

Minutes of Safrea Oversight Committee (OSC) Meeting on Friday 20 January 2023 at 15:00 via Zoom

Present: Gareth Griffiths, Arthur Goldstuck, Alexis Grewan

Apologies: None

Item	Discussion	Action
1.	<p>Welcome</p> <p>Gareth welcomed everyone and shared new year wishes.</p> <p>The meeting proceeded using a WhatsApp voice conference. Two-step password protection has been placed on the Zoom account. It is unclear what the reason is for this and how it might affect communications since anyone wanting to convene a meeting would have to wait for admin@safrea.co.za to respond.</p>	
2.	<p>Canvassing additional members for OSC and the future of Safrea</p> <p>OSC needs additional members. Potential members will be identified and contacted.</p> <p>There is uncertainty within Safrea at the moment.</p> <p>Gareth stated that he is an honorary full member but he is unsure of whether he will stay on with the organisation. He recently received a renewal notice for membership recently so this has raised levels of concern and doubt in his mind. As an association, there has been a shift in the type of membership it has been attracting and the number of true journalists who get work published seems to have dramatically diminished. If the trend continues, published journalists and photographers may drift further away, meaning that Safrea will need to revisit its vision. It was noted that at the AGM the outgoing chair mentioned the possibility of admitting other freelance disciplines (plumbers were mentioned) meaning our vision and purpose as a media association is out of sync with the reality on the ground.</p> <p>The processes of Safrea remain a concern, especially in the light of recent matters which reached a conclusion only after much back and forth and redressed decision. Safrea will need to revisit its vision as well as get policies and procedures updated.</p>	All
3.	<p>Exco response to suggested help with policy and procedure</p> <p>30 November 2022: Alexis emailed Whitemore with a request to join their next meeting to offer assistance with updating policies and procedures. Alexis was invited to join the meeting on 30 November.</p>	

	<p>Offer made and Exco agreed to confirm their response the following day. No confirmation was received. Alexis emailed Hush on 2 December (who chaired the meeting on 30 November) for follow-up. Hush responded on 8 December saying he'd let Alexis know the following Tuesday (13 December). Raised again at joint meeting (Exco, staff/OSC on 12 December).</p> <p>To date: no response. This remains a priority for OSC.</p>	
4.	<p>OSC/Exco/Staff relationships:</p> <p>4.1 Joint meeting ("Council") Dec 2022: OSC agrees that these meetings should be quarterly as suggested (next date March 2023, Alexis to suggest) or held sooner as urgent and important needs arise. Joint meetings maintain dialogue between all parties, clarify any confusion or vagueness related to organisational matters, and draw attention to issues that have not been addressed. For example, such meetings might facilitate information on any further response regarding the Peter Ucko (PU) matter and the Niki/Melody issue.</p> <p>4.2 Past disciplinary issues: PU matter –the handling of the process was sub-optimal. The Niki/Melody matter is still ongoing and it is unclear who has what information and who is entitled to the information. Policies on disciplinary matters need urgent attention.</p> <p>4.3 Safrea AGM 2023: the next AGM and election need consideration urgently. The timeline is stipulated in the constitution and this may not be deviated from short of a full motion being put to members and voted on. Nobody has the power to simply delay matters for whatever reason.</p> <p>Execution and oversight of the election process may be under-resourced, with a single salaried official tasked with the rollout. The current procedure may also be sub-optimal since it is largely mechanical and may not inspire members to come forward. Possibly, marketing of the benefits of being a volunteer needs to be ramped up, starting with the regions.</p> <p>It might be an idea to appoint a dedicated Exco or other standing committee member to assist with this process.</p> <p>Thea has a timetable/schedule of actions in relation to this process. It would be useful to have a look at this and ensure we prepare for the AGM well in advance. Note: The Oversight</p>	Alexis

	committee election process happens prior to the national AGM starting.	
5.	<p>Finances – appointment of a treasurer and constitutional requirements</p> <p>This is both urgent and important. Exco needs to be advised about the appointment of a new treasurer, as per constitutional requirements. The payment for the treasurer needs to be discussed also, rather than assumed for the new treasurer. Vaughan’s payment was a special and well-considered case because he was a qualified accounting professional, and had served the association well, which may not be applicable to a new treasurer.</p>	Alexis
6.	<p>Closing and provisional date for next meeting: OSC needs to look at finances and discuss the appointment of a treasurer. An ad hoc meeting must be scheduled in this regard.</p> <p>Standard OSC meeting to be scheduled for April 2023.</p>	Gareth Alexis