

MINUTES AVCC Committee Meeting
Monday, 23 November 2020, 5.30–7.00pm
Aro Valley Preschool

In attendance: Barbara Wheeler (Co-Chair), Ingrid Downey (Co-Chair), Ayse Altin-Wohlleben (Secretary), Michael Henrys (Treasurer), Liam Hunt, Phaedra Brice-Chen, Emma Reid, Melanie Vautier, Martin Wilson, Jill Musgrave, Cameron MacKay
Apologies: George Sapsford

The following statement from the AVCC Committee contains information of a sensitive nature which reflect the meeting and are to be made public.

At the Committee meeting on 23 November 2020, co-chairs Ingrid Downey and Barbara Wheeler proposed a motion to exclude a committee member from AVCC Committee meetings for the rest of the committee year. The co-chairs had sought legal advice in preparing this motion, confirming that Part 3 of the [AVCC Code of Conduct](#) allows for such exclusion.

The motion stated that the committee member's conduct was inconsistent with AVCC's agreed standards and procedures and had breached AVCC policy – examples were provided. It also stated that the continued presence of this committee member would place an unreasonable burden on the co-chairs, and other committee members, and would negatively impact productivity.

Time was taken to discuss the motion fully, ensuring that everyone had an opportunity to speak. Questions of clarification were posed and discussed, and various individual statements were presented by those at the meeting. The committee member in question, who was given the right of reply, gave a prepared statement and responded to the issues raised. The discussion was conducted in a courteous manner throughout.

A vote was taken with 8 votes in favour, 1 against, and 2 abstentions. At the passing of the motion, the committee member left the meeting.

The AVCC Committee considers that the co-chairs implemented an appropriate progression of actions, as detailed below, following the AGM when concern was first raised regarding this committee member's past behaviour and ability to follow the AVCC Code of Conduct and other policies to ensure a successful governance committee for AVCC this year. <[see Draft minutes of the AGM](#)>

Based on the discussion at the AGM (9 August 2020), the co-chairs organised two sessions, which they attended with the committee member and an independent mediator, resulting in a signed agreement of expectations of behaviour. The committee member was then welcomed to the new committee without prejudice.

In the first Committee meeting, the co-chairs devoted time to the study of AVCC Code of Conduct and a discussion of building trust for the whole team, in order to make for an engaged, productive year.

Per the terms of the agreement signed at the mediation, a three-month review was held between the co-chairs and the committee member and, although minor lapses had occurred during this time, it was decided that all parties were upholding the agreement.

Within a week of the review, a series of emails from the committee member, lasting a period of two weeks, materially breached the mediated agreement, the AVCC Code of Conduct, and the email communications agreement, despite several reminders and warnings from the co-chairs. The impact of this breach was such that the co-chairs prepared and presented the motion at the Committee meeting of 23 November 2020.

Additional agenda items were completed at the meeting – approval of the minutes from the previous two meetings 5 October and 24 August 2020. These will be posted on the AVCC website.

It was also agreed that the committee would write this statement for the meeting minutes, and a date for the next meeting was discussed.