



ANNUAL GENERAL MEETING 2016

**2.45 pm Sunday 27 November – The Stables, Dukes St, Richmond, Melbourne
MINUTES**

1. Welcome by DTAA President Kim Dunphy

Present: Kim Dunphy, Anna Ganz, Ben Assan, Jan Guthrie, Verity Danbold, Anna Schlusser, Faith Bolton, Barbara Obradovic, Amanda Bryan, Sally Denning, Elizabeth Mackenzie, Cath Rummery, Jennifer Helmich, Angela Kastanis, Sharon Todd-Miller, Jennifer Au, Elizabeth Loughlin.
By skype: Sue Mullane, Connor Kelly.

Apologies: Tony Norquay, Beatrice Lucas, Sandra Lauffenburger, Sharon Paetzold, NP, Mary-Claude Vienet, Jan McConnell, Bouthaina Mayall, Naomi Aitchison, Natalie Poole, Judith Adcock, Eileen McDonald.

2. Acceptance of Minutes of the 2015 DTAA AGM and Business Arising

Minutes sent out by email prior to meeting, and reviewed quickly.

Motion Proposed: That the Minutes of the 2015 DTAA AGM be accepted.

Moved: Sally Denning

Seconded: Ben Assan.

3. Annual Report Presentation: Kim Dunphy, President; Ben Assan, Treasurer; and Sub-Committee Convenors.

Kim is pleased to be in this position to present an Annual Report of high standard in efforts to achieve the highest professional standard of governance. Thanks to all those that assisted.

The Annual Report references the Strategic Plan outlining our work to ‘increase the quality of DMT work and to expand reach of DMT services in Australia’, the first Budget and Financial recording of Income and Expenditure, and reports from the various Sub-Committees. The Report was provided prior to meeting, and summarised on the day. Minutes below capture discussion where it occurred.

Financial Report (See Annual Report, p. 7)

- Income from membership has grown a lot. We rely on professional membership income to do activities but it doesn't cover the day-to-day expenses of running the Association. Professional Development is an important source of Income.
- Treasurer Ben comments that we need to increase our income or we will eat into our Reserve and believes options are to either pay more attention to increasing the profit of the Professional Development program to subsidise us, or to increase Membership fees.
- Spending this year included significant amount to convert Journal into E journal, which will make easier for research use, and is a worthwhile expense.
- Qs around proportion of PD income/expenses relating to the Conference? – The Conference had a small loss (several \$000s), but the Sherry Goodill workshop did well and we ended up

with profit ~\$1-2000. However, due to the conference we had fewer other PD activities, which are more financially viable than the conference, so in regards to effort : profit, the conference is high on effort for low profit, especially compared with workshops e.g. Amber Grey we make good \$. We learnt we need to do workshops before/after the Conference.

- Jane contributes enormously on voluntary basis which keep costs as low as possible, and we need to keep in mind this very significant contribution is being held by Jane.
- \$4,500 was spent on administration assistance, which had a low impact on finances.

Motion Proposed: That the Financial Report 2015-16 be accepted.

Moved: Jane Guthrie

Seconded: Elizabeth Mackenzie

Professional Membership Sub-Committee Report (p.10) – This is the busiest of the Sub-Committees, and was convened by Sandra Lauffenburger and comprises Jane Guthrie, Anna Schlusser, Bouthaina Mayall and Connor Kelly, working on new membership application, and competencies for DMT training to be discussed later in the Meeting. (See Annual Report p.8-9).

- Current financial members are low compared to the usual number, which may relate to the move to the new online Membership system and lack of reminders. Expect to catch up in time and will be easier going forward. DMT Competencies to be addressed later in meeting.
- Congratulations to new Provisional Professional Members: Mary-Claude Vienet and Verity Danbold and new Professional Members: Jacquelyn JungHsu Wan and Amanda Bryan.

Professional Development Report -A successful year for Professional Development. Whilst a reduced number of workshops to accommodate the Conference and other workshops (e.g. IDTIA's workshop with Marcia Leventhal), there were workshops with Sherry Goodill, Kim Dunphy & Sue Mullane, Steve Harvey & Connor Kelly timed before/after the Conference, as well as a workshop with Amber Gray. There are several things planned for year, as noted in the Report and committee is also open to suggestions.

Journals & Publications Report – *Moving On* is due to be published at the end of the year. Very grateful to Verity to doing editing, and ongoing editing by Faith, Anna, and Naomi, Heather and Jane. Dance Therapy Collections No 4 is coming up, waiting on two articles to be finalised.

Professional Practice Report – to be discussed under 5.3.

PACFA liaison – Input into PACFA. Thanks to Jane Guthrie and Meredith Lucy for attending the PACFA Council meeting in April. DTAA proposes to match PACFA standards for use of post-nominals.

Regional representation – DTAA is aiming to be more inclusive of Australasia, inviting one person from each state to call in to the GC. Connor is the new Convenor of the Regional Representatives group, acknowledging importance to actively support regionally based DMTs, and growth in regional places.

Hanny Exiner Memorial Foundation – Dance Movement Therapy Research grant went to Jung-Hsu Jacquelyn Wan.

Marketing & Promotions Report– not a lot progressed this year, work will continue.

Research Report - not a strong year, wanting to see more achieved, including wanting to support and find a way for DMTs to be actively writing about their practice. In the broader scope of DMT

research in Australia, there was good progress with two PhDs commenced and Kim Dunphy commencing Post-Doctoral Fellowship.

Education Report– The major work underway is to review the standard competencies that have not been look at since the early 2000s, aiming to agree on competencies for DMT training courses. President Kim Dunphy will work with PMC Convenor Sandra Lauffenburger and Sally Denning brings her experience of establishing competencies.

- Comments/Questions –IDTIA’s course is accredited by PACFA and it took many months to ensure that training met those competencies. What is the intention for addressing counselling/ psychotherapy competencies?. - Kim asked we hold till Competency discussion

Motion Proposed: That the various Sub-Committee reports be accepted

Moved by: Faith Bolton

Seconded: Jennifer Au

4. Nomination of New Committee Members

The current GC Committee members will continue, with the GC enjoying a stable committee whom meet in a very welcoming, collegiate and enjoyable atmosphere in Elizabeth Mackenzie home in Melbourne (includes Skype).

The various Sub Committees are looking for new members. There are no geographic requirements as they meet via Skype.

Professional Development Sub-Committee: Sally Denning to join.

Moved by: Amanda Bryan. **Seconded by:** Sharon Todd-Miller

Publications Sub- Committee: Verity Danbold to join.

Moved by: Jane Guthrie **Seconded by:** Anna Ganz

Regional reps: Judith Alcock and Mary Builth nominated Cinzia Schincariol as SA rep.

Vote approved

5. Documents for discussion

a. Professional Development Proforma

Recommending a process by which DM therapists are asked to report on their professional development and by which they are audited. Refer to proposed form on pp 19 – 21 Annual Report. The intention is for it to be electronic reporting, with hyperlinks opening required pages. Administration would do the first check. A notice would be sent to all to ask that records are up to date, a sample of members audited each year, intending everyone audited within three years.

Comments/Discussion:

- JG - Suggest we reference the PACFA requirements and process (point system) for each category and align ours with theirs as it appears more simple and we should align clearly with PACFA. It was agreed this was a sensible suggestion.
- SD –should we add in Personal therapy (# hours/year) or does this come in under a competency, or something else? – Discussed and agreed that it doesn’t belong with Personal Development, and to discuss later if belongs as part of Competency.
- A similar process would also be required for Supervision, no drafted yet –look first to PACFA.
- EL–terrific in that it captures all contributions in the life of a DMT. Wondering if PACFA system captures these various components such as leadership, important to capture.
- Noted that other professions (e.g. Social Work, Yoga Association, Play Therapy) all have very similar processes for their professions

- How do we accommodate Part time DMTs? Is pro rata appropriate? It was agreed that whilst for Supervision a pro-rata system was appropriate, for Professional Development it needs to be a simpler system with Part-Time/Full-time categories.
- It was agreed that Associate Members should have the same requirement for PD as Professional Members, given that Associate Members on a path to Professional Membership, and are practicing as Professionals, hence they should be developing professional capacity.
- If members are still training, then they are expected to be doing PD.
- Aim to be high enough but not too high
- Affiliate Members – should not have the same requirements for PD
- Expectations on PD during breaks from professional work -can the system account for this. E.g. an Inactive period recognised. It was agreed that this was a big point to consider
 - Eg. Some professions (e.g. Social Work) have a retirement category (part time)
- Noted that one can apply to be taken off the PACFA Register for a year (for an admin fee).

ACTION: GC to review PACFA system and revise our process to align with PACFA, and consider capacity to take leave from membership levels, and recirculate the document. Members to consider similar systems in other professions and feed into the revision process.

b. New Membership categories

Proposed new membership categories as shown p.18, including suggestion of a *Clinical* level of denoting significant experience within industry. Also, suggest making explicit time limits for applications for membership categories as impetus for people to move forward, including:

- 4 years after graduation before apply for Associate or Provisional membership
- 4 years for advancing from Provisional to Professional membership

Comments/Discussion:

- SD – Like the idea but note that introducing a time limit doesn't fit in with the competency based approach that DTAA is taking which isn't about time. Are we saying that ones' competency is not valid in four years?
 - Yes, as per other professions (e.g. nursing). It is based on premise that if one doesn't act on info one has learnt then it fades
 - And, provides impetus to progress in membership level – needs time limits to drive.
- Some reservation – members may not want to be actively working at a professional level in the field within four years.
- Some members don't apply for Professional Membership, but they are still actively working as DM therapists, as distinct from those whom aren't active in the field as DM therapists at all. We need to ensure we address both these categories
- Also, some members are Professional Members of other professions
- JG – agreement on need for refresher course if sufficient time away, but thinks timeframe may need to be longer than 4 years
- Proposed it should be staged, some members may have got their professional training 17 years ago, and we want to be fair to them and not put people off from applying. Suggestion of a Grandfather/mother clause. But for new graduates we expect x,y, z
- How do we solve the issue of people needing to take a break from profession, e.g. to start a family, earn a living, illness. Is it a matter of requiring a refresher course (e.g. in Education)? We need a system to deal with these, or extenuating circumstances, e.g. illness or caring for those with illness.
- For those just finished training, would be encouraged to progress, fostered & mentored.
 - **No agreement reached. No shared point of view.**

ACTION: GC to look into PACFA's approach to dealing with this issue and whether or not to move forward on it. Everyone invited to email through further thoughts on this.

c. Recommended salary rates for DM therapists

A suggested pay scale for DM Therapists appropriate for their level of training and expertise. The intention is not to enforce this pay scale, but it provides some guidance and to encourage employers to pay well. See p. 14-15 *Recommended fee structure and pay scale*.

Comments/Discussion:

- There was agreement at the meeting that the idea was good, and that the Awards referenced were the right Awards.
- There was some discussion about the suggested rates, and some feeling the sessional rates are a bit high.
- It was queried if there was any data available from previous surveys of DM Therapists re their current rates.
- It was agreed that these are the agreed amounts for the moment which will be revisited in the coming year in light of the survey data.
- It was agreed that it will be handy to have it published on the website.

ACTION – DTAA to do a survey of DMT's current rates and revisit this draft of rates in light of the survey data.

d. Competence Standards

Sally facilitated our input into a Functional Analysis of the activities that we do as DM therapists in order to compile a set of Competencies for DMT. We all work in different areas and we do different activities. We wrote the activities and our level of membership on Post it notes, and clustered them into themes. This included the activities we do in a session, and also outside as a DM therapist more generally. Sally and Kim will take our contribution and build into their document they are preparing. They will send to members for review and invite us to consider further and send in comments.

(Note that in the USA 9 people spent two years developing up their Competency framework.)

6. Special Presentation: Dr Sally Denning: *Dance me through the panic until I'm safely gathered*

Sally spoke briefly about her recently completed PhD into contemporary DMT in Australia.

Abstract: *This presentation provides a brief overview of PhD research completed by Sally Denning into contemporary Australian dance therapy where the findings of the research are both reassuring and disquieting: The demise of the dance therapy courses at the University of Melbourne and the lack of similar courses at other Universities have resulted in a lack of any nationally recognised educational pathway in Australia leading to postgraduate studies in dance therapy. This together with a consequent paucity of research from within and on Australian dance therapy, has left dance therapy itself at risk of being weakly defined, resourced, and 'branded', as well as lacking robust, accredited training/study and research infrastructures. The result is a completed study that may provide a valuable contribution to the dance therapy profession and assist its capacity building by raising again Exiner's radical challenge to the field to re-define dance therapy back towards the inherent healing powers of movement and dance in themselves. It may be that how the field responds to this challenge will determine its future vitality and viability.*

7. Presentation of HEMF Award: Jane Guthrie, on behalf of Naomi Aitchison, HEMF Committee

2016 Annual Achievement Award – Sally Denning – for exceptional significant contribution of DMT in Australia, on the completion of her PhD in DMT in Australia.

8. Presentation of the new Professional and Provisional Professional Members, Elizabeth Mackenzie and the Professional Membership Committee

Provisional Professional Members – Mary Claude Vienet and Verity Danbold (attending)

Professional Members – Amanda Bryant (attending) and Jacquelyn JungHsu Wan (present via Skype, accompanied by Elizabeth and Anna)

Elizabeth McKenzie led a beautiful symbolic ritual acknowledging that we are building the DMT profession in Australasia through our own journeys, and inviting the existing Professional Members to place ribbons representing their individual journeys in loose connection with each other, framing a structure for the strong and embodied future DMT and welcomed new Professional Members present (Amanda and JungHsu (via Skype)) to bring in their dance and to leave their trace.

Meeting close 5 pm, followed by food drinks and networking.

Next meeting TBC, late 2017.