



Welcome to the 93rd Annual Congress of Retirees WA Inc

19th September 2025
Pagoda Ballroom, Como

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AGENDA

Congress and AGM 2025



Friday 19th September 2025
9.30am – 2.00pm
Pagoda Ballroom
112 Melville Parade, Como

Andrew Murfin OAM JP Master of Ceremonies - Welcome

- Acknowledgement of Country

A/State President Candessa Ashbury to lead National Anthem – words attached

REPORTS:

- President's Report
- CEO's Report
- CFO's Report
- Joseph Banks Aged Care Report
- Property Report
- Sales Report

Candessa Ashbury
Henrietta de Sa
Andrew Kruger
Smita McAlees
Jason Caniglia
Andrei Magureanu

Guest Speaker

Janet Whitfield,
Laugh WA Inc

Award presentation

Candessa Ashbury &
Janet Whitfield

1 Minute Silence

Andrew Murfin

A moment of silence to be observed as a token of respect for the many members whom have passed on to eternal rest.

"Let not their labours be in vain. May we who are left carry on, with love, peace and harmony the good work which was the foundation of this Organisation and is reflected in its strength today."

Andrew Murfin invites Vice President, Danuta Newman to give thanks

Light Lunch to be served at the tables. The AGM will commence at 12.40pm

AGM

Registration for members only 12.40pm

Meeting resumes for all Retirees WA Members and staff only at 12.50pm

- **Apologies – not read**
- **Confirmation of minutes of Annual General Meeting 2024**

Business Arising

MOTION:

“That the minutes for the Annual General Meeting 2024 be accepted”

Moved:

Seconded:

“On the basis of the above motion I now sign these minutes as a true and accurate record of the Annual General Meeting for 2024

- **Confirmation of minutes of Extraordinary General Meeting 2025**

Business Arising

MOTION:

“That the minutes for the Extraordinary General Meeting 2025 be accepted”

Moved:

Seconded:

“On the basis of the above motion I now sign these minutes as a true and accurate record of the Extraordinary General Meeting for 2025.”

- **Appointment of Public Officer**

MOTION:

“That Andrew Kruger be appointed the Public Officer.”

Moved:

Seconded:

- **Financials**

MOTION:

“That the members receive the financial statements for the year ending 30th June 2025

Moved:

Seconded:

- **Membership Fees for 2026**

MOTION:

“The membership fees for the year 2026 be \$____.”

Moved:

Seconded:

- **Auditor appointment**

MOTION:

“The CEO recommend that Hall Chadwick be appointed as auditor for 2025-2026 financial year.”

Moved: Andrew Kruger

Seconded:

- **Disciplinary Committee**

Andrew Murfin OAM JP

Neil Hartley

Lois Jones

Mark Cox

Anton Eaton

- **Ratification of Independent Board Members**

MOTION:

“That, the appointment of Patrick Horneman as an Independent Appointee to the Board be ratified in accordance with clause 8.3(d) of the Constitution.”

Moved:

Seconded:

MOTION:

“That, the appointment of Julie Beaton as an Independent Appointee to the Board be ratified in accordance with clause 8.3(d) of the Constitution.”

Moved:

Seconded:

MOTION:

“That, the appointment of Ronald Chamberlain as an Independent Appointee to the Board be ratified in accordance with clause 8.3(d) of the Constitution.”

Moved:

Seconded:

MOTION:

“That, the appointment of Antony Eaton as an Independent Appointee to the Board be ratified in accordance with clause 8.3(d) of the Constitution.”

Moved:

Seconded:

- **Nominations received for Board Positions**

Ashbury Candessa
D’Cunha Rudolph
Hansen Rosemarie
Newman Danuta
Wheat Jeffrey

- **Results of Elections**

- **Presentation of the Board**

- **Conclusion**



MINUTES

Of The

ANNUAL GENERAL MEETING

Held At

Pagoda Ballroom
Como

On Friday, 18th October 2024



Meeting commenced at 10am

Andrew Murfin OAM JP, the Master of Ceremonies welcomed all to the Congress.

Ben McGuire did the Welcome to Country.

Andrew Murfin acknowledged Antony Eaton - Eaton Hall Corporate & Commercial Lawyers, Mayor Tanya Richardson – City of Swan, Peter Kenyon - CEO Bank of Ideas, Ellie Mynard – Funeralcare, Keith Mynard – Funeralcare, Bernadine Briety – Bowra & O'Dea, Nick Berkelaar- Hetherington Funerals, Jenny Seaton - Curtin Radio, Mayor Linda Aitken - City of Wanneroo, Hon Donna Faragher JP MLC, Cr Diane Lloyd representing Mayor Lynes of the City of Gosnells, Ben McGuire, Steve Heathcote – APX Law, Nikkio Shen & Hillary Macassaet – Hall Chadwick, Lois Jones - State President, Henrietta de Sa – Interim CEO, Andrew Kruger – Facility Manager Aged Care.

APOLOGIES : These were accepted but not read due to the number.

Ms Jodie Louise Hanns MLA, Hon. Amber-Jade Sanderson MLA, Andrew Dunjey, Relationship Executive – Commonwealth Bank, Hon Sue Ellery MLC, Minister for Finance; Commerce; Women's Interests, Hon Dr Tony Buti MLA, Minister for Education; Aboriginal Affairs; Citizenship and Multicultural Interests, Mayor Lynes of the City of Gosnells, Hon. David Robert Michael MLA, Hon. John Newton Carey MLA, Hon. Simone Frances McGurk MLA, Office of Shane Love MLA - Leader of the Opposition, Leader of The Nationals WA, Office of Hon Nick Goiran MLC, Member for the South Metropolitan Region, Office of Hon Nick Goiran MLC, Hon. Dr Bradley Pettitt MLC - GWA, Mark McKezie - McKenzie Family Funerals, Greg Milner - Mayor - City of South Perth, Hon. Tjorn Dirk Sibma MLC, Ms Merome Beard MLA, Hon Michelle Roberts MLA, Eric Dekker – Hetherington Funerals, Kris Thomas, Tony & Sue Dixon

Lois Jones lead the floor in singing the National Anthem.

Andrew invited Lois Jones, State President to give her report.

PRESIDENT'S ADDRESS – Lois Jones

Quote : “ As Retirees WA enters its 92nd year, we have much to be proud of, including the opening of our newest Age Care Facility at Salter Point, which has quickly become a much-loved home to many.

This year has also been a year of change, with Retirees WA committed to ensuring our organisation maintains the very best standards in all areas, to allow us to continue to advocate and support members, residents and retirees more broadly.

It's with this in mind that I wish to address the investigation by the Department of Energy, Mines, Industry Regulation and Safety - DEMIRS.

As part of the investigation, a supervisor was appointed to assist Retirees WA to comply with relevant regulations, and DEMIRS made a series of recommendations and sought commitment from our organisation to improve internal policies and procedures. I am pleased to report many changes have already been discussed and implemented, and we are continuing to work with DEMIRS and our appointed supervisor to finalise other changes.

As we've confirmed previously, our previous CEO and CFO Margaret Thomas opted not to renew her contract of Employment, and she ceased working with Retirees WA in late February.

Many of you will also be aware that the organisation was defending a long service leave claim from Ms Thomas in the Industrial Magistrates Court. I am pleased to confirm the claim has been withdrawn, and there is no further legal action against Retirees WA. We also successfully resisted two building dispute adjudication claims brought by the builder Samson Homes.

On the recommendation of DEMIRS, we have also employed a new Auditor following a Special General Meeting on June 20 at Tuart Hill, with a resolution agreed that Hall Chadwick be appointed for the 2023-24 financial year.

While this information is a lot to absorb, there are also many positive aspects that have emerged in recent months, including the appointment of Ms Henrietta de Sa as our Interim CEO. I am happy to report we have extended her tenure until the end of December, when we will advertise for a permanent CEO.

We are committed to ensuring our organisation has the highest standards in terms of governance, transparency and accountability. To that end, we are proposing to change our Constitution, which you will be asked to vote on at this meeting.

The changes to the Constitution will help ensure we are a well-managed organisation now and well into the future. The changes also satisfy some of the issues from the DEMIRS investigation.

I'd also like to highlight that Retirees WA is now an Association, and one which we should all be very proud of, particularly as we approach our 100th anniversary in just eight short years.

I could not close this report without bringing to your attention the wonderful Board members and staff employed by Retirees WA, who have shouldered all the stresses and uncertainties of the past six months.

All board members have dedicated countless additional hours to Retirees WA this year with nothing in return, apart from the satisfaction of ensuring the future of our organization.

They have done so with smiles on their faces, an unwavering passion for Retirees WA and our members, and the knowledge that these changes will bring about a workplace to be proud of.

My thanks don't seem enough especially when I think of the challenges we have overcome in recent months, and on a personal note, your friendship, loyalty, patience and good advice have been invaluable to me as President. The organisation is lucky to have you all.

I am also extremely proud of our staff. I'm sure you will join me in showing your appreciation for Andrew, our facility manager of the two best Age Care

Facilities in WA, Andrei who sells our units and looks after all our new publicity, Elizabeth Ann who is looking after all our Retirement units, Anja our Villages finance lady, Donella our bookkeeper, and the person who pays all our bills, Diana, Isabela PA and Angela our Joseph Banks Village Manager. Of course, no organisation could be run smoothly without a band of Volunteers, and they are Nina, Tony, Lyn, Dianne and Gary. Would you all please stand so we can show our appreciation to you all?

I must also highlight Henrietta, who has been one of Retirees WA's most loyal employees, and her service in the last few months in particular cannot be understated. The hours she has put in for this organisation have gone above and beyond what has been expected of her position, and the Board and myself have been so proud to have had her as the Interim CEO.

Finally, to you the Members, thank you for your patience and ongoing loyalty. Please know that Retirees WA remains committed to focusing on your wellbeing, and we look forward to continuing to add to our rich history in Western Australia." Unquote

Andrew Murfin thanked Lois for her report and called upon Henrietta de Sa to present her report.

INTERIM CHIEF EXECUTIVE OFFICER'S REPORT– Henrietta de Sa

Quote:

Distinguished Guests, Members, Ladies and Gentlemen

It is often said "If your business is not constantly changing, then it is dying". Retirees WA Inc has had so much change in the last 9 months, more than I think the organisation has had in the past 92 years of its existence. While we don't always embrace change, now is the time to get behind and embrace the massive leaps ahead that our organisation has made this year.

We have worked closely with the Department of Energy, Mines, Industry Regulation & Safety over the last several months to achieve the required outcome for better governance. It has been a mammoth task and I am very grateful to the board for their help and support in implementing the changes.

There are five key service delivery areas of Retirees WA.

These are Membership Services including branches, the Funeral Fund, Aged Care, Property Management & Property Sales.

Today, I will be reporting on outcomes as they relate to our organisation's objectives and aims.

Our first objective is to promote fellowship and companionship and to relieve and alleviate loneliness, poverty, sickness, suffering and distress, destitution or helplessness, and provide benevolent relief to aged, retired and pensioned persons.

One of our most important roles is helping our members to stay integrated and connected, particularly those who suddenly find themselves on their own at this time in their lives. We do this through our social club. We organise 8 bus trips a year and organise the Christmas in July function that is very well attended.

The display of Christmas lights at our Canning Vale Village, where our residents together with their next of kins do a brilliant job of decorating their homes and common areas. It is often visited by our members, aged care residents and their families and RWA staff. If you haven't seen it, you must.

Our bus has also been fully utilised, both by the membership of Retirees WA and outside groups and we thank our volunteer bus drivers, Dianne, and Gary.

Our second objective is to assist, protect and further the interests of aged, retired and pensioned persons ; provide aged, retired and pensioned persons with access to support products and services that aim to, or assist aged, retired and pensioned persons in making decisions that aim to, improve or enhance their quality of life; and promote the care and welfare of aged, retired and pensioned persons by addressing isolation and loneliness through the provision of, and access to, community living facilities that provide relief through companionship, social activities and security;

When we need financial advice, Retirees WA has Knight Financial who understand our members needs and their unique situations. This understanding results in a truly personalised approach. Jason Featherby, thank you for your help and advice to our members. We value our partnership.

If we cannot answer some of the queries members have, we refer them to other similar organisations.

It is well known how important being connected is for our mental and physical well-being and we have steered members to our various branches. We organise guest speakers to talk to our members on topics such as Elder Abuse, Wills, AdvoCare, Safety in their Homes (Police), Volleyball WA, etc.

Our membership continues to steadily grow, mostly as a result of our close association with Curtin Radio which regularly hosts Retirees WA spokespeople. Thank you, Jenny Seaton, and 100.1 Curtin FM

Our branches are also growing and contributing to the sense of connection we enjoy, we have 18 branches including those in rural areas including Coolgardie, York and Bindoon/Chittering.

To those members who take on committee positions at the branch and work so diligently, I thank them sincerely for what you have achieved and the long years of service some of you have provided.

Just like many volunteer and not for profit organisations, we are always looking for people willing to assist and sit on our committees. Without more support the branches are at risk of closure or amalgamation. If you have a bit of time and would like to help with our branches or at Head Office, please let us know.

Some of our branches pay a lot of money in the form of rent to hire out the various community venues they use for their meetings. We are always looking for support in this regard in the form of reduced or free access for seniors. Our distinguished guests, if you can help in anyway, please take it to your City or Shire.

Our third objective is to provide a funeral fund to members who are financially disadvantaged and would otherwise be unable to afford a funeral without the fund's assistance

Retirees WA is the only organisation in Australia that offers a funeral fund to its members. Members have the choice to pay in installments of \$50 a month or however much they wish to pay into their fund. They must be financial and have paid up to their contract price when they call upon their funeral. The money in the fund goes to the funeral director of their choice. The only criterion of the funeral fund is that you must be a member of the organisation. The service our funeral directors provide to our members, is not any different to the more expensive funerals available to the general public.

If you do not have a funeral fund with Retirees WA, now is the time to think about it. It relieves your family from the stress and financial burden of planning when the time comes. Please speak to our staff or call head office for more information.

I would like to thank our Funeral Directors, some of whom are present here today, for helping us provide an affordable funeral for our pensioners, our members. Your generosity and caring nature go a long way to help them.

Our fourth objective is to provide eligible people with accommodation, including by way of the grant of leases of: units in retirement villages owned and/or managed by the Organisation; and units and rooms in residential aged care facilities

We manage 18 Retirement villages between Busselton in the South and Geraldton in the North.

Five of the retirement villages are owned by Retirees WA and the others are a joint venture with the Department of Communities and Housing.

We have introduced many new processes, hired more staff, facilitated all of the regular maintenance, directed new repairs, booked and completed refurbishments and carried out some long-awaited maintenance issues.

Our Property Department have put a slide show together for you and our Sales and Marketing Manager will present his report to you shortly.

We now have 2 Aged Care facilities, one at Canning Vale, called the Joseph Banks Aged Care Facility and the most recent one built at Salter Point. Our Facility Manager will walk you through the Aged Care Report.

There is so much need for Aged Care in our country and there is a shortage of beds. We are now opening our second wing at Salter Point to provide facilities of care to our most vulnerable people in society. Our Facility Manager has spent a lot of hours, more than what is expected of him to see this through. He has overcome significant obstacles to ensure a high level of care.

The team at Aged Care continue to work tirelessly to achieve our objectives, and it is often a thankless task. I salute every one of them and are very grateful for all they do.

The key responsibilities of my role are to provide organisational leadership, manage staff and volunteers to effectively implement the short-term strategy of the Association, and to return to financial and operational stability.

My first assignment in the role was to work on the revamping of the Constitution and specifically our Reporting Policy. We now report monthly to the Board on all aspects of the organisation including policies, procedures, job descriptions, financials, as well as all other operational areas.

Problems that we have encountered along the way include:

- ✚ Every resident/member is important to us and some issues are more important than others. We prioritise accordingly.
- ✚ We encourage all residents to put concerns in writing and encourage you to speak directly to us about your maintenance issues rather than it coming from a third party.
- ✚ Please accept help from the staff member you are speaking to as the staff you want to speak to may be busy for a while.

We need to accept change, keep moving on, build relationships and choose positivity and Optimism.

I now present to you the 2024 audited Financials.

The change of the auditor has resulted in the adjustments of 2023 figures which is clearly stipulated in the financial statements. There were various errors done in the past that have led to these adjustments.

Our net gain on revaluation is \$2.059m and our total comprehensive income for the financial year ending 2024 is \$2.48m.

I would like to thank Nikki and team from Hall Chadwick who are present here today, for a sterling job on our financials.

If any member has any questions regarding our financials, please email me and I will get our auditors or Management team to reply to you within 14 business days.

We could not have achieved the incredible outcomes this year without the team working behind the scenes. We are very scarce in number, but united we stand. Thank you for the outstanding job you do. You have been holding fort while the organisation undergoes massive changes.

To the Board, the hours of toil and stress, your support and cooperation has helped us weather the storm.” Unquote

Henrietta de Sa concluded her speech by saying, “to all the members of the Board, our members and residents, we need to continue to work together as a team, with Honesty, Respect and Patience. My team and I will continue to do our best. Thank you”

Andrew Murfin thanked Henrietta de Sa for her report and the hard work done by the team.

A slide show on the building was viewed by all.

Andrew Murfin introduced Andrew Kruger, who was invited to present his Aged Care report.

AGED CARE FACILITY MANAGER’S REPORT – Andrew Kruger

Quote: “

Distinguished Guests, Ladies and Gentlemen. Thank you for the opportunity to address you on behalf of Joseph Banks & Salter Point Aged Care Facilities as part of the Retirees WA Group.

As we gather today, I can't help but think of Robin Williams, who once said, “If heaven exists, just to know that there's laughter, that would be a good thing.” Well, I promise to keep it light today—after all, we're in the business of care and community!

Salter Point Aged Care Facility Update

- Imagine New Orleans architecture meets Australian charm - we're creating a community that's cozier than a kangaroo's pouch.
- I'm here to share our journey over the past year, particularly focusing on the exciting developments at Salter Point. We officially opened on May 1, 2024, and welcomed our first resident just a week later. Currently, we have 23 residents, and that number is steadily growing—much like my to-do list!

- Overcoming Challenges
- The road to opening Salter Point was filled with challenges:
- **Regulatory Approvals:**
 - Securing our accreditation for 120 beds from the Aged Care Quality and Safety Commissioner was no small feat. The exceptional support we received from the Commissioner's staff. They assembled a Team to support us with little notice, our deepest appreciation for their open-door approach.
 - Application for the RAD approval was send on the 4 Dec 2023 and the decision took effect on the 13 February 2024, giving us the right to charge a RAD exceeding \$550,000 – The current RADs ranges from \$585,000 to a maximum of \$840,000.
- **Infrastructure Requirements:** We navigated various modifications required by the Shire.
- **Occupancy Certificate:** After some back-and-forth with the Shire and DFES, we finally secured our occupancy certificate. It felt like trying to get a cat into a bath—lots of resistance but ultimately worth it!
- System Implementations
- We've also made significant strides in implementing essential systems, moving from paper base to fully cloud base systems:
- **eCase Activation:** Our clinical data management system went live for JB during December and for SP on 10 May 2024.
- **Medication Management System:** We went live with MedMan on 6 June 2024 and we are in the process of upgrading to HelpMed during Feb next year
- **Financial Systems:** Our Care Systems for payroll and financial reporting are fully operational, enabling us to report to the Commissioner for the QFR and the Prudential Compliances.
- **5-Star ratings system / Re-Accreditation:**

The Aged Care Quality and Safety Commissioner rated Joseph Banks at **4/5 stars**. This rating places us on the top 82% of the aged care facilities in Australia.

Salter Point ACF recent received an unannounced visit from the Commissioner for and we passed the Re-accreditation by meeting all 8 standards – what an achievement.

An outstanding effort by the JB & SP Teams, and my sincere gratitude to their extreme dedication, meeting all the needs of our Consumers in the ever-changing environment.
- **Changes in Aged Care prompt by the Royal Commission:**

The Commissioners demands a strengthening of the **board's governance** in monitoring the Aged Care risk profile. The new Constitution for RWA will be a significant step towards meeting the Commissioner's legislative changes to professionalize the Board in having a professional advising on clinical matter and risks. Our Residents have already formed an advisory committee by interacting with the board, and we will shortly send the first report to the Board.

- Finances

- ✚ **1st CAPITAL**

In order to keep a well-presented facility, we must replace old equipment, upgrade technology, and maintain good preventive maintenance on the buildings.

Capital expenses:

Up to June 2024, JB has contributed \$9,348 million toward Salter Point, with total spending on the construction of \$40,979 million, which Henrietta our CEO elaborated on earlier.

The spending on equipment at SP totals \$2,734 million and include 60 rooms downstairs fully equip with ceiling hoist. The kitchen is ready to cook for 120 residents with high quality equipment. A massive generator covers the facility's power supply making residents safety even more secure with items as continues oxygen supply, cooking onsite to name but the basics. An open invitation, visit us onsite, you will be pleasantly amazed. A fully equipped gym (where "pumping iron" means lifting teacups with extra sugar)

In conclusion, the Salter Point Aged Care Facility isn't just a building; it's a testament to our commitment to adding not just years to life, but life to years. As Robin Williams said, "No matter what people tell you, words and ideas can change the world." Well, our words and ideas are changing the world of aged care, one chuckle and one life at a time.

Big item equipment spending at JB was replacing outdated furniture \$45,000, cost towards eCase \$47,000, replacing equipment \$64,000 – this brought the total capital spending on \$186,000.

In the financial year 2024 Joseph Banks "Bonds/Refundable Accommodation Deposit" (**RAD**) totalled \$25,126 million (Jun 2023 totalling \$23.185 mil).

- ✚ **2nd PROFITABILITY**

- Income

JB turnover for 2024 exceeded \$10 million for the first time an 18.19% increase compared to 2023. JB's profits exceeded \$600,000, after depreciation of \$300,000.

- Expenses

The major cost in Aged Care will always be labour totalling 65.4% (2023 - 64%) of our expenses. Establishing the new changes as per the Royal Commission, increased our legal costs, as well as the need to invest in other professional assistance.

- **Staffing:**

The staff turnover rapidly decreased and stabilized the quality of care we provide to our residents. The introduction of Champion's carers training module, we went back to the basics: Manual handling, Activity of Daily Living, and the Commissioner's favourite, Excellence in Dining. The training already re-established the high-quality care we are renowned for. It will be appropriate to thank my staff for the excellent, demanding, hard and many times unappreciated job they do.

- **New Project:**

For the last 7 years we outsourced our kitchen staff to an external supplier, however the importance of excellence in dining, we took the big decision to reintroduce our own kitchen staff and improve the overall experience for our residents.

Thank you for your unwavering support. Together, we're not just running a facility; we're creating a home where the golden years truly shine. Thank you and God Bless." - UnQuote

Andrew Murfin thanked Andrew Kruger for his report and called upon Andrei Magureanu, to present the Sales report.

SALES & MARKETING MANAGER – Andrei Magureanu

Quote:

"Good morning, Ladies and Gentlemen. I'm Andrei, Sales and Marketing Manager for Retirees WA.

- Thank you for joining us today; it's wonderful to see both familiar and new faces.

- **Recent conversation**

- Recently, I met a sprightly 90-year-old gentleman who seeks deeper meanings in life.
- He humorously asked me about the secret to being happy with people over 55, suggesting that older individuals can be grumpier.
- While I didn't have an answer then, it's been on my mind since.

- **The Importance of Care and Genuine Connections**

- I believe the key is to genuinely care; in our automated world, maintaining human connections is crucial—even if it means hearing the same stories repeatedly.
- I want to avoid the feeling of speaking to a robot when you need assistance. I'll be available for personal conversations over coffee or in the park, and I'm happy to have long phone calls instead of sending confusing emails.

· **Sales and Marketing Report**

- I'm proud to announce that since the last AGM, we've settled 24 units, with 2 more under offer.
- Note: 5 units are under construction at the Lighthouse Estate Retirement Village in Geraldton which cannot be added to the report until a decision has been made regarding their completion.
- This reflects the desirability of our residences: as of today, 18th October 2024, Retirees WA has no units on the market.
- I want to thank Henrietta and the Property Department for their support—let's give them a round of applause!

· **Collaboration on New Nursing Home**

- I've been working closely with Andrew and the Salter Point team to market our new nursing home and am proud of the new brand identity we've created for it.

· **Conclusion**

- It's been a busy and challenging year, teaching me that no good deed goes unpunished and that sometimes going the extra mile can backfire.
- I assure you of my continued dedication to caring for your needs.

· **Closing**

- Thank you for your time." -Unquote

The Property slideshow was played.

Andrew Murfin thanked Andrei and introduced Peter Kenyon, Guest Speaker to the Congress.

Peter Kenyon touched on the importance of seniors getting together, a need to avoid social isolation and build relationships, embrace change and make a difference.

Andrew Murfin thanked Peter Kenyon for his wisdom and called on Lois Jones & Peter Kenyon to present an award.

Lois Jones read the citation of the Life Membership Award of the Organisation.

LIFE MEMBERSHIP

Arnold Davies

Quote: "Arnold has been a member of Retirees WA since January 2012 through a friend. He soon joined the Innaloo branch. Being a police Officer by profession, he was not accepted initially, today he is embraced with affection by the membership of this branch.

He was recognised by his branch for his outstanding service and loyalty and was awarded Branch Life Membership.

Over his tenure with the Innaloo branch, Arnold has taken on a position on the committee, be it President, Secretary, Treasurer, Social Coordinator, Delegate etc. Some of these positions he still holds today.

His dedication to his members is commendable. He is very much respected by the members of his branch.

Full of ideas. Always shows a caring approach. When members do not turn up for a meeting, he calls after the meeting to check on them.

If they are unwell, after the meeting he takes them a parcel of afternoon tea or lunch. Members find him the reason to belong to the branch.

At the Branch delegates meetings his contribution on all subjects is most informative.

Arnold's loyalty to Retirees WA is outstanding. and to show Jill how appreciative we are of his contribution,

And with this in mind the Board are delighted to bestow on Arnold Davies Life Membership of Retirees WA." Unquote

The Life Membership badge was presented to Arnold Davies by Peter Kenyon.

Andrew Murfin requested all to observe a minute silence for all those members who have gone to their heavenly aboard.

Retirees WA's Vice President, Candessa Ashbury gave a vote of thanks to the distinguished guests and members for coming and to Andrew Murfin who conducts the AGM.

BREAK FOR LIGHT LUNCH (11:50 am)

Meeting Resumed for Retirees WA Members and Staff 12:55pm

President, Lois Jones presided over the meeting and welcomed everyone, hoping that they had all read the rules of procedures. There are 56 members registered for the AGM. The quorum is 42.

- APOLOGIES:
Acknowledged but not read.

- CONFIRMATION OF 2023 ANNUAL GENERAL MEETING MINUTES:

MOTION:

Moved: Lynn Merigan

Seconded: Arnold Davies

"The minutes for the Annual General Meeting 2023 be accepted."

CARRIED UNANIMOUSLY

- SPECIAL EGM TO APPOINT A NEW AUDITOR 20TH JUNE 2024:

MOTION:

Moved: John Agnew

Seconded: Arnold Davies

"The minutes of the Extraordinary General Meeting 20 June 2024 be accepted."

CARRIED UNANIMOUSLY

➤ APPOINTMENT OF PUBLIC OFFICER:

MOTION:

Moved: Arnold Davies

Seconded: Nita Hart

“Andrew Kruger be appointed the Public Officer for 2024 -2025 as stated in the RWA constitution.

CARRIED UNANIMOUSLY

➤ FINANCIAL REPORT:

MOTION:

Moved: Arnold Davies

Seconded: Lucien Datau

“The members of Retirees WA Inc. receive the financial statements for the year ending 30th June 2024.”

CARRIED UNANIMOUSLY

➤ MEMBERSHIP FEES 2025:

The Board at its meeting in October recommends to the membership that the Membership fees for 2025 remain at \$40.

MOTION:

Moved: Lynn Merigan

Seconded: Nita Hart

“The annual membership fees for the year 2025 remain at \$40.

CARRIED UNANIMOUSLY

➤ AUDITOR APPOINTMENT:

The CEO recommend that Hall Chadwick be appointed as auditor for 2024-2025 financial year.

MOTION:

Moved: Henrietta de Sa

Seconded: Arnold Davies

“Retirees WA to appoint Hall Chadwick as auditor for the 2024 - 2025 financial year.”

CARRIED UNANIMOUSLY

➤ DISCIPLINARY COMMITTEE:

This panel for **2024 - 2025** comprises of:

Andrew Murfin OAM JP

Neil Hartley

Lois Jones

Mark Cox

Anton Eaton

➤ RECOMMENDED CHANGES TO THE CONSTITUTION :

Members received the recommended changes to the constitution in July 2024. The recommended changes incorporated the recommendations from DEMIRS and was prepared by a Constitutional law firm, Eaton Hall, to bring RWA Inc in line with the changes in the Associations Incorporation Act 2015.

A lot of discussions took place, and the membership wanted some clarity with regards to the constitution. There were some questions taken on notice for the management to reply directly to the members.

The recommended changes to the constitution as put to the membership in July was voted upon.

MOTION:

Moved: Lynn Merigan

Seconded: Arnold Davies

“For the purpose of section 30 of the Associations Incorporation Act 2015 (WA) and for all other purposes, Retirees WA repeal its current Constitution and adopt the amended Constitution.”

CARRIED UNANIMOUSLY

➤ ELECTION RESULTS:

We did not have to go to a ballot this year as the number of those applying for board positions were the same as the positions available. The President presented the members of the Board to the AGM.

Lois Jones – President
Candessa Ashbury – Vice President
Stanley Mc Farlane, Board Member
Nita Hart, Board Member
Danuta Newman, Board Member
John Hyde, Board Member

The independent board members, who are specialists in their chosen fields and who will be ratified at the next AGM.

Julie Beaton – Aged Care specialist
Ronald Chamberlain – former President of WAVRA
Anton Eaton – Corporate lawyer
Patrick Horneman – Qualified Nurse & Financial Planner

A question arose from the floor, once all these changes are put in place, what will be the level of representation on the Board? Is there going to be a majority of ordinary Retirees members or will there be a majority of experts? The reply was that there will be a majority of members, as Retirees WA do not want to lose the true essence of the organisation.

➤ OTHER BUSINESS:

We would like to hear from the Membership as we believe there are questions tabled that need to be addressed.

- Petition to the Board in regard to a former employee:

A resident of the Patricia Teague Village presented a petition representing some residents requesting that a former employee be re-employed.

The membership was advised that the employment of staff in the organisation is not the responsibility of the residents. However, addressing the petition, the former employee had resigned and had asked for the resignation to be honoured even after the employee was asked to reconsider.

The membership was reassured that all aspects of Retirees WA Inc. was being looked into and is moving forward at a fast pace that will be for the betterment of Retirees WA Inc.

- Geraldton Lighthouse Estate:

A resident of the retirement village brought up issues that were faced by the residents due to the dispute between the builder and RWA.

- building works on the site had ceased just before Christmas 2023
- 5 couples have had to put their lives on hold because work on their units have not commenced
- those units most recently finished, live in a building site, with the builder's fence at their backyard
- No work has commenced on the promised Clubhouse or swimming pool
- village is not secure
- we formally request that RWA give us a firm commitment and a timetable of when the building will recommence onsite and contracts honoured.

The reply to these points were:

- The building industry does not work over the Christmas/New Year break but should have started after that.
- With regards to the 5 villas that have not been finished, Retirees WA Inc. very much want it to be finished. We know how the prospective residents feel, and we feel for them. In April when RWA's contingent visited the Lighthouse Estate, those 5 couples who put a down payment of \$2000 to the builder, were given the opportunity to rescind. Retirees WA Inc. made them an offer as a gesture of good will to refund \$1000. That offer is still on the table.
- It is written in the residents' contracts that the clubhouse and the swimming pool will commence after the completion of stage 3. Stage 3 has not been completed yet.
- Your safety and well-being is a priority for the organisation. We have offered to install CCTV cameras, but the residents declined the offer. The offer still

remains on the table. If you change your mind, we will still go ahead and get it installed.

Another GLE resident, pointed out that: “Part of the issue is that the residents were misled. When they paid their \$2000 deposit, they paid it to RWA Housing, assuming it was being paid to Retirees WA Inc. But are now aware that it was not. The contracts were signed by Lois Jones and Margaret Thomas. Our contracts are with Retirees WA Inc. not the builder or RWA Housing.

The resident went on to ask who the builder was, and the reply was “Franz Pinner”.

The questions raised and discussions ensued. The membership was holding the Board accountable for all that happened.

There being no other business, the meeting closed at 2:59pm.

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STATE PRESIDENT

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CHIEF EXECUTIVE OFFICER



Special Meeting of Retirees WA (Inc)
Held at the Osborne Park Community Centre, Community Hall,
11 Royal Street, Tuart Hill
Thursday, 29 May 2025 at 10.30 a.m.

Attendance: Candessa Ashbury, Acting State President
Danuta Newman, Vice President
Stanley McFarlane, Board Member
Anton Eaton, Independent Appointee
Patrick Horneman, Independent Appointee
Ronald Chamberlain, Independent Appointee
Henrietta de Sa, CEO

Members:

Members:	John Agnew	Shirley Haylock
	Christine Agnew	Pamela Hicks
	Sue Arand	Glenys Hyde
	Janis Armstrong	John Hyde
	Kay Baker	Lois Jones
	John Barlow	Antonia (Nina) Larkin
	Jennifer Breen	Margaret Luk
	Jacqui Cheong	Stanley Mc Farlane
	John Cheong	Eileen McBride
	Dorothy (Dot) Cornell	Saskia McKay
	Carolyn Cuschieri	Lynn Merigan
	Arnold Davies	Roslyn Moore
	Hans-Jurgen Czerwionka	Danuta Newman
	Gladys Datau	Emil Pecchini
	Lucien Datau	Giuseppe(Joe) Pugliese
	Patricia Ford	Tony Purchase
	Nick Di Loreto	Alice Rocca
	Michael Gould	Faye Sandy
	Janice Garwell	Salvatore Sangiacomo
	Julie Thomas	Yvonne Schofield
	Nita Hart	Susan Burns
	Michelle Burns	

Apologies: Julie Beaton, Independent Appointee

Staff: Elizabeth Ann Williamson, Simon Hughes, Elena Hart

Meeting Opened at 10.35 am

Ms Candessa Ashbury, Acting State President, chaired the meeting. She welcomed everyone to the Special General Meeting and began by introducing herself and the Board.

Candessa informed attendees that a Q&A session would be held following the meeting to address any questions arising from the recent ABC press article.

Members and auxiliary-members were reminded that recording of the meeting is not permitted.

Henrietta de Sa spoke to the membership about the reason for the motions.

Henrietta de Sa, CEO outlined the purpose of the upcoming vote. Historically, Board members served on a voluntary basis and were not remunerated. However, in order to ensure sound governance, Retirees WA (RWA) requires a more professional Board structure.

As part of RWA's remediation plan, it was determined that Independent Board Members should be appointed. Accordingly, four Independent Board Members were introduced at the last AGM. These appointments will be formally ratified at the next AGM in September 2025.

In line with recommendations from DEMIRS, remuneration for Board Members is now considered essential. The Independent Board Members have taken on significant responsibilities and are working diligently to support the organisation's recovery and future direction.

For these reasons, members are asked to support and approve the four motions presented for consideration.

MOTION:

Moved: Arnold Davies

Seconded: Lynn Merigan

"The President of Retirees WA Inc receive an annual remuneration package of \$20,000 per annum (exclusive of statutory superannuation)."

CARRIED

36 FOR : 5 AGAINST

MOTION:

Moved: Arnold Davies

Seconded: Michael Gould

"The Vice President of Retirees WA Inc receive an annual remuneration package of \$12,000 per annum (exclusive of statutory superannuation)."

CARRIED

38 FOR : 3 AGAINST

MOTION:

Moved: Arnold Davies

Seconded: Michael Gould

“Each generally-elected Board Member, being a member of Retirees WA Inc, receive an annual remuneration package of \$10,000 per annum (exclusive of statutory superannuation).”

CARRIED
38 FOR : 3 AGAINST

MOTION:

Moved: Janice Garwell

Seconded: Lynn Merigan

“Each independent Board Member, not being a member of Retirees WA Inc, receive an annual remuneration package of \$10,000 per annum and additional compensation for their specialised role up to \$15,000 extra annum (exclusive of statutory superannuation).”

CARRIED
38 FOR : 3 AGAINST

The President closed the meeting at 10:47 a.m. and opened up a Q & A session for the membership regarding the ABC broadcast both on Radio and TV.

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ACTING STATE PRESIDENT

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CHIEF EXECUTIVE OFFICER

Confirmed on/...../2025



Advance Australia Fair

Australians all let us rejoice,
For we are one and free;
We've golden soil and wealth for toil;
Our home is girt by sea;
Our land abounds in nature's gifts
Of beauty rich and rare;
In history's page, let every stage
Advance Australia Fair.
In joyful strains then let us sing,
Advance Australia Fair.

Beneath our radiant Southern Cross
We'll toil with hearts and hands;
To make this Commonwealth of ours
Renowned of all the lands;
For those who've come across the seas
We've boundless plains to share;
With courage let us all combine
To Advance Australia Fair.
In joyful strains then let us sing,
Advance Australia Fair.

Thank you for joining us today.

**We hope to see you again next year as
we celebrate our 94th
Annual Congress on the
18th September 2026.**