



Annual General Meeting, 07 March 2018

Meeting Opened: 11:10am

Chaired: Fleur Dwyer (President)

Present: Fleur Dwyer; Barb Seaton; John Mikus; Ray Anderson; Sue Mikus; Maureen Volentras; R. Bradley; R. Benjamin; B. Perry; Carolyn Smith; Linda Krulz; Boris Krulz; Sue Donnelly; Brigitte Kesterman; Bridget O’Hanlon; Lindy Fisher; Chris Warner; Jennie Smith; Lynne MacMillan; Paul Strutynski; Jennifer Dessens; Ric Wright; Judy Raymond; Sheila Harrison; Garry Clear; Margot Deepa; Anita Paget; Anne Stewart; Val Currie; Sue Birks; Trish Goodwin; Trish Hazell; Nan Kennedy; Liz Sweaney; Eileen Pearson; Bill Dejong; Don McDowell; Chris Bembrick; Dorothea Bonney; Judy Shelley; Margaret Brown; Robbie West; Bill Couchman; Judy Couchman; Margaret Evans; Jean Day; Mary Brody; Sue O’Loughlin; Anne Ayling; Lyn Govey; Kym Mogridge; Terry Prowse; Jenny Johnston

Apologies: Peter Wynn; Lyn Wynn; Bev Smith; Celia Farquharson; Gavina Bailey; Margaret Gaunson; Judith Reid; Berniece Madden; Thelma Reagan; Joyce Jarvis; Pat McKay

1. Welcome and formal opening of meeting: Fleur Dwyer

2. Minutes from AGM – held 22 February 2017:

Motion: Minutes from 2017 AGM confirmed as true and accurate.

Moved: Margaret Evans **Seconded:** Barb Perry

3. Report from President - Fleur: (see attached)

Motion: That the President’s report be accepted.

Moved: Anita **Seconded:** John

4. Discussion re badges

- Val concerned that people are not wearing their badges
- Sue suggested that more permanent badges are a more viable option.

5. Treasurer’s Report: Chris Bembrick

- 2017 turnover reduced from 2016 – there is a \$3,000 difference
- Currently there is a reduction in membership fees due to the timing (not all members have renewed memberships)
- Surplus \$5,700; \$600 in fixed assets; cash assets \$5,000
- Current assets \$4,700 – reserve surplus to cover cost to eventually move to new premises
- John questioned the difference in rent payments – Chris: This caused by the timing
- Chris stated that the Committee in 2016, resolved that the books be audited at each change of Treasurer – this has been countermanded by new committee – an audit will be conducted this year for the last three years.

Motion: That Treasurer’s Reports be accepted.

Moved: Lyn McMillan **Seconded:** Maggie

6. Election of Officers and Members to the U3A Management Committee for 2018 - John

Mikus – Returning Officer:

- All positions vacated.

- Lindy Fisher and Dorothea Bonney have chosen not to stand for their current positions
- Nominations have been called for and should have been received at least 7 days prior to the meeting.
- Voting procedure explained by John
- Nominations for the remaining committee position called from the floor – this might be a “communications” position
- Nominations for the 2018 Management Committee as follows:

Position	Nominee	Nominated by	Seconded by
President	Fleur Dwyer	Nan Kennedy	Sue O’Loughlin
Vice President	Garry Clear	Carolyn Smith	Barbara Perry
Treasurer	Chris Bembrick	Jenny Johnston	Terry Prowse
Secretary	Carolyn Smith	Garry Clear	Barbara Perry
Committee (Leader - Publicity)	Sue O’Loughlin	Nan Kennedy	Fleur Dwyer
Committee (Leader - Wellbeing)	Nan Kennedy	Sue O’Loughlin	Fleur Dwyer
Committee (Leader - Resources)	Barb Perry	Garry Clear	Carolyn Smith
Committee (Leader - Technology)	Terry Prowse	Fleur Dwyer	Carolyn Smith

All nominees elected unopposed.

No nominations were received for the remaining committee position and it will be left vacant – it may be filled at any time.

Nan Kennedy and Nan Anderson are one and the same.

7. Question asked in relation to PSC and the coordinator role (Anita).

Fleur: defined “management” and described the management committee in terms of: sustainability

- Team concept of shared responsibility
- Nan and team, taking responsibility for welcoming people into the organisation
- Lindy has done a great job of coordinating the PSC and it is disappointing to lose her. Lindy has given thought to how the PSC can work differently

8. Awards: The awards system is currently under review

9. Presentation: Thank you and presentation to:

- Ian Robertson (held over)
- Jenny Johnston
- Lindy Fisher
- Dorothea Bonney

10. Presentation of Data of U3A Membership (September 2017): Lindy Fisher (previously discussed by both committee)

- 509 members – 403 female (73%)
- Why are we as an organization more attractive to female members?
- 26% of financial members don’t participate (Why?)
- Where do our members live:
 - 35% - Tura
 - 32% - Merimbula
 - 6% - Tathra

- 5% - Pambula town
- 4% - Pambula beach
- 4% - Bega
- 14% - small towns and villages
- 1 member – Eden
- Bega and Eden are seriously under represented – Why?
- Where are courses being run? 23 out of 42 courses are run at Tura Beach (239 participants)
- Convenience of courses run closer to home increases participation rate
- No courses are run in Bega & Eden and this is reflected in participation
- What courses are preferred by men?
- 598 female participants / 110 male participants (may attend more than one course)
- Most popular courses attended by men: Modern Middle East; Adventure Walking; Taboo Topics
- Direct survey of male members would be useful

Action to date:

- Management Committee has established a team to expand membership into Bega and Eden. Efforts in Bega initially and Eden later
- Registration was held in Bega for the first time
- 7 new courses and 2 “One Off” events have been offered in Bega in Term 1: 51 participants in courses and 21 participants in “One Off” courses
- Management Committee members have put their hands up to run courses – we hope that courses will continue to grow. Sue is running a number of courses
- 2018 data has been analysed by Jenny up to this date – membership applications and renewals still coming in

11. Sapphire Coast U3A Sapphire Coast Strategic Planning Program (for a sustainable, ethical, successful organisation) – John and Sue Mikus

John:

- U3A is in a good state
- Lots of enthusiastic members
- Talented and committed people now elected to work on our committees
- Good courses/course leaders
- Healthy financial position
- U3A members have demonstrated the capacity to get together and move forward together quickly
- Fleur talked about sustainability rather than short term strategies
- Why plan for the future?
- Vision is to be sustainable, ethical and successful
- Less hierarchy and more opportunities for people to contribute – resulting in fewer people having to do all the work, which is currently a concern
- U3A operating in a different way might address this
- Committee structure will be different
- The planning process will work toward achieving the vision and ensure that we are all working towards the future
- “Silo” structure is different from “collaborative group” type structure
- A plan enables an identifiable goal
- Thinking about a plan has commenced – we need various stakeholders to be involved. Particularly consultation with our members
- No need for a rush
- John and Fleur agree that this task has to be done properly/not quickly
- This plan will be presented at the AGM in 2019, so won’t be finalised until next year

- Committee to keep members updated with process
 - Constitution of 2013: *Objectives*: To have fun
 - *Principles*: Improve status of people over 50
 - Working with others
- This has not happened in a strategic or planned manner and various actions are required

Sue:

- How do we ensure that everyone has a say?
- Planning techniques: Committee; course leaders, Brains Trust members
- A number of sessions will be presented
- Where are we?
- Where to in the future?
- Values
- What works/doesn't work?
- Changes that can be made
- 12/16 participants in a group, this group based (large and small) activity will result in a consolidated set of information to be put together for a planning party
- Sessions to be publicised

12. U3A Sapphire Coast Website: Terry Prowse

- Fortuitous that planning session identified a need for a new website
- Thank you to Liz¹ Sweeney for our last website and also to Colin Gould in his absence
- My U3A has now been linked to the new website
- Please let Terry know of any issues with the website
- After discussions with Fleur - Terry thought that she would be able to develop new website
- This new site needed to be: dynamic; informative; clean to look at (uncluttered) and easy to navigate
- Course to be run this Saturday (10am to 12 noon) at U3A Centre Tura
- Web address: <https://www.sapphirecoastu3a.org/>
- My U3A can be accessed as usual – it will be linked directly to the site
- Please send photos to Terry (jpeg images)
- As of today/maybe tomorrow all access to the old website will be directed straight to the new website
- President's Blog will enable Fleur to keep us updated
- Positive comments and constructive criticism (with suggestions as to how to make improvements) are welcome
- Hoping for helpers in the *Tech Team* who have a basic knowledge of technology – would like to train people to update sections of the website (cheat sheets will be available)
- There will be a Members' Area which will include key dates; "One Offs"; Community Events
- A Forum section will also be available for members to have opportunities for online discussions – there will be a need for a sign on for this section – this will not be your member number
- To comment in the Forum – sign in; make your comment and then hit "publish"

Meeting closed: 1:05pm

Appendix. **President's Report**

Thanks for this opportunity to talk with you. I want to do this, often!
I'm committed to keeping you informed of whatever is going on. Since the special meeting in 2017, we have been doing so with a couple of newsletters sent via email and in the post. In the future, this communication will be made much easier on our new website which Terry Prowse has designed and constructed over the last 4 months.

It's been a bit more than 6 months, with the other members of what is known as the Management Committee, I started this work. Since then, I have been very conscious of, if not preoccupied, with the journey to make U3A Sapphire Coast an ethical, successful and sustainable organisation.

Over the years, many people have toiled and given so very much of their time, effort and dedication. As I look around the room, it is largely you who have done the work, isn't it? It is you who are committed enough to come here today because you care about what is happening now and will happen to U3ASC in the future.

I'd love to give you the opportunity to consider the same question which I have rolling around in my head. With a partner, please do share your thoughts about this, take a couple of minutes each to express your views. Here is the question:

What would it take for U3A to be an ethical, successful & sustainable organisation?

Sue & John Mikus, along with a team of experienced future planners, including Suzanne Simon, Garry Clear & Don McDowell will be creating many opportunities, over the next 12 months, for you to make known what you believe and need to say about this question. So, watch this space.

Let me share a little of the science of organisations with you. Indeed, I'd like to use this to briefly frame up a model of our U3A SC.

Firstly, the principles of:

prosocial
subsidiarity
polycentrism

Many successful organisations, including IDEO, the famous international design company, and Google (dare I mention it!) are now having large parts of their success attributed to the **prosocial** behaviours. Behaviours which are evident amongst their staff and leaders. What is '**prosocial**'? It is that which is 'for'/pro the social. That is the behavior intended to benefit another such as helping, sharing, donating, co-operating, and volunteering. Humans and many animal species have the capacity to be prosocial. In a sense, it is organic and often spontaneous.

Elinor Ostrom, who received the Nobel Prize in economics in 2009, took up the concept of prosocial behaviour and researched groups, largely at the grass roots, who manage their own community resources. She found they did very well in progressing their communities and their assets. In fact, they did much better than highly organised & externally controlled community groups.

A key principle of Ostrom was that of **subsidiarity**. This is the principle that a central authority should have only & primarily a subsidiary function. Furthermore, they should be performing only those tasks which cannot be performed at a more local level. This does, of course, directly challenge the efficacy of top down, hierarchical, and often bureaucratic, systems prevalent in many governments, businesses and community groups.

Her concept of **polycentrism** describes the notion that people in the community know what is best to cultivate, to progress and to conserve in their assets. Most importantly, those people at the local level need to be respected & honoured.

U3A SC, when left to its own devices, is a perfect example of how Ostrim's theories work. Let me explore this further with you.

Firstly, prosocial:

We have a bunch of members, some 550, who want to learn, have fun and socialise. We also have an immense resourcefulness in our course leaders, in terms of skill sets, background knowledge, career experience, interest & enthusiasm. The prosocial inclinations of these course leaders, leads to a willingness to share their skills, volunteer their time and conduct courses and various activities. Course leaders essentially do their own thing, they design the course, gather their resources, organise the venue, set it up as required, provide morning or afternoon tea and so on. This can be a consuming business and, often, quite a bit of work. And, even though course leaders may find systematic routines for delivery of courses and organisation of activities, it is nevertheless, a generous dedication of their time and energy. For some, they have been contributing this way for a very long time. Thank you to our Course Leaders.

Here is polycentrism at its best!! Course leaders providing courses and members participating & collaborating in genuine partnership. Together these two groups control and command the, highly successful U3A program. It works well for all concerned.

However, there is a subsidiary function which is required, relevant & appropriate. This is provided by the PSC, Program SubCommittee, who are also a collection of prosocial behaviourists! They collate & organise course leader information and, they, along with Terry Prowse & team, distribute that, through the program to members — that is, the participants who know what they want, when they want it, how they want and more. **So, Let's Listen to them. And, Let's Facilitate and Disinhibit Prosocial Behaviours**

The work which I, and another group of prosocial behaviourists, called the Management Committee, have embarked upon is deliberate in its confrontation of an assertive monocentrism which began emerging in an earlier phase of the U3A SC organisation. Our efforts to turn this about has not been easy.

Conversing with the members of the Brains' Trust, a group of wise, discerning and supportive long time members has been informing our actions. However, we want, and throughout 2018, will actively seek greater involvement, ideas and opinions from Course Leaders and the other part of the U3A community equation, our members.

U3A SC is on track to regain the strength, of a polycentric organisation, which is lying latent, waiting for the invitation to come out and start conversing again. The steps to achieving this outcome John & Sue will talk about soon.