The existing limited communications channels restrict our engagement with our membership.

Response: There are no current plans to move away from PsyCommunity as the primary communication channel for Interest Groups. PsyCommunity enables direct communication with members ensuring data privacy and security. Staff would be happy to work with Member Groups on using PsyCommunity to its best effect.

- Member's question: What has been the turnover of members this year?

Response: APS membership retention remains steady compared to last year. Non-compulsory membership organisations generally experience an annual attrition rate of 3% to 5%. The APS has not experienced that level of attrition, which reflects the strong commitment and engagement of our community.
- Member's question: Were there any other awards being presented this year?

Response: Other awards are not typically announced at the Annual General Meeting but are published on the APS website.
- Member's question: What percentage of members click on emails to look at member posts/threads on PsyCommunity each day/week/month?

Response: Specific data is not available at this time, however, the Chief Executive Officer has indicated that 'click-through' rates show strong engagement with PsyCommunity content.
- Member's question: How do you (Mr Chua) feel about having taken on the role of Acting President?

Response: Although unexpected, the role has been enjoyable and rewarding. It has provided a valuable opportunity to engage more deeply with members across the entire APS community.
- Member's question: The last time I could find Board minutes online was April 2023. Any update please?

Response: That feedback will be provided to the new Board Chair, for consideration of improved member access to governance information.
- Member's question: Member Groups primarily run on volunteer commitment and generosity of time. The APS acknowledges this via discounted professional development. I would like to see the Rewards Program reconsidered to include discounted conferences, to allow committee members to connect face-to-face.

Response: The generosity and commitment of volunteers is deeply valued and appreciated. It is recognised that opportunities to connect in person are important. Whilst membership fees and professional development discounts are already structured to acknowledge volunteer efforts, the suggestion regarding conference discounts will be noted for future consideration.
- Member's question: What role is the APS playing in the development of the National Disability Insurance Scheme (NDIS) proposed *Thriving Kids*?

Response: The Co-Chair of the *Thriving Kids* Advisory Group, Professor Frank Oberklaid, has been in discussions with the Chief Executive Officer, has committed to meet with the APS Board and to include the APS in future specialist consultation forums.
- Member's question: Given the cost of the Digital Transformation Program, why do we not have an interactive Annual General Meeting?

Response: As previously explained, the third-party platform is a specialised Annual General Meeting webcasting service designed to ensure that all members have an equal opportunity to submit questions and receive responses in an orderly and transparent manner. Feedback regarding the ability to interact will be taken into consideration for future General Meetings.
- Member's question: What happened to the gender guidelines on which members gave feedback a year ago?

Response: Given the ongoing developments in the area, the APS continues to deliberate and refine guidance. It is anticipated that an update will be provided next year.

10. Acknowledgment of Directors Retiring at the Conclusion of the 2025 Annual General Meeting

- Mr Chua thanked and acknowledged the contributions of the Directors whose terms of office would conclude at the end of the Annual General Meeting:
 - Mr Anthony Cichello
 - Dr David Preece
 - Professor Monica Thielking.
- Mr Chua extended the APS's sincere appreciation, for their service, to former President, Dr Sara Quinn and former Directors, Bianca Comfort and Tamara Cavenett, who stepped down from their roles in September 2025.

11. Announcement of the Outcome of the 2025 Board of Directors Elections

- Mr Chua announced the results of the Board of Directors elections for the positions of:
 - General Director, Division of Psychological Research, Education and Training: Emeritus Professor Justin Kenardy
 - President: Dr Kelly Gough.
- On behalf of the APS, Mr Chua congratulated and welcomed the new Board Directors whose terms of office would commence at the end of the Annual General Meeting.

12. Meeting Close

- Mr Chua advised Members that the poll results regarding the Ordinary Resolutions would be published on the APS website once finalised by Computershare, the Returning Officer.
- Mr Chua thanked members and guests for their attendance and declared the meeting closed at 7:14 pm AEDT.