



**Respect AGM
Minutes
Thursday 15th November 2007 - 6pm
Gartmore House, Gartmore, Stirlingshire**

1. Present

Present members: Susan Kennedy (Chair), Mark Farrall (Treasurer), Monica Wilson, Anne-Marie Allan, Dave Potts, Dave Morran, Colin Fitzgerald, Ben Jamal, Michael Dillon, John Doyle, Viji Rajagopalan, Amanda Copstick, Penny Scott, Veronica Malone, Rory Macrae, Duncan Giullam, Jenny Moody, Moira Andrew, Catriona Grant, Stephen Madill, Vikki Kerr.

Present non-members: Joanne Creighton (minutes), Neil Blacklock, Brian McCormack, Sheila Sheldon.

2. Apologies

Jo Todd, Paul Wolf-Light, Ian Juba, Peter Grant, Nina George, Cheryl Harrington, Kathy Grogan.

3. Minutes of last AGM and matters arising

The minutes of the last meeting were agreed. There were no matters arising.

4. Chair's report – Susan Kennedy.

See full report in Respect's Annual Report. The Chair also made the following key points:

- Respect has grown considerably over the past year both in staffing and in financial turnover.
- Respect has welcomed six new staff in the past year:
 - Casey Marie, Policy and Research Manager
 - Felix Ajala, Finance Officer
 - Simon Driscoll, Men's Advice Line Phonenumber Worker
 - Thangam Debbonaire, Accreditation Development Officer
 - Mark Coulter, Male Victims Development Officer
- Respect also has four sessional staff
- The Chair thanked the Respect Staff Team for their work over the past year
- Jo Todd, Executive Director of Respect, has returned from maternity leave. Jo will work four days per week until Easter. Jo sends her apologies for the AGM. She was not able to attend the network due to child-care arrangements but hopes to be able to attend the next meeting
- Whilst Jo was on maternity leave Neil Blacklock took up the post of Acting Director. The Chair conveyed her thanks on behalf of the Executive Committee (EC) to Neil for leading the organisation extremely well in Jo's absence.
- Since Jo's return it has been agreed by the EC that Neil will now take up the post of Development Director. The Chair welcomed Neil to his new role of Development Director. He will lead on new initiatives and development work for the next six months. This will be reviewed in Spring 2008 (depending on funding and organisational need). This will also coincide with a review of Respect's strategic plan.

- The Chair extended thanks to all Respect's funders and she praised them for being particularly pro-active and supportive of the agency. For example, being part of recruitment boards, sitting on advisory groups and through the support they offer to the Director.
- The Chair concluded her report by explaining that there were two areas on which Respect would be seeking the views of the members in the coming year. These are in relation to:
 - 1) membership. Joanne Creighton, Respect's Membership Officer, will be asking members for their views on expanding the criteria for Respect membership. This is in recognition of the fact that there are many more agencies in the field who Respect could be reaching to share good practice and also, increased membership revenue would be of benefit to the organisation.
 - 2) re-branding. The EC is in the preliminary stages of considering to re-brand Respect. This is in specific relation to the name of the project – Respect - as there are now several agencies of the same name. Members will be consulted to seek their views on re-branding. It may be that as a result of the process a decision is taken not to re-brand but nevertheless it is timely to review this issue as the profile of the organisation continues to rise. Should a decision be taken to re-brand then the EC will seek the expertise of branding and marketing specialists. The Chair stated that she would like to bring this issue back to the next AGM for a further update.

Action: Respect re-branding to be an agenda item at 2008 AGM.

5. Report of the Acting Director (now Development Director), Neil Blacklock.

There have been many exciting initiatives and developments for Respect over the past year. Neil detailed some of the highlights which have included:

- progressing the accreditation development project on schedule. Respect has recently piloted an assessment tool within a criminal justice system IDAP programme to test how the standards fit in this context. This was undertaken to help understand the barriers to the statutory, as well as voluntary sector, in meeting the standards. It was also done with a view to finding out where Respect may fit with the commissioning and contestability of programmes in future.
- working closely with Cafcass and Relate to develop a risk identification tool. The tool is currently being piloted across nine sites in England and Wales. It is co-terminus with the CAADA tool for IDVA services so if Respect members use this tool it can fit in directly with any MARACs already in place.
- reviewing the criteria for couple counselling interventions and what is safe.
- continuing to operate the two phonelines. The Men's Advice line has been re-launched and new publicity materials produced. The number of calls to the Men's Advice Line line has doubled in the past year.

Future plans include a conference supported by the Northern Rock Foundation entitled *Does Gender Matter?* The conference will take place on 17th January 2008 and it will be chaired by Beatrix Campbell. There will be a question time format. Respect members will be able to benefit from a discounted delegate rate and booking details will be available very shortly.

The conference will be preceded on the 16th January by a Respect's research roundtable. This will be a smaller group which will consider what research is currently being conducted to help understand gender in abusive relationships. Respect hopes that discussions held at this roundtable will enable focus on what more work remains to be undertaken.

Action: Any Respect EC Members interested in attending the research roundtable should contact Casey Marie: casey.marie@respect.uk.net

Perpetrators of domestic violence in same sex relationships
Respect has submitted a funding bid in partnership with Broken Rainbow and the Dyn Project to develop work in this area. Respect hopes to hear from the Nationwide Foundation shortly as to whether or not this bid has been successful.

Domestic violence in the workplace
Respect is working in partnership with Refuge and Women's Aid to develop a package for employers. Respect is keen to improve organisational responses to allegations of domestic violence in the workplace.

Dadspace
Respect is hoping to develop Dadspace in partnership with Attic media. Dadspace is a social networking site which will enable post-separation parenting for men who have been abusive to their (ex)partner. There will be varying levels of access (which fit with the categories defined by the courts: unsupervised, supported and supervised) and the space will be moderated in order to minimise the risk to the (ex)partner and the children. A funding bid has been submitted for this project. The bid was successful in the first round and is now awaiting consideration in the second and final round.

Standardised monitoring system
Respect is keen to ensure that perpetrator programmes collect reliable information on the cessation and reduction of violence and abuse. Respect is working with Rebecca and Russell Dobash to develop a standardised monitoring database to enable this. Data will be electronically submitted to Respect and the data should be directly comparable. It will be matched to the four outcomes in the standards and should be of relevance to funders.

Lankelly Chase and the Northern Rock Foundation are keen to support Respect to conduct an evaluation of the effectiveness of perpetrator programmes. Respect hopes to be able to secure additional funding support for this project in the coming year.

6. Accounts and Treasurer's Report – Mark Farrall

Mark Farrall presented Respect's accounts to the membership and gave the Treasurer's report. Mark noted that Respect's finances have improved considerably in the past year. In 2006 there was less than £2.5k in unrestricted funds for the organisation and by 2007 this stood at over £15k. The organisation will aim to increase the unrestricted funds to approximately 20% of the total income and also to increase the reserves of the organisation.

Grant income has increased substantially in the past year. The organisation has sufficient cash-in-hand to deliver all the projects it is committed to. The organisation is also on course to obtain similar levels of funding from membership in the coming year which assists in increasing the unrestricted funds of the organisation.

The Chair proposed that the membership accept the accounts as a fair and accurate record. This was seconded by Mark Farrall. The accounts were accepted unanimously with no abstentions.

The Chair thanked Mark for stepping into the role of Treasurer last year. Mark acknowledged the need for financial skills to be brought to the role and welcomed the tabling of a motion at this meeting to seek to address the vacancy for the Treasurer's role.

7. Appointment of independent examiner to prepare accountant's report.

It was proposed that the existing examiner, Brookfield and Co. continues in this role by the Chair. This was seconded by Neil Blacklock. This was put to the vote and was accepted unanimously, with no abstentions.

8. Election of Officers

Chair – Susan Kennedy stood down as chair for this item and Mark Farrall took the chair. Susan Kennedy was proposed by Mark Farrall and seconded by Monica Wilson and accepted unanimously, with no abstentions.

Vice-Chair – Paul Wolf-Light was proposed by Dave Morran, seconded by Amanda Copstick and accepted unanimously with no abstentions.

Secretary – Monica Wilson was proposed by Anne-Marie Allan, seconded by Dave Potts and accepted unanimously with no abstentions.

Treasurer – post vacant. The Chair stated that there was a need to recruit someone with financial expertise to this role. The EC is proposing a motion later in this meeting to help to address this.

9. Election of members to the Executive Committee.

The following nominations were received:

Amanda Copstick
Anne-Marie Allan
Ben Jamal
Dave Morran
Ian Juba
Peter Grant
Mark Farrall

As there were 8 vacancies, all the nominations were block proposed by Monica Wilson, seconded by Jenny Moody and accepted by 21 votes to 0 against and with 1 abstention.

10. Membership subscriptions

Respect proposed a 3% increase in membership subscriptions with effect from January 2008. This was proposed by Susan Kennedy, seconded by Dave Morran and accepted unanimously, with no abstentions.

11. Motions

One motion was received. The EC proposed a change to section 5 of the constitution. From:

“5. GENERAL COMMITTEE

The Association shall be managed by the Executive Committee, which shall consist of:

- a) Chair
- b) Secretary
- c) Treasurer
- d) Vice Chair

Plus a maximum of 8 other representatives, elected from the membership at the Inaugural General Meeting, and thereafter at the Annual General Meeting. Membership of the Executive Committee shall be equitably represented between agencies from the statutory sector and non-governmental organisations.”

To change to:

“5. GENERAL COMMITTEE

The Association shall be managed by the Executive Committee, which shall consist of:

- a) Chair
- b) Secretary
- c) Treasurer
- d) Vice Chair

Plus a maximum of 8 other representatives. The Chair and a majority of the officers and other representatives shall be full members of Respect. All officers and representatives shall be elected at the Annual General Meeting.”

The reason for this proposed change is to allow Respect’s EC to recruit people from outside the membership with skills that the committee’s needs – eg an accountant (as Treasurer), an HR consultant, a Solicitor. At certain times, it has been difficult managing without such experts, and as Respect continues to grow a committee with a full range of skills is needed. However, we want to ensure that the membership is strongly represented, so the proposal is to ensure that the Chair is always elected from the membership and that the membership holds a majority on the committee. It is hoped that the membership will vote for this motion to enable the EC to be as effective as possible on their behalf.

The motion was proposed by Dave Potts, seconded by Colin Fitzgerald and passed unanimously.

12. A.O.B.

Neil thanked Susan Kennedy for her time, energy and support to Respect over the past year.

Caitriona Grant has been in contact with Jo and Neil to discuss the possibility of creating a new development officer’s post in Scotland as there is a clear need for capacity building of perpetrator programmes in Scotland. Neil agreed and explained that the EC were also in full agreement and support of creating this post. Respect will be submitting a bid to the Scottish Government and hope to hear in 2008 whether or not they have been successful in securing funding for this post.

13. Date of next A.G.M.

To be held at the National Practitioner’s Network meeting in autumn 2008; exact date and location to be confirmed.