



Shiatsu Therapy Association of Australia Inc.
ANNUAL REPORT 2017





CONTENTS

National Council 2017–18	1
President Dorothy Douglas	2
Vice president Linda Rago	5
Director of Research' Emma Strapps	6
Treasurer Andrew Scott	8
Secretary's report Ann Hocking	11
Membership secretary Vivien Watmough	12
Industry reference committee representative Anne McDermott	13
Ordinary member Alex Caldwell	14
In memoriam	15
AGM 2017 minutes	16
Strategic Plan 2017–20	20

NATIONAL COUNCIL 2017–18

A special thank you to the members of National Council.

2017 has been a challenging year of change and we have learnt a lot about lobbying government! National Council members volunteer their time and work tirelessly for all members. We thank them for their active engagement, involvement in meetings and dedication to shiatsu. The National Council members are:

President	Dorothy Douglas
Vice president	Linda Rago
Treasurer	Andrew Scott
Secretary	Ann Hocking
Membership secretary	Vivien Watmough
Director of research	Emma Strapps
Queensland representative	Linsey Evans
Ordinary member	Alex Caldwell
Ordinary member & IRC rep	Anne McDermott

Many thanks to everyone who freely shared their knowledge in *Pointers* in 2017:



Leisa Bellmore
Britta Biedermann
Hillary Child
Sandra Dexter
Michael Ellis
Amanda Erlank
Caroline Farah
Steph Francis
Dr Jennifer Hunter
Michael Licenblat
Annica Makoto
Pasquale Nicolazzo
Kazuhiro Ohashi
Bill Palmer
Linda Rago
Emma Strapps
Warren Wilson



PRESIDENT

Dorothy Douglas

Little did I know when I accepted the role of Presidency in May 2017 how busy the year would be and what skills I would be called to develop to respond to the needs of STAA. The work has been joyful, inspiring and challenging, sometimes all at once! I am grateful for the skilled collaboration between the Administration Officer and the National Council and within the National Council. Every member brings a perspective and particular skills that combine into a well-functioning management and leadership group.

In preparing this report I decided to take an approach of using the STAA Strategic Plan 2017-2020 as a point of reference. This helps me stand back, identify the many and varied activities of the National Council, harness my enthusiasm, review priorities and activities and harvest and celebrate what has been developed in the year.

I will describe some of what has been done and make brief mention of aspects within the Strategic Plan that are indicated for attention into the future.

1. DEVELOP AND SUSTAIN OUR MEMBERSHIP

Seek member feedback regularly and proactively

I have greatly appreciated when members email or phone the office with questions and feedback. This is important to me as it helps inform discussion within the National Council regular monthly meetings and decisions that are made at those times.

In the context of the Save Shiatsu Rebates campaign it has affirmed and supported the aspects of community and collaboration that are the foundation of our association.

I appreciate being encouraged to send occasional emails to the membership. This has given me a way of maintaining an attitude of inclusiveness in the midst of political thinking and lobbying that can readily absorb my attention and draw me away from heart and hara.

I am warmed by responses of members to these emails and enjoy the aliveness of the interaction.

Deliver outstanding workshops and an annual conference

The Annual Retreat Conference in 2017 was outstanding. Of especial note was the connection the international shiatsu community with the visit by Japanese Master Nagai, Master teacher Shu Takeda and the group supporting the whole each from the heart and their personal talents. The other outstanding feature was discussion by Australian and New Zealand shiatsu practitioners about the social value of our work and the importance of developing research. I will elaborate on a few details under the research heading.

Establish and facilitate a mentoring program

This topic was discussed at the Retreat. I remind all members that there is a solid base of experienced practitioners who can provide mentoring and/or supervision.

As a mentee you can declare the time for your annual CPE. I have personally benefitted from working with a participant. I encourage others to consider how they might make this arrangement work to help develop a practice that is personally satisfying and rewarding. There is no formal structure for this at present.

2. COMMUNICATE PROACTIVELY AND EFFECTIVELY WITH MEMBERS, REGISTERED TRAINING ORGANISATIONS AND THE PUBLIC

Publish a biannual journal, *Pointers*

It may be easy to take this publication for granted. However, the skills and professional efficiency of Sandra Dexter as editor cannot be over-stated. Contributors consistently deliver stimulating material that is thoughtful and well written. We can be proud of our own journal that stands on its own within the international community.

Circulate a regular e-newsletter, *Tsubo*

Again, regular publications are sustained by members and the editor. *Tsubo* provides a more immediate voice, community presence and line of communication between members.

Maintain an effective and interactive website

I have included the website as something to consider for further development. There is scope to build informational and specialist

knowledge content that is produced and shared by members. This work can help STAA develop accessible resources for professional development, postgraduate education and to build the STAA Shiatsu in Australia Research project. I would like to see opportunities for CPE activities enabled via our website.

3. CONSOLIDATE THE DISCIPLINE OF SHIATSU THROUGH EDUCATION, RESEARCH AND DEVELOPMENT

Sustain a commitment to postgraduate research

Development of the STAA research project will take place in stages. The first has been completed with the STAA Workforce Survey. Emma Strapps will have more to say about this in her report. Its significance is proven having been quoted in the Industry Reference Committee (IRC) Skills Forecast 2018 and referred to by international shiatsu researchers.

On 16th November 2017 I accompanied Emma Strapps, Director of Research and Development, at the symposium National Institute for Complementary Medicine (NICM), Clinical Trials in Integrative Medicine at the University of Western Sydney. We found the experience and academics we spoke with helpful.

STAA Shiatsu in Australia Research Project – aims and benefits:

1. Promote clinical expertise of practitioners
2. Develop avenues and career paths in shiatsu
3. Educate the public about shiatsu and its benefits
4. Position shiatsu as integral within the Australian healthcare system
5. Influence public policies via government, institutions and academic bodies
6. Develop shiatsu education and training
7. Contribute to scholarship and the international standing of shiatsu

The next phase being developed is a Case Report format based on international standards that can readily be used by shiatsu practitioners. Case Reports are a recognised form of information gathering for research and appropriate to shiatsu.

Manage continuous improvement through Continuing Professional Education (CPE) program

STAA continues to rank extremely well in this activity and requirement for acceptance by private health funds. Individual practitioners have much to choose from to fulfil their CPE and are supported by the Membership Secretary and Administration Officer. There is scope for further development of CPE activities via the STAA website.

Contribute to policy development within the healthcare system

This function has stood out strongly since October 2017 when the government announced it would be reforming the system of subsidies for private health fund rebates to complementary and natural therapies. The National Council obtained advice about how to lobby effectively from Tracey Foley, Activist Leadership and Development Co-ordinator with Amnesty International. This information has been invaluable and helped us prioritise, and organise actions to take. The main objectives of the lobbying have been for:

- government to retain shiatsu for health fund rebates
- real choices in healthcare
- public education about shiatsu and its safety and efficacy
- dignity of shiatsu practitioners and respect for their work

Establish and maintain a Register of Teachers and of Mentors/Supervisors

This activity has been mentioned under the first point. Such a register was begun several years ago and needs to be updated. It would provide members an indication of who is available and what their specialisations and particular interests would be.

Health Complaints Commission (Victoria)

is now the avenue through which clients can seek to resolve complaints. Practitioners in all states and territories are advised to refer to this website for information as it is sound and practical. It provides guidelines for establishing processes to manage and resolve complaints and inform clients about resources available. I have attended two HCC information sessions, one of them hosted by the Australian Shiatsu College, Melbourne. They were positive and helpful.

4. PARTNER WITH PEOPLE, ORGANISATIONS AND COMMUNITY

Source funding for research

This activity is becoming more of a priority for STAA to develop research information that provides evidence of the safety and efficacy of shiatsu. In the context of partnerships potential benefits to shiatsu can be access to grants and funding, informed awareness of shiatsu theory and practice within organisations and better integration of shiatsu in the Australian health system.

5. SUSTAIN AN EFFECTIVE, SUSTAINABLE AND SUPPORTIVE ORGANISATION

These objectives are routinely monitored managed on a monthly basis.

Over the past months I have strongly advocated for the rights of all shiatsu practitioners to speak in freedom, to declare their presence within the health system and rightfully expect to be heard by elected political representatives.

My advocacy and commitment are based on my unwavering respect for shiatsu and the practitioner.

We have been called on to consider our right to practice. In lobbying to government and developing research we build a stronger and clearer path for shiatsu both within Australia and internationally.

What a robust 2017/18 for STAA! Under the guiding hand of President Dorothy Douglas, a campaign to promote shiatsu as a worthy component of the healthcare system of Australia is underway. Loud and proud, our members have informed the Federal Health Minister, shadow ministers, backbenchers, Senators and senior public servants of shiatsu's benefits. As the Senate re-examines proposed legislation to invalidate this modality by deeming it unsuitable for public or private health rebates, we can join with other therapists, our clients to raise our collective and individual voices.

This legislation could be described as poorly researched or perhaps poorly understood, but certainly poorly crafted and impractical as a strategy to strengthen Australia's healthcare system. For instance, shiatsu is ideal as a therapeutic strategy in the aged care sector.

As we prepare for the 2018 AGM and the year ahead, I believe STAA could redirect energy and a portion of the budget to support the educative pathways for those with a professional interest in studying and teaching. As our membership lessens in number due to fewer graduates and an ageing professional group, it makes sense to promote shiatsu in your own community by offering an information service (brochure, experiential session, workshop).

I'd like to personally thank outgoing Treasurer Andrew Scott for his three years of service on National Council. (In accordance with our constitution, a board member can hold the same active position for three years maximum).

The 2018 STAA Retreat is on the Gold Coast (Fri 19th - Mon 22nd October). Please save the dates. The retreat program will be designed to feed the mind of the student in each of us through national and perhaps international exchange. A diverse array of practitioners will offer treatment, practical tutorials and update us on their research and areas of postgraduate study. The retreat program outline and online registration page will be available by the end of May.

Thank you for the opportunity to serve on National Council as Vice President.



VICE-PRESIDENT

Linda Rago



DIRECTOR OF RESEARCH

Emma Strapps

What a year it has been and how quickly it has gone by! A most active and rewarding year as Director of Research for the STAA National Council, particularly having the opportunity to work alongside inspiring National Council members and under the leadership of President, Dorothy Douglas.

STAA National Council has been very active this year working behind the scenes to maintain a strong voice for our small community of dedicated shiatsu practitioners.

As well as ongoing tasks, National Council members have had to get quickly across some new skills including lobbying government policy makers and politicians; understand and address issues in the government's legislative decision to remove the private health fund rebate for shiatsu from April 2019.

In my role as director of research, some of the activities I have engaged in this year include:

STAA SHIATSU WORKFORCE SURVEY

I completed two articles for *Pointers* on the shiatsu workforce survey 2016. I continue to edit these articles data from the shiatsu workforce survey and close to finishing an academic journal article for publication. This will help gain traction for further research opportunities.

Information from the workforce survey has already been used to advise government in the Skills IQ reporting on the health training package, in consultation with government over the removal of private health fund rebates for shiatsu and has also been picked up and quoted by a European shiatsu blogger!

SHIATSU RESEARCH NETWORK

There is a growing community of practitioners and practitioner-researchers gaining ground across the world. I have enjoyed the slow but steady stream of research that is being developed and published, particularly in Europe and Canada.

I have opened correspondence with the European Shiatsu research network who are enthusiastic and keen to support shiatsu research and dialogue globally. It is interesting to notice that what we are experiencing here in Australia is also a trend happening in other parts of the world.

Anyone can get involved in this group and ongoing discussion by emailing Kristina here: info@shiatsu-research-network.org

GOVERNMENT LEGISLATION TO REMOVE REBATE FOR SHIATSU

I have dedicated so much of my spare time to reading and understanding government documents, research and developing ideas and arguments to fight for shiatsu to retain private health fund rebates.

It is both a personal and professional mission to retain the value of shiatsu as a practice and as a profession within the healthcare sector.

STAA RESEARCH WORKING GROUP

We have begun to establish a small cohort of local experts and National Council members to plan and implement an Australian research project.

We are gathering skills, ideas and research to develop a pilot study for measuring benefits of shiatsu in relation to pain management.

More details to come later in the year.

ATTENDED THE NICM SYMPOSIUM: CLINICAL TRIALS IN COMPLEMENTARY MEDICINE

Dorothy Douglas and I attended the 2017 symposium hosted by the National Institute for Complementary Medicine (NICM) at Western Sydney University in November 2017.

This was a full day of lectures and discussions around the challenges and indeed some successes in developing clinical trials for complementary medicine. This was an inspiring day where we had a chance to connect with like-minded practitioners and academics leading the way in this field of research. It was encouraging to encounter people who were genuinely interested in understanding the complexity of 'holistic interventions' like shiatsu and the many issues surrounding ways of meaningfully capturing, measuring and analysing data from shiatsu treatments.

Clinical trials are the 'gold standard' of medical research however by their very western scientifically based design make it difficult to adapt for holistic/energy treatment forms. However, there are some interesting and encouraging shifts occurring across science and medicine that allow for meaningful engagement with shiatsu. For example, an increased acceptance of case studies and series as valuable data and N-of-1 trials (that is looking in depth at one individual, like a case study but with more focus on all the complexities of the particular case and a pre-determined intervention (treatment plan) over a period of time).

As a National Council member, I continue to develop new skills and opportunities I could never have imagined just a few years ago. This includes meeting and talking to a wider audience about the wonderful work that we do on behalf of my entire cohort.

I am proud to be a shiatsu practitioner, a STAA National Council member and active in developing research that will contribute to the broader understanding of our incredible work.

TREASURER

Andrew Scott



Please see the included Profit & Loss as well as the Balance Sheet for the 2017 calendar year for full specifics.

Points of note

- STAA had an operating profit of \$5,800 for the year.
- The overall cash position improved accordingly.
- Membership income was down 10% from the previous year.
- The STAA Conference and associated revenue was up over 200% of the previous year.
- Overall expenses were up 6.5% on the previous year (mainly due to increases in conference hosting, and insurance).

Viewed in isolation the 2017 year was an overall financial success with the bulk of the credit going to a successful conference and a constraining of administrative expenses. I hope that I am wrong but it is possible that 2017 may end up being a high-water mark for the next few years.

STAA is facing significant financial headwinds going forward:

- In 2018 year membership is currently down 20% again on the previous year.
- Everything to do with the proposed Health Industry Reforms
- Fewer colleges producing qualifiable practitioners
- The current STAA membership is aging.
- Inflationary pressure on administrative costs.
- The production costs of its journals relative to its audience size.
-

As a Treasurer I believe STAA needs to seriously consider broadening its scope of membership base. Currently it is largely set up to administer to regulatory requirements of the government and health insurance industry for professional practice. The total number of current or eligible practitioners in Australia that require this is very small and the proposed regulatory changes could actually make it a moot point altogether.

Whether by choice or circumstance shiatsu may find itself once again largely outside of an accreditation environment. A situation that we may take advantage of to promote and enable a free-flow of education, ideas and techniques from our own members within our community, to outside related modalities as well as the wider public.

In such a situation STAA could seek to provide technical, logistical and infrastructure support to members wishing to conduct workshops, courses, webinars etc. along with publication, promotion and distribution of those products or events. This would be one possibility but hopefully other members may put forward better or more refined ones.

It is my personal opinion that STAA members should reflect on what it is they want or need from their membership body going forward and what they are prepared to contribute towards that. The life cycle of the current organisational set-up will need to change over the next couple of years in accordance with the new environment that it finds itself in. It is not immediate and it is not disastrous but as always change is coming and along with it comes opportunity.

PROFIT AND LOSS

Shiatsu Therapy Association of Australia Inc.

For the 12 months ended 31 December 2017

Cash Basis

	JAN-DEC 2017	JAN-DEC 2016
Trading Income		
Advertising Income	1,715.24	2,060.60
Brochures Income	70.00	-
Conference Income	27,545.50	14,082.62
Fundraising Income	1,115.09	1,940.00
Membership Income	52,045.80	57,852.75
Membership refunds	(70.00)	(318.00)
Merchandise Income	3,652.00	869.21
Workshop Revenue	-	879.70
Total Trading Income	86,073.63	77,366.88
Gross Profit	86,073.63	77,366.88
Other Income		
Dividends - unfranked	2,312.61	-
Interest received	219.48	372.18
Miscellaneous	115.24	-
Total Other Income	2,647.33	372.18
Operating Expenses		
Accountancy	945.00	1,530.00
Administration fees	35,102.69	36,634.85
Advertising and promotion	803.39	1,728.04
AGM/Annual report	360.00	-
Bank Fees And Charges	379.74	474.16
Conference/seminar costs	19,633.46	15,630.86
Donations	(300.00)	-
Electricity	572.00	583.00
General expenses	1,572.11	681.35
Gifts	120.00	-
Insurance	1,994.73	-
Interest	(0.08)	-
Internet	2,715.97	2,583.56
Journal editing & lay-out	2,231.28	1,347.36
Journal printing	3,796.10	1,962.40
Legal fees	55.80	294.40
Membership	-	-
Postage	1,152.28	1,086.30
Printing & stationery	1,753.40	3,448.20
Registration & insurance	-	865.25
Rent - Office	4,290.00	-
Rent on land & buildings	-	4,372.50

Profit and Loss

	JAN-DEC 2017	JAN-DEC 2016
Rent-Storage	1,144.00	1,166.00
Research & development	1,123.38	952.00
Sundry expenses	1,200.00	-
Telephone	2,060.90	2,338.56
Travel, accom & conference	119.57	-
Total Operating Expenses	82,825.72	77,678.79
Net Profit	5,895.24	60.27

BALANCE SHEET

Shiatsu Therapy Association of Australia Inc. As at 31 December 2017

	31 Dec 2017	31 Dec 2016
Assets		
Bank		
Community Solutions Cheque Acc	1,375	549
Mastercard Account	260	432
Westpac Business Cash Reserve	25,371	20,759
Total Bank	27,005	21,740
Current Assets		
Finished goods - at cost	630	-
Total Current Assets	630	-
Total Assets	27,635	21,740
Net Assets	27,635	21,740
Equity		
Current Year Earnings	(28,010)	(24,321)
Retained profits	55,645	46,061
Total Equity	27,635	21,740

Since coming onto the STAA National Council in June 2017, I have experienced a wonderful and engaging journey with my fellow National Council members from all over Australia.

In my capacity as Secretary I have participated in monthly – and sometimes fortnightly – National Council meetings, taken and distributed minutes and prepared the monthly agenda for meetings.

During my time on National Council, I have had regular brainstorming sessions with our President Dorothy Douglas. These have been inspiring and productive communications, focused on forwarding and expanding the shiatsu name in Australia.

During this tumultuous period of health fund reform in Australia, Sandra Dexter and Alex Caldwell have been a valuable and balanced source of both information and inspiration, enabling me to assist the National Council in many and varied capacities.

The Australian Government's proposed action to remove shiatsu from the health rebates system has been a focus since joining the National Council. I have been actively involved in the Save Shiatsu campaign including attending and minute taking a meeting with Alex Caroly (advisor to the current Health Minister Greg Hunt). I have witnessed the tenacity and passion of the Australian shiatsu community as well as the dedication and enthusiasm from the National Council.

I look forward to remaining on National Council for the next year in a capacity where I can best contribute to STAA.



SECRETARY
Ann Hocking



MEMBERSHIP SECRETARY

Vivien Watmough

It was not so long ago when STAA accredited providers of shiatsu courses. When the VET sector formalised the qualification we accepted members who had the current qualification from accredited colleges. Many of the colleges who provided shiatsu qualification no longer offer the Diploma in Shiatsu and Oriental Therapies and there are now only three colleges who offer the current diploma HLT 52215. They are the Australian Shiatsu College in Melbourne one of the original colleges offering shiatsu training, the Collective Wellness Institute also in Melbourne and the Australian College of Eastern Medicine with its campuses in Sydney, Bellingen and Lismore in NSW and Rockhampton in Queensland. Without new graduates who choose to have STAA membership our membership numbers will decline.

With common subjects between shiatsu and massage, many practitioners will have a dual qualification and do not necessarily take out two memberships, one for each modality. This reflects the difficult financial environment and lack of discretionary income, and other professional associations who can cover shiatsu as well as other modalities.

This competition and lack of a large pool of new graduates impacts on attracting new members to STAA and with several senior practitioners retiring and the usual level of practitioners deciding not to renew our membership continues to decline.

STAA is blessed with a core group of committed, loyal and active members. We recognise the need for change to attract new members. There will be more challenges in the year ahead to ensure the ongoing viability of STAA, and continue to support practitioners and promote the benefits of shiatsu.

Implementation of the new CPE guidelines has had its teething problems. However the quality of the CPE work over the year has generally been of a very high standard with some terrific work that will be reflected in *Pointers* in the coming months.

This is my final year as membership secretary. This is an opportunity for someone to bring a fresh perspective to member services. I will be available to hand over and support the new membership secretary as required.



INDUSTRY REFERENCE COMMITTEE REPRESENTATIVE

Anne McDermott

STAA continues to represent Shiatsu Therapy and Practice on the Skills IQ – Industry Reference Committee and plays a significant role in ensuring that education and training for shiatsu practitioners is maintained at the highest possible standard and meets the changing needs and trends of the jobs market in Australia through the delivery of the Health Training Package Qualification.

The Complementary Health Industry Reference Committee (IRC) has responsibility for the following qualifications, packaged within the HLT Health Training Package, aligned to job roles within the following sectors:

- Ayurveda
- Aromatherapy
- Kinesiology
- Massage and Remedial Massage Therapy
- Shiatsu
- Reflexology
- Traditional Chinese Medicine Remedial Massage

Complementary Health IRC - 2018 Industry Skills Forecast

On 30th September 2016, IRCs submitted their initial four-year work plans to the Australian Industry and Skills Committee (AISC) for consideration. These work plans were developed incorporating information sourced in a variety of ways, including meetings and consultations with stakeholders, desktop research, an industry workforce survey open to all stakeholders, across all industries for a five-week period and consultation with IRC members and their stakeholder networks.

In April 2017, these work plans were refreshed, retitled as Industry Skills Forecasts and again submitted to the AISC. An IRC's Industry Skills Forecast provides an overview of the sector and the current challenges and opportunities it faces, along with an analysis of current and projected employment and workforce skills needs. It proposes a schedule for the ongoing review of relevant training package products to inform the AISC's development of the four-year rolling National Schedule.

Now in 2018 the Industry Skills Forecast has been developed and signed off by this IRC, but the final decision with regard to the scheduling of training product development rests with the AISC, once it has reviewed the submitted Industry Skills Forecasts of all 60 plus IRCs across the various sectors of Australian Industry. The confirmed National Schedule is published on the AISC website once approved.



ORDINARY MEMBER

Alex Caldwell

Reflections of a year on STAA National Council

This year we have our new President, Dorothy Douglas, who has brought her energy and passion to this, her second presidency. From my perspective as an ordinary member of National Council, the transition was smooth. It felt good to be working with her again as we continue to maintain and further our profession.

In October 2017, the Government announced that from April 2019 shiatsu would no longer attract rebates through the health funds. I was shocked at this exclusion and felt disappointed that our Government was taking this stance.

There followed from National Council, led by Dorothy, a concerted and sustained campaign to overturn this proposal. Letters, meetings, resources for members, resources for clients etc... To develop these has required many hours of contemplation, planning and implementation – and there's more to do yet! I felt empowered by these actions.

We are a small organisation; all members of National Council give their time voluntarily because they love shiatsu and are keen for it to prosper.

This is my experience. I have only respect for all involved and encourage interested members to join.

IN MEMORIAM

In 2017 the shiatsu community lost two gentle and kind souls. We remember them with love and gratitude.

Linsey Evans

8 July 1962 - 10 November 2017

Linsey was STAA's Queensland Representative for the past two years.

Linsey was known for her gentle ways. A quietly spoken woman with precise, inquisitive hands, Linsey was able to support and bring healing to many clients in and around Brisbane.

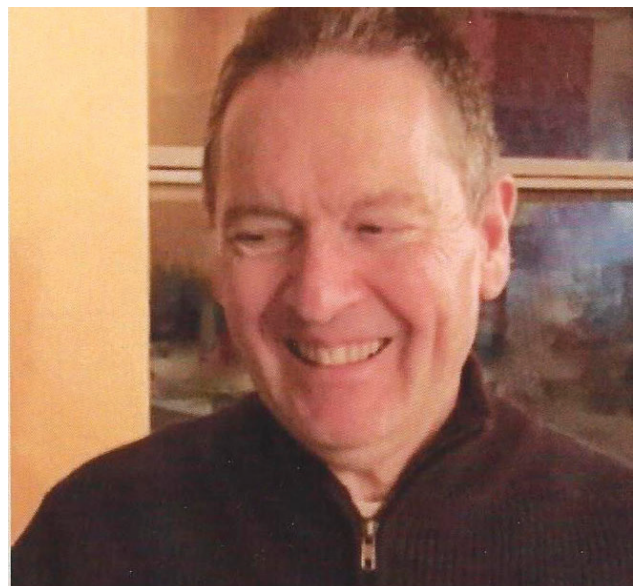
She loved her work and is missed by us all.



Michael Clarke

Michael passed away on Sunday 25 June as a result of a massive heart attack.

His friend Barbara Richardson remembers Michael as a warm and positive presence – “courteous, kind, approachable, gentle, clever and (once you got his sense of humour) very, very funny.”



AGM 2017 MINUTES

Sunday 28 May 2017, 4pm

Online via Google Hangouts

1. Welcome from the President

The AGM opened at 4.05pm with President Linda Rago's welcome address. Linda introduced the current National Council members and summarised National Council activities over the past year.

- STAA has entered Stage Two of our Research Project with the first workforce survey complete and articles published. We are currently moving toward a clinical trial through the academic leadership of current Vice President Emma Strapps. This work is outstanding and imperative for the future recognition of shiatsu as a professional complementary therapy in Australia and is in keeping with STAA's mission which is to become integrated within the healthcare system.
- Our new logo was introduced and has been accepted as a clearer, more dynamic contribution to STAA's professional image - paving the way for increased promotional effort in 2017/18.
- The Scope of Practice document was completed and is available on our website and is also for usage professionally.
- Three-year Strategic Plan was reviewed and refreshed to keep us moving forward for the 2017-2020 phase.
- We have improved CPE quality control this year, reviewing the number of points allocated for shiatsu core-related studies and non-core related training.
- All health fund audits of STAA over the past years have been completed with care and success.
- STAA contributed to the Australian Industry and Skills Committee (AISC) and the Complementary Health Industry Reference Council (IRC) review of professional and educational qualifications. Our workforce survey highlighted that we have an ageing workforce and there is a significant drop in shiatsu students with only one registered training organisation (that's the Australian Shiatsu College) offering a shiatsu diploma this year. We have been invited to use our workforce survey to inform the IRC's decision-making process for the next 4 years. We need to participate giving clear feedback about the changing landscape. This subject has been earmarked for initial discussion under new business today and has been flagged as a top priority for the new National Council. Anne McDermott has been accepted as STAA's representative on the IRC for the coming year.
- Promotion and Publicity: As scheduled, we are about to survey members about new product lines sporting the new logo. The selected products will be sold online and at our 2017 Annual Retreat on the Gold Coast 15 -17 September.
- Feedback from the conference held on the Mornington Peninsula indicates it was a deeply satisfying educative event. Participants were very pleased with the level of connectivity and the sense of 'community' re-established at the conference.
- *Pointers* and *Tsubo* continue to serve and connect us. Thank you to Sandra Dexter and all contributors.
- We need to upgrade Facebook, website and social media activity in the coming year.

Linda Rago outlined National Council's agenda moving forward:

- Promotion of shiatsu will begin with an educative push - to educate the public and get the word 'shiatsu' into usage.
- We need to mentor recent graduates and provide an accountable formal structure for a practitioner support program which can also guide postgraduate training. This has begun with the STAA auspiced Workshop Program implemented during the 2016/17 period. This program could provide income for an ageing workforce, contribute to CPE points, interface with the research project, as well as nurture newcomers to the profession.
- Our professional relationship with health funds can be strengthened with a fresh approach to the Australian Regional Health Group to include us. ARHG is an umbrella organisation which represents over 30 smaller health funds in regional areas.
- Some of the foreseeable challenges for STAA include: the small size of our membership and its age, the lack of students weakens our collective voice and in turn the size of our budget moving forward, shiatsu education in Australia, the volunteer nature of National Council.

In closing Linda Rago thanked all National Council members for their energy, passion, skills and time, and thanked them on behalf of all members, for their efforts over the past year. Linda expressed confidence that STAA can negotiate the future landscape of the Australian healthcare system with integrity and success.

2. Attendance

a. Present:

ACTIVE PARTICIPANTS

Sandra Dexter (Admin)	Linda Rago
Jenny Dorrington	Andrew Scott
Dorothy Douglas	Emma Strapps
Anne McDermott	Alida Zuluaga

REGISTERED VIEWING PARTICIPANTS

Sofia Adams	Hari Grindley
Emi Angove	Russell Makoto
Viola Barnes	Rachel Myers
Sue Brownlee	Junji Sakamoto
Robbie Caneloro	Vivien Torok
Denis Conroy-Welby	Dom Varney
Maree Crutch	

b. Apologies

Elizabeth Atkins, Alex Caldwell, Hillary Child, Linsey Evans, Glenn Polley, Marjorie Scott, Vivien Watmough.

c. Proxies

Alex Caldwell to Emma Strapps

3. Previous Minutes and Business Arising

Moved that the Minutes of the 2016 STAA AGM be accepted as a true and accurate record.

Moved – Dorothy Douglas

Seconded – Anne McDermott

Carried

Business arising from 2016 minutes

Anne McDermott confirmed that the refund of monies from the Natural Medicine Register has not been finalised, and is in the liquidator's hands.

4. 2016 Annual Report and 2015/16 Financial Reports

2016 Annual Report tabled. The 2016 annual report was emailed to all members on 28 April 2017. 2016 calendar year financial report and 2015/16 taxation financial report currently being finalised by accountants, and will be made available to members on the Member Portal.

Treasurer Andrew Scott reported that for the calendar year ending 2016 STAA had a total revenue of about \$77,000, with a profit of about \$700. This leaves STAA with an asset position of \$21,000 which is similar to STAA's position at the end of 2015.

The 2016 conference cost and raised \$16,000. The remaining money was spent as follows:

- Administration fees (labour) 60%
- Professional fees (lawyer, accountancy, insurance) 6%
- Infrastructure costs (rent, phone, internet) 18%
- Journals 13%

Basically 85% of the revenue is to sustain the organisation and keep it functioning. A large part is to do with the private health funds and facilitating the client rebates. Given that STAA has an aging membership and there is currently one school in Australia producing new members, is not a great situation long-term. Short-term, the next few years, is more than fine but we will need to look at how we want to structure the organisation, what we want to do with the money coming in and the services that members want.

Currently everything is running smoothly. STAA has money in the bank and we are profitable at the moment, but we need to be mindful about our situation going forward and what members actually want and expect from STAA.

5. Election of Office Bearers

All members of the 2016/17 National Council stood down and all positions were declared vacant. Andrew Scott was the returning officer. The following nominations were received for National Council 2017/2018:

Member	Position	Nominated by	Seconded by
Dorothy Douglas	President	Linda Rago	Anne McDermott
Linda Rago	Vice President	Vivien Watmough	Anne McDermott
Andrew Scott	Treasurer	Linda Rago	Vivien Watmough
Ann Hocking	Secretary	Dorothy Douglas	Vivien Watmough
Emma Strapps	Ordinary member & ACT representative	Vivien Watmough	Anne McDermott
Linsey Evans	Queensland rep	Vivien Watmough	Linda Rago
Vivien Watmough	Membership Secretary	Linda Rago	Dorothy Douglas
Alex Caldwell	Ordinary member	Linda Rago	Dorothy Douglas
Anne McDermott	Ordinary member	Linda Rago	Vivien Watmough
Alida Zuluaga	Ordinary member	Dorothy Douglas	Vivien Watmough

All nominations were accepted and carried.

6. New Business

Address by new President

Dorothy Douglas acknowledged the goodwill and work by Linda Rago who has nurtured and built great strength and coherence within the Council. She welcomed and introduced the two new Council members: Ann Hocking and Alida Zuluaga.

IRC Committee

Anne McDermott said that are two upcoming meetings for the IRC Committee that she will attend and represent shiatsu, and she will report back to STAA after those meetings. Dates to be determined.

Title for Emma Strapps

Linda Rago proposed a formal title - Director of Research and Development - for Emma Strapps. Emma is leading the research project as this will assist her when applying for scholarships, funding and for academic/scientific positions.

Moved by Linda Rago

Seconded by Dorothy Douglas

Carried

Research donation fund

Linda Rago proposed that STAA investigate the possibility of setting up a formal donation fund for research, so that STAA can accept donations or bequests or gifts, in a tax-refundable and formal way. Treasurer Andrew Scott will research this.

Moved by Linda Rago

Seconded by Emma Strapps

Carried

Status of STAA and shiatsu diploma

There was a discussion about the ageing membership and fewer graduates. Andrew Scott said obviously it was not a good situation to have one school. He thinks STAA needs to explore having more workshops, and more add-on skills as a secondary arm to STAA, and try to find a way to maintain the professional line. Aiming to ensure current skills are passed on, and explore ways to open STAA up to non-shiatsu people, and bring them into STAA in some manner.

Linda Rago commented that while online education is expanding, it may be an advantage for shiatsu to be out of that to see where the future is for that type of training.

Dorothy Douglas hoped for more direct interaction with STAA and the Australian Shiatsu College to encourage a sense of connection and continuity, and students can experience the link between STAA and the College.

Anne McDermott said this subject needs dedicated focus to talk at length about this and where we're going in the future. Although there is a push towards online training, we may be trading water until this cycle changes.

Alida Zuluaga expressed that it offers STAA an opportunity to come up with something fresh and do more promoting of shiatsu.

Sue Brownlee (via Chatbox) said that given the crash and burn of private providers in the news recently it's a good idea to wait and see what happens with online training.

Dorothy Douglas said this was a job for STAA to promote shiatsu within the community, generating a broader sense of interest which we hope will feed into the more formalised training programs.

AGM declared closed at 4.53pm

STRATEGIC PLAN 2017–2020

Our Vision

Shiatsu is a recognised element of an integrated healthcare system.

Our Mission

To sustain a professional network that promotes shiatsu within the Australian community.

Our Values

To nurture, respect, collaborate and act with integrity.

GOAL	STRATEGY
1. Develop and sustain our membership	Seek member feedback regularly and proactively Lobby private health funds to provide rebates for shiatsu Deliver outstanding workshops and an annual conference Establish and facilitate a mentoring program Create peer supervision opportunities
2. Communicate proactively and effectively with members, registered training organisations and the public	Maintain an effective and interactive website Maintain a bank of media resources Publish a biannual journal – <i>Pointers</i> Circulate a regular e-newsletter – <i>Tsubo</i> Maintain a commitment to relevant annual forums for members and registered training organisations
3. Consolidate the discipline of shiatsu through education, research and development	Sustain a commitment to postgraduate research Manage continuous improvement through Continuing Professional Education (CPE) program Establish and maintain a Register of Teachers and of Mentors/ Supervisors Contribute to policy development within the healthcare system
4. Partner with people, organisations and community	Seek opportunities to collaborate locally, nationally and internationally Source funding for research
5. Sustain an effective, sustainable and supportive organisation	Retain accountable, supported and satisfied staff Continually develop and maintain quality IT systems Respond to membership needs



Shiatsu Therapy Association of Australia Inc.

PO Box 248, Surrey Hills Vic 3127

1300 138 250

www.staa.org.au