



Buddhas' Practice Incorporated

110/12 Salonika Street, Parap

Darwin NT 0820, Australia

ABN: 30567859041



<https://bpi2019.org.au>

general@bpi2019.org.au

Management Special Committee Meeting Minutes of Buddhas' Practice Incorporated

Meeting No: 02
Date: 30/7/2025
Time: 8:00pm-8:24pm (Darwin Time)
Place: Zoom.us
Meeting ID: 6310170000
Password: 631017
URL:

<https://us06web.zoom.us/j/6310170000?pwd=UnNLd01aSzlpOS81TzZpU2djYUEyQT09&omn=83197783450>

Meeting Host: HE, YUPING
Minute Secretary: WANG, YINFENG
Time Keeper: WANG, YINFENG



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Attendees

(A=Apology, P= Present, L=Leave of Absence, Abs=Absent and Silent)

No	Name	Position	Attendance	Method
1.	BENNIE SPIRIT	Advisor	P	by videoconference
2.	Yuping HE	Chairperson/Public Officer/ Treasurer	P	by videoconference
3.	Dong JING	Vice-Chairperson	A	
4.	DAWN SPIRIT	Treasurer Assistant	P	by videoconference
5.	Huaigu WANG	Director of BRTC	P	by videoconference
6.	Chengli LI	Preacher of BPI Committee	P	by videoconference
7.	LE THI MY TRANG	Preacher of BPI Committee	P	by videoconference
8.	Yuanyuan NING	Member	P	by videoconference
9.	Yinfeng WANG	Secretary/Manager of Web Content	P	by videoconference
10.	Yuhua HU	Member Representative	P	by videoconference
11.	Fei QIAN	Member	P	by videoconference

Attendance Report



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P	10
A	1
L	0
Abs	0
Total	11

Meeting open	HE, YUPING (Chairperson) opened the meeting at 8: 00 PM Darwin Time Zone.
Apology	
Participant status	Yuhua HU was late for 20 minutes.

Reports and Proposal

Yuping HE	<p>TOPIC:</p> <p>Labor Agreement & Human Resource Planning (HR Turning Point)</p>
Major Resolutions	<p>Topic: Labor Agreement & Human Resource Planning (HR Turning Point)</p> <p>1. Background</p> <p>All associations in Australia, and indeed associations worldwide, must comply with laws and regulations to ensure the survival rights of their staff. Legal consensus holds that the scope of survival rights includes the "right to life" and the "right to maintain a minimum standard of living." Although the Association Buddhas' Practice Incorporated (Hereafter BPI) initially complied with laws and regulations and managed establishing Preacher Account under the name of BPI for preachers, the preachers abandoned this due to the unbearable tax burden. As a result, government regulatory bodies, financial institutions and auditing firms found it hard to believe and have been conducting strict investigations since then.</p>



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Now, the original rule has to be restored: when BPI staff receive donations from various sources into the Association BPI's account, clear notes indicating who the donation is for should be added, and then the Committee of BPI help transfer the funds into personal accounts according to notes of bank transfer. This requirement needs to be formally stipulated through a new Labor Agreement and to be explicitly reflected in such an Agreement.

This will ensure BPI fully understands each person's financial situation, thereby more effectively addressing the concerns of government regulators, financial institutions and audits, making it easier to obtain government funding. It will also help everyone recognize and support BPI in a transparent way.

2. Original Rule on the similar resolution

During the Financial Year 2021-2022, the Committee of BPI tried to help Preachers to transfer their individual income from sponsors / donors.

However, due to lacking of TFN (Tax File Number) of most overseas preachers, the tax of their income is up to 46.5%.

In that case, such resolution had to be removed finally according to preachers' agreement.

Relevant meeting minutes were presented by Yuping HE.

3. Australian working conditions

Workplace rights

Pay rates and workplace conditions are set by Australian law.

All people working in Australia, **including those from overseas**, have rights and protections at work.

These cannot be taken away by contracts or agreements.

Pay

Your minimum pay rate can come from an award, enterprise agreement or other registered agreement, or the national minimum wage. Employees have to be paid the



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	<p>right pay rate for all hours they work including training, team meetings, opening and closing the business and doing a trial shift.</p> <p>National minimum wage Minimum wages - Fair Work Ombudsman</p> <p>From 1 July 2025 (Monthly AU \$ 4,108.00):</p> <ul style="list-style-type: none"> - the National Minimum Wage increases by 3.5% to \$948 per week or \$24.95 per hour - award minimum wages increase by 3.5%. <p>More information on employment in Australia is available on our website https://immi.homeaffairs.gov.au/visas/working-in-australia/work-rights-and-exploitation/work-restrictions and on the website of the Department of Employment and Workplace Relations www.dewr.gov.au</p> <p>4. Proposed Practical Operations</p> <p>It is recommended that individuals raise funds from their sponsors or donors to the Association BPI's account, and then the Association will pay them out monthly.</p> <p>When making a bank transfer etc. to the BPI's bank account, please ask the sponsors or donors to note which person they are sponsoring.</p> <p>A one-time transfer is preferable.</p> <p>Yuping HE called for a vote for above proposed operations.</p> <p>Vote Result: 10/10</p>
Minutes of the previous meeting	N/A
Chairperson's comment	N/A
Future Program	To Be Confirmed



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Meeting close

The meeting was declared closed at **8:24pm, Darwin Time Zone.**

Confirmation of the minutes

This minute is a true and accurate record of the meeting.

Signed by: 

Minutes prepared by:



(Date)3/8/2025