



ACAMIS Annual General Meeting (AGM) By Email Minutes, April 23, 2022

For the second time in three years, due to COVID restrictions, the ACAMIS Annual General Meeting could not be held live at the Spring Leadership Conference and had to be presented in summary form by email. A survey ballot for the Board Election was distributed to the members that automatically recorded their attendance at the meeting when the ballot was returned.

Present:

Board Members:

Steve Moody, President; Bill Elman, Vice-President; Stephen Dare, Treasurer;
Jeffrey Stubbs, Secretary; Howard Stribbell, Caroline Taylor, Rachel Dent

Executive Office:

Tom Ulmet, Executive Director
Angie Lee, Executive Officer

AGM Representatives of Member Schools (see attached list - Page 7-8)

62 members attended the email AGM which fulfills the legal requirement of a quorum which, with 84 members, is 43.

AGM Agenda

Welcome from the President – Steve Moody

Greetings Fellow Heads of School,

Although I am disappointed that the ongoing issues associated with the pandemic dictate that the ACAMIS Board of Directors, Executive Office and I are unable to welcome you all to our AGM in person, and to the Spring Leadership Conference, I am nevertheless incredibly encouraged by the amazing stories of resilience and courage that our community continues to demonstrate in the face of the monumental challenges we all continue to face. In the context of our conference, I therefore wish to begin by extending, on behalf of us all, sincere thanks to Howard Stribbell and Gary Rehman and the team at Canadian International School of Guangzhou (and TIS Macau) for the incredible effort that they have put forth in attempting to ensure that we might all gather for the Spring Leadership Conference. Planning a major event like this is a significant challenge at the very best of times, and in the context of pandemic travel restrictions in China, they persisted until the last possible moment to try to bring us together before finally being forced to cancel. Attendance or not, your selfless commitment to give

service to our colleagues and the wider ACAMIS community provides motivation to us all to keep our heads up and our hearts hopeful. Thank you!

I must also give special thanks to our incredible Executive Office who have also worked so enthusiastically and optimistically in the face of another year of seemingly insurmountable obstacles to try to support all aspects of our association's operations, including endless hours supporting schools and their representatives and to plan and coordinate major events and activities, liaising with government offices and chambers of commerce (kudos to the chambers!) in an effort to draw attention to the difficulties we all face, and in providing general guidance and support to our membership whenever called upon. Be sure to check out the amazing new developments below that they are undertaking to support you. Tom, Angie, Gary – you are an amazing team, and your dedication to the ACAMIS community of schools is greatly appreciated.

One of the less desirable features of our international school experience are the never-ending farewells to friends and colleagues, and students and their families. To those of you leaving ACAMIS this year, I extend to you all the very best wishes for happiness and success in your new homes and places of work, and I trust that you will take fond memories of your time with ACAMIS (and China, in spite of the difficulties) with you. One person that I am especially disappointed not to get an opportunity to farewell in person, is ACAMIS Board member Caroline Taylor, Head of College at Dulwich Shanghai Pudong. Caroline joined the Board two years ago, bringing a wonderful balance of perspective, compassion, resilience, courage and decisiveness, all mixed with a wonderful dose of good humor and optimism. Caroline, you will be dearly missed. Please rest assured that we will think of you often in the years to come when we check the AQI and the latest list of Covid protocols, while you struggle with those overwhelming Swiss landscapes and ruthless efficiencies!

Finally, to each and every member of the ACAMIS community of schools, I thank you for your ongoing support of our association, I congratulate you on your perseverance in the face of such unprecedented uncertainty and adversity, and I wish you happy holidays and hopefully some quarantine free travel!

All good things to you all.

Steve

Steve Moody

President, Director, International School of Tianjin

ACAMIS Purpose

- broaden the learning opportunities for students of all ACAMIS member schools in a total program of education, especially in sports competitions and arts and culture;
- advance the professional development of staff of member schools;
- facilitate communication and cooperative action among member schools;

- promote understanding and international friendship through the activities of member schools;
- cooperate with other organisations and individuals pursuing similar purposes as ACAMIS.

Treasurer's Report - Stephen Dare

Despite the recent cancellation of the Spring Leadership Conference that we regret very much and for which full refunds will automatically be made within ten days, ACAMIS Finances remain in a good and healthy position. This conference provides a major revenue stream by support provided by sponsors and it will be missed, but here are some of the key finance points:

1. [Independent Auditor's Report from July 2021](#) (click to access)

“By East Asia Sentinel Limited, Hong Kong

TO THE COUNCIL MEMBERS OF

ASSOCIATION OF CHINA AND MONGOLIA INTERNATIONAL SCHOOLS

In our opinion, the financial statements give a true and fair view of the financial position of the Association as at 31 July 2020, and of its surplus and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standard for Private Entities (“HKFRS for Private Entities”) issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) and have been properly prepared in compliance with the Hong Kong Societies Ordinance.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. “

2. Budget Projection for 2021-2022

In anticipation of possible COVID complications, we budgeted for 60% of normal attendance at conferences which resulted in a projected deficit of -\$US 21,253 which we can cover from cash holdings in HSBC without tapping into the investment fund.

3. Investment Account:

- This reserve account provides protection for the Association in bad times such as now and allows us to carry on when conference shortfalls occur. This year the investment account was transferred to USA for greater safety and will be tax exempt through registration as a 501c3, non-profit organization. The fund is balanced to reduce loss from fluctuation. It is reviewed by the Board every six months to maintain the best and safest combination of investment assets. In good times it is meant to preserve capital while achieving gains of 4-7%.

We are hopeful of holding the ELL Conference in Beijing in May and the Chinese Conference in Xi'an at the end of June.

If you have any questions, feel free to ask Stephen Dare at stephen.dare@hkacademy.edu.hk or Tom Ulmet at ed@acamis.org

By US Law, a copy of the Internal Revenue Tax Form 990 for tax exempt entities is open to public inspection. If you wish to review this 37 page document, we are making it available to member Heads upon request to finance@acamis.org. However it is based on the financial data provided in the Auditor's Report that you can see more easily at the top of this page.

The Board has also created a non-conflict of interest statement that is available for viewing at <https://www.acamis.org/about-us/purpose>

Despite inflationary pressures, the annual membership fees will be unchanged again for the next school year. The annual membership fee of \$US 2000 has remained unchanged since 2016. We remain confident of our financial position and have retained funding to continue and add student activities that are free of charge such as the Virtual Film Festival, ACAMIS Online Chess, a Student Leadership Conference and of course the ACAMIS Koerschen and Service Awards.

Board Election

This year there will be three vacancies to fill on the Board of seven elected Directors. The three-year terms of Vice-President, Bill Elman (International School of Ulaan Bataar) and Howard Stribbell, Head of School at The International School of Macau expire at this meeting. Caroline Taylor, Head of School at Dulwich College Shanghai Puxi will leave China to take on a new role in Switzerland in August. Bill Elman and Howard Stribbell are standing for election again and Dr Clare McDermott from QSI International School of Chengdu has been nominated to replace Caroline Taylor.

Membership Vote for Board Candidates

The vote was held on April 23 with the ballot sent by email to all Heads of Member Schools and a reminder that only one vote can be submitted per member school. Bill Elman, Howard Stribbell and Clare McDermott were elected to three years terms commencing with the June Board meeting.

We are pleased to share that the Board Election result is now final and that 61 of 84 members responded. The slate of candidates, Howard Stribbell, Bill Elman, and Dr Clare McDermott was approved by a vote of For 60 Against 1

We are also also pleased to see that responses to the additional survey questions were quite good and proceed to work on these items. Most of those who declined to participate are located outside mainland China where many issues are different.

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| 1. Departing teacher and new hire survey | 58 for, 3 against (2 in HK) |
| 2. Staff Salary and Benefits Survey
large companies) | 53 for, 8 against (4 in HK, 4 part of |
| 3. Virtual Heads Forum
Mongolia + 8 larger or company schools) | 44 for, 17 against, (9 in HK, Taiwan, |

Executive Director's Report – Tom Ulmet

Through our collective efforts and the strong support and encouragement from our Board of Directors, ACAMIS has striven to provide all of our normal live events, canceling or postponing only when conditions in the host school city dictate that need. We are one of few organizations in Asia that has been able to carry on in this way.

Although prevented from direct interaction with government agencies on behalf of a collective group of international schools, we have successfully linked with Chambers of Commerce who view our member schools as a vital part of the economic development infrastructure, as does central government. This interaction has been quite useful in removing roadblocks to work permits, PU letters and visas. We anticipate this to be even more difficult this year, due to lockdowns and consequent shutdowns of local government offices, resulting in even longer delays due to backlog. Following is a list of Executive Office initiatives this year:

1. Remaining conferences this school year, depending on conditions:
 - English Language Learners Conference, Beijing World Youth Academy (BWYA), May 14-15. Presently BWYA has permission to conduct a public gathering for 90 people on a weekend. Registration is open at
 - Chinese Language Teachers Conference, Xi'an Liangjiatan International School, June 25-26

2. ACAMIS Membership – 84 Members, 66 in Mainland China
During the past year seven new member schools have been added, due in part to our advocacy on work permit issues and their participation as invited non-members to our conferences which exceeded expectations.
 - Since December, three new membership applications received
 - Three additional enquiries

3. New Developments
 - Renewed Efforts to Expedite Work Permits, PU Letters and Visas for New Teachers and Dependents We will continue our efforts to have these documents move through the system while also advising on system improvement.
 - ACAMIS Conference for the Arts
The ACAMIS Board of Directors and Executive Office are delighted to announce the creation of the ACAMIS Conference for the Arts commencing in March 2023. Thanks to Head of School, Samer Khouri, and his team, the first conference will be held at Suzhou Singapore International School. The conference will be the first of its kind in our region and is designed to serve the professional and creative development needs of teachers in the Visual Arts, Drama, Music, Film and Dance. The aim is to bring Arts teaching professionals together to share best practices, skills and inspiration and to provide support and encouragement to smaller schools that are developing arts programmes by connecting and sharing with one another.

The concept is being developed by the ACAMIS Academic and Cultural Enrichment (ACE) leaders, Jennifer Waite (Suzhou Singapore International School), Matthew Ignash (Beijing City International School) and Caleb Doyel (Shen Wai International School Shenzhen). They will be supported by an ACAMIS Arts Conference Planning Committee consisting of six of the top arts teachers in ACAMIS. As with other ACAMIS Conferences, the Conference for the Arts will tap top professional artists and top peer presenters who will present over two days. During the conference, artists will also be encouraged to create spontaneously in their areas of specialization. We are excited about introducing this new opportunity for professional development for teachers in ACAMIS member schools and to provide opportunities for interaction and collaboration.

- ACAMIS First Ever Salary Survey -coming in May
The chaos resulting from the stringent entry controls into China includes outrageous costs for flights, additional hotel costs waiting for tests, incentives for staff to remain on, incentives for not traveling during holidays, salary support for teachers stranded abroad and other budget-stretching items. These have skewed the normal salary and benefit packages. This survey will help us to see the new normal and wide participation in the anonymous survey is hoped for.
- ACAMIS Virtual Film Festival
This online event has allowed students to be enjoyably creative during shutdowns. Results of the best submissions will be shared and also available for viewing on our website after submissions are reviewed. Next year, the awards will be presented at the new ACAMIS Conference for the Arts.
- ACAMIS/PD Academia Virtual Workshops
Although interest in things virtual has declined due to overload and “virtual fatigue” several very interesting options remain this year that can be useful for new hires even before they join your team wherever they are located. These are certificate trainings that are conducted over several sessions for maximum interaction and absorption.
With greater turnover of leaders this year as well as the use of more local teaching assistants in the classroom, these events can set a good tone for their induction. Encourage them to participate and get a jump start. Discounts are available for ACAMIS members.
 - “Leading Effective Teams: For New and Aspiring Teacher Leaders”, Ma
 - “Leading in Your Role: Teaching Assistants: Holistic Student Development in International Schools”

Check them out at: <https://www.acamis.org/professional-development/acamis-online-pd-programs>

- ACAMIS/PD Academia Peer Learning Sessions
To better meet the needs of teachers, new teachers and staff working groups, Michael Iannini has conferred with many schools and coming next year will be a series of Peer Sharing and Learning Sessions.
- Heads Virtual Forums on Key Issues

Coming in the autumn will be a free opportunity for Heads to join a virtual sharing event with a group of our most experienced leaders. More information will follow.

- Special Head's Luncheon in Hong Kong, held Dec 1
In view of the painful isolation of residents and schools in Hong Kong, before the recent lockdown, we were able to successfully hold a first-ever luncheon for Heads of HK member schools. Other such luncheons are being developed for other categories of leaders when HK reopens.
- ACAMIS Online Chess, Coming soon
To help overcome the sense of isolation, ACAMIS members outside of China were invited to join our first Online Chess Tournament. 57 students from 14 schools took part in the first experiment and about 100 are participating in the next one, a great sign of interest. Primary school students will also be invited to participate through their school's division head. Congratulations to the winner of the first tournament from the International School of Ulaan Bataar. A model has now been developed that will soon be introduced to all member schools in China. We will soon be contacting Heads to nominate an interested teacher who will form an organizing committee in China. Participation will be free of charge.
- ACAMIS Student Leadership Conference, May 7, Dulwich College Shanghai Puxi, for Shanghai only due to conditions and pending conditions in Shanghai.
- ACAMIS Student Leadership Conference only for Hong Kong on May 7, at Discovery College, pending conditions in Hong Kong. We hope to expand this free opportunity to other regions in the new school year.

Respectfully submitted,
Angie Lee
Director of Operations

Member Schools Represented at the AGM: Present 62, Absent 22

Attended Virtually

Total Members 84: Percent Present 73.8% , Quorum Present

2022 ACAMIS AGM Conducted via Email April 23, 2022				
	SCHOOL	NAME OF HEAD OR DESIGNATE		
1	Access International Academy Ningbo	Ryan	Godlewski	Head
2	American International School of Guangzhou	Kevin	Baker	Head
3	Australian International School of Hong Kong	Howard	West	Head
4	Beijing City International School	Tom	Egerton	Head
5	Boston International School	Brian	Rotunno	Head
6	The British International School of Shanghai Puxi Campus	Andrew	Lancaster	Head
7	The British School of Beijing, Shunyi	Jayne	Needham	Head
8	Canadian International School of Beijing	Douglas	Prescott	Head
9	Canadian International School of Hefei	Peggy	Mitchell	Head
10	Chengdu International School	Jennifer	Birdsong	Head
11	Chinese International School	Sean	Lynch	Head
12	Christian Alliance International School	Richard	Vanderpyl	Head
13	Concordia International School Shanghai	Steve	Winkelman	Head
14	Dalian American International School	Blair	Lee	Head
15	Discovery College	James	Smith	Head
16	DSC International School	Jason	Walter	Head
17	Dulwich College Suzhou	Mike	O'Connor	Head
18	Georgia School Ningbo	Cavon	Ahangarzadeh	Head
19	Hangzhou International School	Jeffry	Stubbs	Head
20	Harrow International School Shenzhen	David	Shinkfield	Head
21	Harrow International School Beijing	Rachel	Dent	Head
22	Hong Kong Academy	Stephen	Dare	Head
23	International College Hong Kong -Hong Lok Yuen	Derek	Pinchbeck	Head
24	International School of Beijing	Daniel	Rubenstein	Head
25	International School of Dongguan	Kelly	Kramer	Head
26	International School of Nanshan Shenzhen	David	Swanson	Head
27	International School of Qingdao (MTI)	Ben	Yap	Head
28	International School of Tianjin	Steve	Moody	Head
29	International School of Ulaanbaatar	Bill	Elman	Head
30	International School of Wuxi	Gideon	Walker	Head
31	Ivy Collegiate Academy	John	Cheska	Head
32	Kaohsiung American School	Jim	Laney	Head
33	Keystone Academy	Malcolm	McKenzie	Head
34	Léman International School Chengdu	Tom	Ferguson	Head
35	Nanjing International School	Laurie	McLellan	Head
36	Nansha College Preparatory Academy	Aracelis	Maldonado	Head
37	Nord Anglia International School Hong Kong	Kenny	Ducan	Head

38	Qingdao Amerasia International School	Christopher	Vicari	Head
39	Qingdao No. 1 International School of Shandong Province	Michael	Page	Head
40	QSI International School of Chengdu	Clare	McDermott	Head
41	QSI International School of Shenzhen	John	Shirley	Head
42	QSI International School of Shenyang	Leah	Jamele	Head
43	Renaissance College	Harry	Brown	Head
44	Shanghai American School Pudong Campus	Emily	Sargent Beasley	Designate
45	Shanghai Community International School – Hongqiao Campus	Daniel	Eschtruth	Head
46	Shanghai Community International School – Pudong Campus	Elizabeth	Gale	Head
47	Shanghai Singapore International School	David	Shirely	Head
48	Shanghai United International School Wanyuan Campus	Norm	Martin	Head
49	Shekou International School	Greg	Smith	Head
50	Shen Wai International School	Daniel	Legault	Head
51	Suzhou Singapore International School	Samer	Khoury	Head
52	TEDA Global Academy	Joseph	Azmeh	Head
53	The International School of Macao	Howard	Stribbell	Head
54	The International School Foundation Academy	Malcolm	Pritchard	Head
55	Tianjin International School	Ryan	Witt	Head
56	Western Academy of Beijing	Marta Medved	Krajnovic	Head
57	Wuhan Yangtze International School	Chris	Rehm	Head
58	Xi'an Liangjiatan International School	Lily	Liu	Head
59	Yantai Huasheng International School	Samuel	Goh	Head
60	Yew Chung International School of Beijing	James	Sweeney	Head
61	Yew Chung International School of Qingdao	Stephen	O'Connor	Head
62	Yew Chung International School of Shanghai – Pudong Campus	Damien	Hehir	Head