

Notice of General Monthly Meeting

Monday 29th April 2024 | Griffith Leagues Club | 5.30pm

MINUTES

Meeting Opened 5.35pm

ATTENDANCE: Amanda Quarisa, Alycia McLean, Darryn Savage, Daniel Roller, Michael Rowely, John Nikolic

APOLOGIES: Dean Owen, Manjit Lally

1: MINUTES OF PREVIOUS MEETING

Moved: John Nikolic

Seconded: Michael Rowley

2: FINANCIALS

Alycia McLean presented the most up to date financial statements for the committee to review. Advised Membership Renewal Invoices will be sent next week. Refer to P&L and Balance Sheet at end of document.

Moved: John Nikolic

Seconded: Danny Roller

3: AGENDA

5.1 Water Buybacks

John prepared and sent committee various documents from previous discussions and suggestions on Chamber's Water Policy. The committee needed to determine it's official position and create a marketing campaign to show support. Amanda to update the website somewhere with this official Position.

MOTION RESOLVED: Official Position on Water

The Griffith Business Chamber firmly stands against water buybacks in the basin as it has a detrimental impact on our communities and businesses. Removing water from this region would endanger our food security relying on imported food & fibre, jeopardising our future, our economic growth, our local businesses, potential future jobs, and our agricultural output.

Our region needs to be recognised as having the best strategies in water management and efficiencies in place. It's vital we keep water where it's most productive.

We support a healthy river environment that is achievable through other sustainability projects without the impact and disruption on regional communities.

We want to protect and safeguard our community's prosperity by saying no to water buybacks and supporting a balance of sustainable water savings for a healthy environment.

Moved: Amanda Quarisa

Seconded: Daniel Roller

Suggested Coreflute Design Options and slogan

Option 1: If you can't grow food here, then where?

The MIA has the most productive water in the basin – keep water where it's used best.

Water buybacks don't help the environment, but they do hurt local communities and businesses.

Don't buy-back water – finish sustainability projects instead.

OR

Option 2: If you can't grow here, then where?

Keep water where it used best – the MIA, where the most productive growers & irrigators are.

NO Water Buy Backs

Poster Suggestions below.

Option 1



Option 2



Option 3



RESOLVED: Committee decided Option 3 Poster, however need to add "in the MIA" under No Water Buy Backs. Order 50 x A1 Size 50 x A3. The entire Committee will distribute to business houses to display.

Note: Following the minutes being approved. John requested to outsource the graphic design to Ruby Blumer at the cost of Cater and Blumer to redesign the poster and circulate for approval before going to print.

5.2: DAMA

John emailed RDA – Orana on 21.4.24 to follow up if they will be organising any information seminars for employers to utilise the DAMA as we're very keen to upskill our members ASAP to start accessing it.

A media release was also distributed regarding the announcement on 8th April. See below.

MEDIA RELEASE – BUSINESS CHAMBER WELCOMES APPROVAL OF DESIGNATED AREA MIGRATION AGREEMENT FOR GRIFFITH

On 4 April 2024, the Department of Home Affairs approved a variation to the Orana Designated Area Migration Agreement (DAMA) which will now include Griffith.

DAMAs assist with skilled migration in three main ways, by:

1. Providing for a bespoke skilled occupation list, which reflects the unique skills shortages being faced in a particular geographical area, such as Griffith;
2. Providing employers with a broader recruitment pool, by granting concessions in relation to age limits, English literacy tests and salary levels; and
3. Incentivising foreign workers to migrate, by providing a pathway to permanent residency.

The expanded DAMA is administered by Regional Development Australia – Orana, in conjunction with Regional Development – Riverina. The Orana DAMA previously covered central Northern New South Wales (including Dubbo) and has been broadened to the Riverina, including Griffith. The skilled occupations list now includes 64 additional occupations, making 129 in total – a copy of the expanded occupations list is **attached**.ⁱⁱ

John Nikolic, President of the Griffith Business Chamber, today commented that: ‘The Chamber has been lobbying for a DAMA for Griffith for several years now, in consultation with Griffith City Council and Regional Development Australia – Riverina. There are currently 12 areas in Australia that have DAMAs in place – we are thrilled that Griffith will now be one them’.

‘Griffith has been described by Four Corners as being “emblematic of the national [skills] crisis”.ⁱⁱⁱ The expanded DAMA will assist local employers in overcoming that crisis, by providing much needed flexibility and more certainty in skilled migration pathways. For example, employers will be able to permanently recruit foreign farm hands, being an occupation that is now included on the expanded skilled occupation list’.

‘However, the expanded DAMA is only in place for 12 months – until 3 April 2025 – and has 1500 allocated positions. If employers want to access the DAMA, they must act now. The DAMA will be administered by Regional Development Australia – Orana, and Regional Development Australia – Riverina, will be the local point of contact for applications. Employers should contact info@rdariverina.org.au for more information and go to the Regional Development Australia – Riverina website to check whether any of the occupations that they need are on the list.’

‘We congratulate Regional Development Australia on the approval of the expanded DAMA. The Chamber will be working with Regional Development Australia to host local seminars for employers about how to utilize the DAMA, but we urge employers to contact their migration agent now to take advantage of the DAMA’.

ⁱ <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements/designated-area-migration-agreements> (accessed 8 April 2024).

ⁱⁱ 2024 Updated DAMA Occupation & Concession List ([hubspotusercontent-na1.net](https://www.hubspotusercontent-na1.net)) (accessed 8 April 2024)

ⁱⁱⁱ 17 October 2022, ‘Left to rot - A visit to Griffith tells you everything you need to know about Australia's worker shortage crisis’, ABC News; <https://www.abc.net.au/news/2022-10-17/worker-shortage-griffith-four-corners/100071304> (accessed 8 April 2024)

Media release ends.

RESOLVED: The committee decided to invite member *Australian Skilled Migration* to present to members about how to utilise the DAMA. Amanda to follow up with Glen Cole as to his availability.

5.3: Format of meetings

RESOLVED: Meetings to be held on the last Thursday of each month at The Gemini Hotel. Invite a guest host to present at the end of the meeting.

Structure of meeting as follows:

1. Minutes
2. Financials
3. Chamber Update
4. Events Update
5. Agenda
6. General Business
7. Guest Presenter

Plus Quarterly Executive Meeting or as needed.

5.4 Events

Calendar of events

Thursday 30 th May	Members Meeting – DAMA – Glen Cole Australian Skilled Migration
Thursday 27 th June	Members Meeting Roy Spagnolo & Associates & Integral Rural Financial
Thursday 25 th July	Members Meeting – Elements of Health & Wellbeing Work Life Balance
Friday 2 nd August	Employment Expo
Thursday 29 th August	Meet the Candidates Event – held at Griffith Leagues Club
Thursday 26 th September	Members Meeting – Cater & Blumer Employment Law
Thursday 17 th October	Recruitment Solutions for Employers Event
Thursday 31 st October	Small Business Month Event
Thursday 28 th November	Christmas Party at Harvest

Employment Expo

Confirmed Friday 2 August 2024 (Griffith Regional Sports Stadium)
Still waiting on Council to approve free room hire of stadium.

Approx Costs:

Tresl Table 1.8m \$13 (50qty)

2 chairs \$4 each (100qty)

Table cloth \$18 (50 qty)

Total cost of \$39 per exhibitor

Cost to be an exhibitor: Members \$150 Non Members \$250.

Total Hire cost: \$1755 based on 45 exhibitors

Additional Costs

Projector Screen: 2.5 x 1.8m \$40

Projector: \$100

Advertising: \$1000 Radio \$1000 TV

Approx Additional Costs \$4140

Revenue: 45 exhibitors @ average of \$150 each (some are for free) \$6750

Total Expenses: \$5895

Expected profit \$855

Small Business Month

Need to wait to see what the topics are, but can always adapt to suit. Chamber would like to partner with Griffith City Council again to pool funds.

Awards night

RESOLVED: The committee agreed in principle to run a Local Awards Night. A less formal awards night, more popular choice awards, local categories voted by the public. Suggested to be held in September. A sub committee to be formed to investigate Business Awards feasibility.

Amanda has indicated she will not be available to run the Business Awards moving forward.

Recruitment Solutions for Employers

This idea has been in the pipeline with Chamber for a few years and would like to run an event similar to The Leeton Recruitment Summit, but with a strong focus on solving some of the issues Employers are facing in recruiting - who to go to and how to access the right information, what grants and incentives are available. Amanda spoke with Angela Rey from Workforce Australia to discuss the format.

RESOLVED TO: Host this in October as part of Small Business Month

Suggested format

1: Introduction by Griffith Business Chamber to give an overview of the Council/Chamber Housing Worker Taskforce and outline the difficulties employers are facing and give overview of DAMA

2: Workforce Australia – Local Jobs Program presented by Nadine Whalan

- Introduction to the Local Jobs Program
- Overview of job seekers in the region
- Initiatives to support employers

3: Invite Local Workforce Australia Employment Service Providers in the Region

- Sureway
- APM
- OCTEC
- Disability Support Services
- Asuri
- CVGT

- The Personnel Group

4: Apprenticeship / Traineeships Info by Verto or Australian Apprenticeship Services by Business NSW

Suggested Speakers at monthly member meetings.

Suggested idea's were presented by Members when an email was sent out

- **Candid Marketing** - Software development – CanTicket
- **Cassandra Irvin from Elements of Health and Wellbeing** – Interested in presenting/hosting workshop at some stage. It could be in the realm of health/stress, work/life balance, healthy meal planning with busy work life etc.
- **Big Brother, Big Sister:** Would like to come and present to the group on Big Brothers Big Sisters and our 24 in 24 campaign at some point please. I don't need a whole evening, maybe half an hour or so. Happy to be slotted in with someone else if they are happy to share with me.
- **Paul Lenon Bendigo Bank:** I would be happy to do say a 15 minute talk on myself & the Bendigo Community Banks at one of the meetings.
- **Integral Rural Financial Services:** presentation on Retirement including key challenges and thoughts in relation to Business Succession
- **Compact** - interested in doing a presentation on what we do throughout the year as we are always looking Employers to get on board to host Workplacement students for their HSC Courses ranging from Business Services, Automotive, Hospitality, Construction and Primary Industries
- **Hunt and Hunt Lawyers**
 - Employment law – including recent updates to the law and general concerns and information relevant to employers; <https://www.youtube.com/watch?v=D8LVMrYPPrk>
 - IP & Privacy – protecting your brand <https://www.youtube.com/watch?v=Ij96oJL2R5E>
 - Commercial contracts
 - Leases
- **Worm Tech:** Suggested Industry Tour during daylight savings and possibly Aquana
- **Roy Spagnolo & Associates:** Looking at coordinating a Wealth Management Presentation/Event in Griffith at the end of June – please advise if this is something that your members would be interested in , as I would be more than willing to accommodate if of interest.
- **Drop in Drinks**

5.6: Chamber responsibilities and paid roles

A spreadsheet of responsibilities and costings was collated by John prior to the meeting, Amanda amended and presented updated copy to Exec's.

Amanda prepared and presented a detailed job description with approx. hours needed.

The present compensation for the Secretary/Administrative role stands at \$880 monthly, totalling \$10,560 annually inclusive of GST, and has remained unchanged since 2016. Value of work received by the Chamber has been over \$20,000 each year. Amanda's community contribution to the Chamber represents 50% of the assessed value.

Amanda was seeking a small increase, inline with CPI to cover increased in business costs and still provide her volunteered contribution to the role.

Amanda left the room for the rest of the committee to discuss and consider the financial position of the Chamber, it's income and expenses and decide on the additional increase to the monthly amount that was affordable and justifiable to Griffith Business Chamber.

Amanda was invited back into the room to be advised the outcome.

RESOLVED: The monthly contracted amount of \$880 has been increased to \$1320 in GST per month. The job description was signed by both Amanda and John.

6. NEW MEMBERS

Griffith Business Chamber would like to welcome the following new members

i2R Group

Compact Incorporated

Murrumbidgee Irrigation

Western Riverina Community Financial Service Pty Ltd

Rinaland Investments

Bella Vita Tours

Makeamajig

OCTEC Ltd

7. GENERAL BUSINESS

No General Business

8. NEXT MEETING

May Members Meeting

Meeting Closed at 7.43am



Balance Sheet

Griffith Business Chamber Incorporated

As at 29 April 2024

29 APR 2024

Assets

Bank

Beyond Bank - General	45,309.12
Beyond Bank Visa Debit Card	1,471.52
Total Bank	46,780.64

Non-current Assets

Term Deposit	70,000.00
Total Non-current Assets	70,000.00

Total Assets 116,780.64

Liabilities

Current Liabilities

GST	(473.12)
Total Current Liabilities	(473.12)

Total Liabilities (473.12)

Net Assets 117,253.76

Equity

Current Year Earnings	(30,157.49)
Owner's Capital	0.59
Retained Earnings	147,410.66
Total Equity	117,253.76

Profit and Loss

Griffith Business Chamber Incorporated
For the period 1 July 2023 to 29 April 2024
Cash Basis

1 JULY 2023-29 APR
2024

Trading Income	
Business Awards Income	31,412.05
Employment Expo Income	3,636.36
Government Grants Received	3,567.64
Interest received - Cash Acc	422.84
Membership Fees	11,595.32
Rebates	72.23
Total Trading Income	50,706.44
Gross Profit	50,706.44
Other Income	
Interest Income	0.06
Total Other Income	0.06
Operating Expenses	
Accounting Fees	1,150.00
Administration Expenses	12,252.00
Advertising	7,979.57
Bank Fees & Charges	2.54
Business Award Expenses	35,286.68
Employment Expo Expenses	1,574.80
General Expense	258.94
Insurance	1,422.24
Member Events-Room Hire,Catering,Speaker Costs	4,711.58
Office Supplies	39.08
Postage & Shipping	158.18
Stripe Fees	58.66
Stripe Fees (no GST)	12.38
Subscriptions & Membership	1,916.70
Web Hosting / Website	372.60
Total Operating Expenses	67,195.95
Net Profit	(16,489.45)