

MINUTES OF THE 57TH SIM SOCIETY ANNUAL GENERAL MEETING
HELD ON THURSDAY, 12TH MAY 2022 AT 6.30PM VIA ZOOM

1. Introduction

- 1.1 Dr Rosemary Tan, Chairman of SIM Society Governing Council (GC), called the meeting to order at 6.30pm as it was established that a quorum has been met. A total of 70 valid proxy forms were submitted by voting members prior to the Annual General Meeting (AGM), exceeding the minimum quorum of 50 required to proceed. Chairman also welcomed all 22 members who attended the AGM virtually.
- 1.2 Chairman stated that there were no questions submitted by members prior to the AGM and called upon Ms. Adeline Sim, Secretary of SIM Society GC, to read the Notice of Meeting and she did so accordingly:
- The first Notice of the 57th AGM was sent to members on 4th April 2022.
 - The second Notice was sent to members on 28th April 2022, together with the Agenda and the relevant AGM materials.
 - Members were also informed that all voting at this AGM was by proxy only via a Proxy Form to be submitted prior to the AGM. Voting by proxy means members will be considered to be present at the virtual AGM.
- 1.3 The Notice of Meeting was taken as read.

2. To adopt the Minutes of the 56th AGM held on Thursday, 27th May 2021

- 2.1 The motion to adopt the Minutes of the 56th AGM held on Thursday, 27th May 2021 was proposed by Ms. Sylvia Yeo (Membership No. P911876) and seconded by Mr. Hanafi Mohamed (Membership No. P034358). The motion was put to the vote and unanimously carried with 67 valid votes.

3. To discuss Matters Arising from the Minutes of the 56th AGM held on Thursday, 27th May 2021

- 3.1 There were no matters arising from the Minutes of the 56th AGM.

4. To receive the Annual Report including the Statement of Accounts for the Year 2021

4.1 Secretary reported that for the year ended 31st December 2021, income was \$829k while expenditure was \$391k resulting in an excess of income over expenditure of \$438k. She highlighted that Year 2020 accounted for the transfer of assets and liabilities of SIM Society to SIM Group Limited while income for 2021 included a one-off donation of \$423k.

4.2 Secretary also reported that total membership stood at 1,183 members as at 31st December 2021. Despite the continued pandemic restrictions, the Society and its professional interest groups (IGs) persisted and organised activities that engaged members throughout the year. Activities organised were held online via Zoom and they included the following:-

- Preparing for Post-Pandemic Digital Transformation by the Human Capital Interest Group (HCIG)
- Innovate and Build a Lasting Company by the Innovation & Quality Management Group (IQMG)
- Managing Project Successfully for Entrepreneur by The Entrepreneurship & Strategic Management Group (TESM)
- Understanding Insurance by the Business Management Group (BMG)
- Cybersecurity: Same Battleground, New Strategy by SIM II Toastmasters Club (SIM II TMC)
- Seizing Opportunities for a Better Future by the Information Technology Group (ITG)

A new series of fireside chat called the Kopi Chat that discussed current issues and challenges faced by professionals and businesses was started with the inaugural event held on 29th November 2021 on the topic Impact of Digital Transformation on Our Lifestyle.

4.3 Chairman informed that there were no views and comments on the Annual Report and Statement of Accounts for the Year 2021 submitted by members prior to this meeting. Ms. Poon Swan Ping (Membership No. P2015694) and Mr. David Khoe (Membership No. P1206691) were the proposer and seconder respectively, for this item to be received. The motion was put to the vote and unanimously carried with 66 valid votes. Item 3 was duly received.

5. To receive the Estimate of Income & Expenditure and Programme of Activities for the Year 2022

- 5.1 Chairman shared that the year 2021 was again spent living with COVID-19 restrictions that continued to disrupt our personal and professional lives, that required us to adjust our lifestyles and livelihoods. Despite the challenges imposed by this prolonged pandemic, her team has remained firmly committed and focused on establishing a vibrant community and revitalising engagement programmes for members.
- 5.2 The IGs have adapted well to the new normal and successfully conducted their activities and meetings online. The IG Executive Committees (EXCOs) and the IG network have contributed significantly towards members' engagement with their tireless planning and organising of events throughout the year. In recognition of their efforts, a digital badge credentialing was introduced and badges were awarded to all IG EXCOs currently serving their term in office. Chairman specially acknowledged the HCIG EXCOs who crystallised and promoted this excellent initiative and looked forward to making further headways with all IGs.
- 5.3 On behalf of SIM Society, Chairman also expressed her gratitude to the late Ms. Yang Sao Ping, our former and valued member, and her family for the generous donation received in November 2021. Ms. Yang was an avid learner who partook in numerous SIM programmes and events throughout her membership tenure and was an epitome of lifelong learning. To honour her relentless pursuit of learning, GC will strive to deploy the funds towards worthy causes that expound the Society's advocacy for continuous professional and personal development. There will also be further plans to commemorate Ms. Yang's contributions.
- 5.4 Chairman informed that from the members' survey that was commissioned last year, useful insights were gathered and recommended steps taken to retain current members and attract new ones through more initiatives and engagement activities. One such development was the launch of a fireside chat series - Kopi Chat that was reported earlier. The event was well-received and attended by members.
- 5.5 Going forward, Chairman expressed her hopes that 2022 will bring some semblance of pre-pandemic normalcy. GC will continue to embark on strengthening the membership programmes and services, building stronger relationships and deeper engagements and leading the Society into a new era of communal learning to help realise our members' aspirations.

5.6 Secretary next presented members with the estimate of Income & Expenditure and the Programme of Activities for the Year 2022. The expected total income for the Year 2022 was \$821k and expenditure was \$748k which would result in an estimated surplus of \$73k.

5.7 With the announcement of the easing of most COVID-19 pandemic restrictions, more in-person events would be organised for members. Here are some highlights of the upcoming activities that members can look forward to attending in-person:

- Kopi Chat Series
- Understanding Your Insurance Needs when Overseas; The Impact of High Inflation and Interest Rate on SME and a Year-end Networking Trip to Cameron Highlands by the BMG
- The IQMG will organised talks on How to Innovate & Use Multi-Channels to Draw Attention to your Products & Services; Samsung’s Innovation Strategy and a Visit to Edible Garden City
- A Visit to IoT Solution Centre and talks on Introduction to Robotic Process Automation (RPA) and What is the Role of NFTs in the Metaverse were on ITG’s list of events
- SIM II TMC will organised talks on Thriving in a VUCA Environment and Communication for Influence

5.8 Chairman informed that there were no views and comments on this item submitted by members prior to the meeting. Ms. Lena Chia (Membership No. P034209) and Ms. Hay Lee Keng (Membership No. P1408901) were the proposer and seconder respectively, for this item to be received. The motion was put to the vote and unanimously carried with 66 valid votes. Item 4 was duly received.

6. To approve the amendment to Clauses IV.(a), V.(b) VII.(b) & (c), IX.(1)(a), Appendix B and By-Laws to Clause IX(1)(a) of the Constitution pertaining to membership categories, entrance fees and subscriptions

6.1 Secretary reported that to establish a more efficient Society, the GC thoroughly reviewed the membership categories to identify consolidation opportunities for more streamlined structures and revisions to membership fees for more equitable contributions that commensurate with privileges accorded. After careful consideration, it was determined that the Individual Membership structure was to be reduced from seven (7) to three (3) categories as per *Appendix 1*.

- 6.2 The removal of Student member is in tandem with the 2020 Corporate Restructure that transferred all business operations, including the higher education programmes, to a new company limited by guarantee. The merging of Silver member under Associate member is in consideration of both having the same rights and privileges. Visiting member is assessed to be of low relevance as it has never been issued and to be removed. The lowering of entrance fees across all revised categories is intended to lower entry barrier and encourage the growth of membership cohorts.
- 6.3 The GC also ascertained that the single tier Corporate Membership (introduced in 2014) did not commensurate with the privileges received. A multi-tier structure based on number of employees (which was the practice prior to 2014) would accord more proportionate contributions toward the costs of administering the privileges. The Corporate Membership structure was to be expanded from one (1) to three (3) categories as per *Appendix 2*.
- 6.4 The revised Membership structures were to take effect from Membership Year 2023 (1st January 2023 to 31st December 2023) onwards.
- 6.5 In consideration of the above revised Individual and Corporate Membership structures, Constitution Amendments as per *Appendix 3* were proposed.
- 6.6 Chairman informed that there were no views and comments on this item submitted by members prior to the meeting. Mr. Jeffery Tan (Membership No. P051703) and Mr. Reymon Goh (Membership No. P1706338) were the proposer and seconder respectively, for this item to be received. The motion was put to the vote and unanimously carried with 63 valid votes. Item 5 was duly received.

7. To elect Governing Council Members for the Ensuing 2 years in accordance with the provisions of Clause IX

- 7.1 Secretary informed that there were 6 council members whose terms are due for re-election. They were:
- Dr Rosemary Tan
 - Mr. Stephen Yee
 - Ms. Adeline Sim
 - Mr. Sanjay Gour
 - Mr. Allen Lee
 - Mr. Tan Swee Heng

Ms. Adeline Sim and Mr. Sanjay Gour have decided not to stand for re-election. The other 4 members were seeking re-election for another term. In addition, GC has also received the nomination of Ms. Catherine Yeow who is standing for election.

7.2 A total of 5 nominations were received for this election. All 5 nominees have been endorsed by the GC. As there are up to 10 seats for election and only 5 nominees, they are therefore accepted unopposed and elected as GC Members for a 2-year term with immediate effect. They are:

- Dr Rosemary Tan
- Mr. Stephen Yee
- Mr. Allen Lee
- Mr. Tan Swee Heng
- Ms. Catherine Yeow

7.3 Chairman congratulated and welcomed the newly elected GC member, Ms. Catherine Yeow and the other 3 re-elected GC members. Chairman looked forward to working with them and tapping on their vast and diverse experiences and knowledge. Their invaluable insights and support will go a long way in making SIM Society a more vibrant community.

8. To re-appoint Ernst & Young LLP as Auditors for the purposes of Clause XX for the Ensuing Year

8.1 The proposer and seconder for this item to be approved were Ms. Seng Kim Ee (Membership No. P1305459) and Mr. Christopher Tan (Membership No. P0910992) respectively. Approval was sought by proxy prior to this meeting and was unanimously approved with 68 valid votes. Items 7 was duly approved.

9. To discuss Any Other Business (relating to matters of which prior notice has been given)

9.1 Chairman advised that were no formal notice that had been received from members to discuss any other business relating to matters of which prior notice has been given.

9.2 In closing the AGM, Chairman thanked members for their attendance and she looked forward to their support as SIM Society continued to strengthen its membership activities, build stronger relationships and deeper engagements to help members realise their aspirations.

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There being no other business, the meeting ended at 6.47 pm.

Drafted by : Hanafi Mohamed 19th May 2022

Vetted by : Jeffery Tan 20th May 2022

Confirmed by:



20th May 2022

Dr Rosemary Tan
Chairman, SIM Society Governing Council

APPENDIX 1 - Individual Membership Fee Structure

Individual Member Category			Fee Structure			
			Existing		Revised	
Existing	Assessment	Revised	Entrance ^{#1}	Subscription ^{#2}	Entrance ^{#1}	Subscription ^{#2}
Student	Removed	N.A.	\$120	Nil	N.A.	N.A.
Ordinary	Retained	Ordinary	\$200	\$100	\$50	\$100
Associate	Retained	Associate / Associate (Silver) ^{#3}	\$150	\$65	\$30 / N.A.	\$65 / \$25 ^{#3}
Silver	Merged with Associate		Nil	\$25		
Fellow	Combined into single Fellow category	Fellow	\$400	\$200	Waived	\$200
Honorary Fellow			Nil	Nil		
Visiting	Removed	N.A.	\$100	\$50	N.A.	N.A.

#1 – One-time fee applicable when joining as a new member

#2 – Annual renewal fee for each Membership Year (1st January to 31st December); new members who join after 1st January to be accorded pro-rated

#3 – Existing Silver members will be designated Associate (Silver) and entitled to preferential annual subscription rate of \$25

APPENDIX 2 - Corporate Membership Fee Structure

Corporate Member Category			Fee Structure			
			Existing		Revised	
Existing	Assessment	Revised	Entrance ^{#1}	Subscription ^{#2}	Entrance ^{#1}	Subscription ^{#2}
Regardless of number of employees	To be segmented into 3 categories for more equitable annual fees contribution	Up to 200 employees	\$200	\$125	\$200	\$200
		201 – 1,000 employees				\$500
		Over 1,000 employees				\$1,000

Note:

The revised Membership structures are to take effect from Membership Year 2023 (1st January 2023 to 31st December 2023) onwards.

APPENDIX 3 – Proposed Constitution Amendments

Rule No.	Existing Rules	Proposed Rules / Amendments
Pertaining to MEMBERSHIP		
IV.(a)	<p>IV. Categories Of Membership And Eligibility</p> <p>(a) Individual Membership: There shall be 7 classes of individual membership:</p> <p>(i) Honorary Fellows - Persons who have distinguished themselves in the field of management or made significant contributions to the growth and development of the Institute may be invited by the Governing Council to be Honorary Fellows and bestowed such membership on an honorary basis.</p> <p>(ii) Fellows - Persons who hold general management responsibility at board or at chief executive level of such scope and duration as may be approved by the Governing Council may apply for membership as Fellows.</p> <p>(iii) Ordinary Members- Persons who are owners / proprietors or hold positions at board / departmental / divisional / branch / executive levels with appropriate professional and/or academic qualifications as may be approved by the Governing Council may apply for membership as Ordinary Members.</p> <p>(iv) Associate Members - Persons who are actively engaged in industry, commerce or a public organisation and have completed a course approved by the Governing Council (whether on a part-time or full-time basis) or are suitably recommended for membership as determined by the Governing Council may apply for membership as Associate Members</p> <p>(v) Student Members - Persons who have completed secondary education and are attending a course in business, management or any other subject approved by the Governing Council (whether on a part-time or full-time basis) may apply for membership as Student Members.</p> <p>(vi) Silver Members - Persons who are at least 60 years of age, retired from full-time business activity and occupation and have been a member of the Institute for at least 10 years may apply for membership as Silver Members</p> <p>(vii) Visiting Members - Persons visiting Singapore to conduct research, academic or business activities to the benefit of the Institute for any period not exceeding 12 months may apply for membership as Visiting Members.</p>	<p>IV. Categories Of Membership And Eligibility</p> <p>(a) Individual Membership: There shall be 3 classes of individual membership:</p> <p>(i) Fellows - Persons who have distinguished themselves in the field of management or made significant contributions to the growth and development of the Institute or hold general management responsibility at board or at chief executive level of such scope and duration as may be approved by the Governing Council may apply for membership as Fellows.</p> <p>(ii) Ordinary Members- Persons who are owners / proprietors or hold positions at board / departmental / divisional / branch / executive levels with appropriate professional and/or academic qualifications as may be approved by the Governing Council may apply for membership as Ordinary Members.</p> <p>(iii) Associate Members - Persons who are actively engaged in industry, commerce or a public organisation and have completed a course approved by the Governing Council (whether on a part-time or full-time basis) or are suitably recommended for membership as determined by the Governing Council may apply for membership as Associate Members.</p> <p>Persons who are at least 60 years of age, retired from full-time business activity and occupation and have been a member of the Institute for at least 10 years may apply for membership as Associate (Silver).</p>

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Rule No.	Existing Rules	Proposed Rules / Amendments
Pertaining to MEMBERSHIP		
V.(b)	<p>V. Admission To Membership</p> <p>(b) Applications for new memberships (all categories except for Honorary Fellows) shall be proposed and seconded by Voting Members (defined in Clause VII(b) below). Such applications shall be submitted to the Governing Council for its approval.</p>	<p>V. Admission To Membership</p> <p>(b) Applications for new memberships (all categories except for Honorary Fellows) shall be proposed and seconded by Voting Members (defined in Clause VII(b) below). Such applications shall be submitted to the Governing Council for its approval.</p>
VII.(b) & VII.(c)	<p>VII. Rights And Privileges Of Members</p> <p>(b) All Honorary Fellows, Fellows, Ordinary Members and Accredited Representatives of Corporate Members (defined in Clause VII(d) below) shall be entitled to attend all General Meetings of the Institute. They shall be entitled to one vote each at General Meetings. They shall also be known as Voting Members.</p> <p>(c) All Honorary Fellows, Fellows and Ordinary Members (who are Singapore citizens or permanent residents) shall be eligible to stand for election to the Governing Council.</p>	<p>VII. Rights And Privileges Of Members</p> <p>(b) All Honorary Fellows, Fellows, Ordinary Members and Accredited Representatives of Corporate Members (defined in Clause VII(d) below) shall be entitled to attend all General Meetings of the Institute. They shall be entitled to one vote each at General Meetings. They shall also be known as Voting Members.</p> <p>(c) All Honorary Fellows, Fellows and Ordinary Members (who are Singapore citizens or permanent residents) shall be eligible to stand for election to the Governing Council.</p>
IX.1(a)	<p>IX. The Governing Council</p> <p>(1) Composition</p> <p>The Management of the Institute shall be vested in a Governing Council (hereinafter referred to as "Council"), consisting of:-</p> <p>(b) at least five and no more than ten members of the Council (hereinafter referred to as "Council Members") to be elected at the Annual General Meeting from among Honorary Fellows, Fellows and Ordinary Members, in accordance with the procedures prescribed under any By-Laws which the Council may enact;</p>	<p>IX. The Governing Council</p> <p>(1) Composition</p> <p>The Management of the Institute shall be vested in a Governing Council (hereinafter referred to as "Council"), consisting of:-</p> <p>(b) at least five and no more than ten members of the Council (hereinafter referred to as "Council Members") to be elected at the Annual General Meeting from among Honorary Fellows, Fellows and Ordinary Members, in accordance with the procedures prescribed under any By-Laws which the Council may enact;</p>

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Pertaining to MEMBERSHIP		
By- Laws enacted by the Governing Council pursuant to its powers under Clause X(c) (i)	<p style="text-align: center;">By--Laws to Clause IX(1)(a):</p> <ol style="list-style-type: none"> 1. All nominations for Council Members must be proposed and seconded by either Honorary Fellows, Fellows, Ordinary Members, or Accredited Representatives of Corporate Members. This includes all retiring Council Members who wish to stand for re-election, subject to Clause IX(3)(b). 2. All nominations must have the written consent of the nominee. 3. All nominations must reach the Secretary at least one week before the date fixed for the Annual General Meeting. 	<p style="text-align: center;">By--Laws to Clause IX(1)(a):</p> <ol style="list-style-type: none"> 1. All nominations for Council Members must be proposed and seconded by either Honorary Fellows, Fellows, Ordinary Members, or Accredited Representatives of Corporate Members. This includes all retiring Council Members who wish to stand for re-election, subject to Clause IX(3)(b). 2. All nominations must have the written consent of the nominee. 3. All nominations must reach the Secretary at least one week before the date fixed for the Annual General Meeting.