Board Meeting Minutes
Oct 13/14, 2025

President's Message (Elisabeth)
- Elisabeth reflected on her goals and the work accomplished during her tenure.
- While the financial situation for APCDA is not a major concern, we have not been able to build sustainable savings due to expenses exceeding conference income in recent years.
- Allan will add running the accreditation committee to his former role as Bylaws Chair.
- Allan proposed creating two new roles, Assistant Secretary and Assistant Treasurer, while working on the other proposed bylaws changes.

Treasurer's Report (Nila)
- This report shows the entire fiscal year from October 2024 through September 2025.
- Conference income exceeded the budget while membership income was exactly the amount in the budget. Income from scholarships does not reflect the large amount raised the fundraising campaign because those funds have already been transferred to their individual accounts on the Balance Sheet (Some to the Endowment and some to the Scholarships Fund, which both look good right now). Webinar income exceeded expectations with $4272 according to income received from Stipe into our bank account.
- The net loss for the year was $7566. While we do not like having a loss, this is not a serious concern, this small loss just inspires us to do better next year.
- We need to find additional revenue streams.

Discount for Malaysians at the 2026 Conference
- Dr. Poh Li Lau has requested that Malaysian attendees receive a $60 discount. This means their registration cost would be less than RM1,000.
- If they request a Free First Year Membership, then register for the conference, this further reduces the cost for Malaysians.
- We are also engaged in a scholarship fundraising campaign. If it is successful, we will have 70 scholarships, and many of those can go to Malaysians.
- Marilyn will draft a letter about the Malaysian discount for the conference to share with the Welcoming Committee.

Pilot Mentorship Program Implementation Plans (Elisabeth)
- This pilot program is reserved for area representatives.
- It has been delayed due to end-of-year transitions among area representatives.
- One part of the program will establish a discussion group for area representatives who want to implement a career development program based on Sustainable Development Goals (SDGs)
- Another part will establish a discussion group for area representatives who want to increase local membership engagement.
- Gaini shared her Affiliate Program success in Kazakhstan through structured professional development programs and webinars. Other areas, like Vietnam and Hong Kong, have expressed interest in this concept.
- A third part of the program, will include one-on-one mentoring.
- The group agreed to start the mentorship program in November after Diwali, with a focus on monthly meetings and professional development opportunities.

Discussion: Initiating APCDA Leadership Honor Program

- The board approved the fellowship program concept
- The program will be renamed to avoid the term "fellowship" due to its connotations of financial support and seek a gender-neutral term.
- This program will focus on honoring past leaders and contributors to APCDA
- The original proposal included many specifics (who selects the honorees, terms for the selection group, criteria for membership, etc.) that were questioned.
- Sini, Elisabeth, Nila and a staff member will meet to develop the program details and send an updated proposal to the board for further input.
- Elisabeth, Sini, and Nila will create a Google form for voting on the new name for the fellowship program and send it to the board.

Webinar Report (Arun)

Date	Session Title	Paid	Inc0me	# Reg	Attnd %	Famlr	Clarity	Content	# Rspn
3-Oct	Excellent Career Center	Free	70	41	61%	2.0	5.0	4.8	4.0
8-Oct	October Community of Practice	Free	0	19	58%				0
18-Oct	Empowering South African Youth	Free	5	15	40%	2.0	4.0	3.0	1.0
29-Oct	Disability Inclusion and Accessibility	Paid	0	25	40%	2.0	4.0	5.0	1.0
7-Nov	The Value of Micro-credentials	Free	160	75	49%	2.8	4.0	3.8	4.0
21-Nov	Life in War Zones	Free	10	19	49%	1.8	4.0	3.8	4.0
5-Dec	Holland's RIASEC Hexagon	Paid	405	29	63%	2.0	5.0	5.0	1.0
9-Jan	Culture Shock/ International Unv	Free	10	28	46%				0.0
23-Jan	Unlocking the Power of AI	Paid	660	58	59%	1.8	2.8	3.0	2.0
13-Feb	The Coming Landslide	Free	60	66	45%	2.0	3.5	3.5	4.0
27-Feb	Impact of Global Trends, Policies & AI	Paid	535	39	56%	3.0	3.0	4.0	5.0
28-Mar	Insight Exchange	Free	0	20	100%				
26-Jun	Transforming Pain to Power	Free	20	53	30%	2.7	3.7	4.0	3.0
10-Jul	The Science and Art of Learning	Paid	90	43	51%	2.6	3.6	3.4	5.0
31-Jul	Beyond What Color is Your Parachute	Paid	425	27	52%	-	-	-	0
8-Aug	Insight Exchange	Free	20	18	50%				0
21-Aug	How can AI be Used	Free	130	73	38%	3.0	3.5	3.5	4.0
11-Sep	NCDA AI Resources	Paid	178	22	68%	2.0	3.2	3.8	5.0
25-Sep	Employment Realities for Diverse Clients	Free	60	43	47%	2.0	5.0	4.5	2.0
	Total		**2838**	**713**	**63%**	**2.2**	**3.9**	**3.9**	**2.8**

- 19 webinars were conducted last year with 12 free and 7 paid, reaching 713 people with 20% being non-members.
- Technology and AI-focused sessions were particularly successful
- Homegrown topics were also successful

Keynote Speaker priority for 2027 (Arun)
- The Planning Committee for the 2027 Conference in Singapore shared their ideas.
- The conference will be held in-person April 6-9, followed by the Virtual sessions because this is the mid-semester break at our host institution, Temesek Polytechnic.
- The theme will be "Enabling a Future-Ready Workforce," which will cover four different sectors in Singapore. The Planning Committee will write a description of these 4 sectors and what this theme means to each.
- Proposed Keynote Speakers:

	Name	Designation	Representation
1	Human Capital in the Age of Transition	Ms Dilys Boey, CEO, WSG	Local
2	Resilience, Inclusion, and Career Flourishing	1. Dr Anthony Mann, Senior Policy Analyst at the Organisation for Economic Co-operation and Development (OECD) (https://youtu.be/DMaba7DsljQ) 2. Dr Mary McMahon's System Theory Framework (https://youtu.be/1PCrvZlN5rs) o 3.Heather E. McGowan (https://www.youtube.com/watch?v=IaBRb1RaTsY)	International
3	AI, Work & Human Potential	Prof David Tan, Co-Director, Centre for Technology, Robotics, Artificial Intelligence and the Law, NUS	Local/ International

- The Board discussed the three options for the second speaker and prioritized them as shown.

2026 Conference (Arun)
- The new schedule was reviewed. The Board Retreat was added on May 1.
- Elisabeth shared her recent trip to Malaysia, She stayed at Urban Living Residence and confirmed is as the hotel for staff.
- She emphasized the collaboration between UM, Baktiar and the Malaysian Welcoming Committee, and Arun. Marketing and tour arrangements are in progress.
- November 15 is the deadline for proposals, but we often receive late proposals and find a place for them.

- **Other**
  - Arun will be on the panel presentation for UNESCO-UNEVOC's Latin American/Caribbean webinar.