

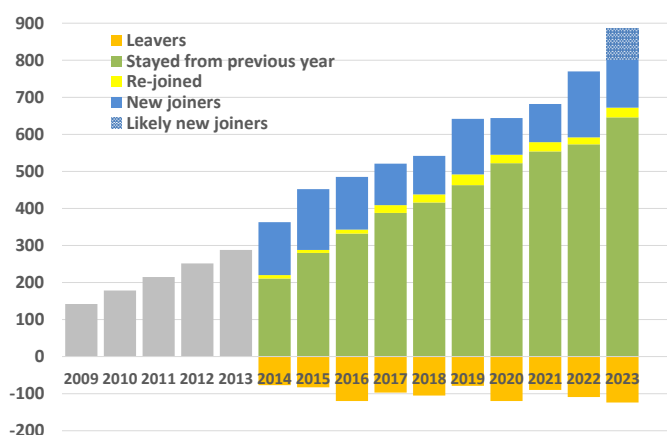
# Good afternoon, everyone

**Guy (Palmer)**

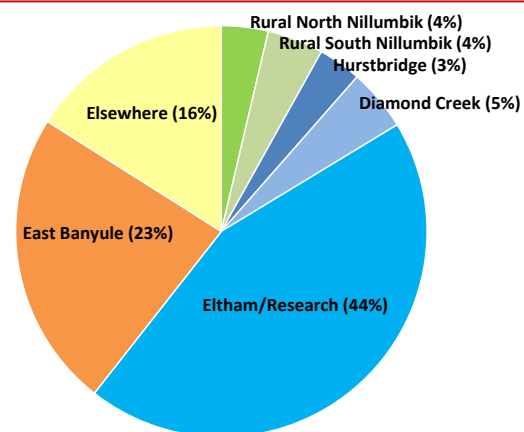
## Where we are now

- Fully back from Covid
- More than 800 (802) members as of now
- 88 classes in term 2
- Stable Eltham venues
- Stable finances
- Fortnightly Gibber Gabbers

## Membership over time



## Membership by geography



## Other aspects of geography

- The membership mix has not actually changed much over time
- But the class mix has changed:  
Hurstbridge, from 15 in 2015 to 7 in 2023  
Eltham, from 29 in 2015 to 49 in 2023
- And the venue mix has also changed:  
Now no 'homes' outside of Eltham  
Now 2 (or 3) 'homes' in Eltham
- 40% of tutors live outside Nillumbik
- 50% of Committee live outside Nillumbik

## Some other things we did during 2022/23

- Left Bridges and went to Allwood House
- Some new physically active classes
- Lots of events (Xmas dinner, mini expo, morning teas, tutor meetings, guided tours, trivia, Eltham Little Theatre, sausage sizzles)
- Various marketing activities
- Roughly broke even

## A brief look back over the last 5 years

	2018	2023	% change
Members	476	800	+68%
Classes	58	88	+52%
Membership fee	\$45	\$50	+11%
Reserves	\$24K	\$60K	+250%
Newsletters	4pa*	26pa	+650%

## Covid

- Lockdowns in much of 2020 and 2021
- Always followed the Government's rules/advice; never invented our own
- Clear and timely announcements
- Lots of Zoom classes
- Central vaccination database
- Half-price membership option for two years (most still paid the full amount)

## Venues / 'homes'

- Eltham Central Pavilion:
  - A proper office
  - A large classroom
  - A place for other activities
- Old Eltham Courthouse lease:
  - Some security of tenure
  - A much reduced cost
  - Letting others use the room for free
- Total savings of roughly \$10K pa.
- No 'homes' outside of Eltham

## Some of the other things I've tried to achieve

With some success?

- Less fractious Committee
- Links between Committee and tutors
- Links between Committee and Office
- More of a 'loose-tight' organisation
- Spending more money
- Gibber Gabber
- Website
- Electronic enrolment and payment
- Activities and interactions that are not limited to classes

## Some of the other things I've tried to achieve

With less success?

- Interacting with other U3As
- Interacting with Network Victoria
- Getting clear strategic directions agreed at Committee
- Our activities in Northern Nillumbik
- Relationships with the sporting clubs
- Succession planning
- Getting the Council engaged

## Some future strategic challenges

1. Geographic coverage
2. Tutors
3. Council

These are all ongoing, long term challenges, not challenges limited to 2023/24

## A big, strategic question

Do we want to be:

1. Nillumbik U3A? or
2. Eltham U3A? or
3. Nillumbik and East Banyule U3A?

I suggest that 'Eltham U3A' is:

- The default answer.
- The worst answer.

My preference is  
Nillumbik and East Banyule U3A

## The default direction as I perceive it

- Our membership remains buoyant
- Our finances remain strong
- We become ever more Eltham-centric
- Our Hurstbridge arm continues to ossify
- Finding sufficient tutors becomes an ever growing challenge
- Our average hourly venue costs rise (they rose 13% in the last year)
- Our range of events might well dwindle

## If you agree with me, then we need to ...

- For the Committee to have the Nillumbik-wide goal front and centre
- Mobilise some new blood in Northern Nillumbik
- Continually persuade some existing and new tutors to go a bit further north
- Proactively organise 1+ venue in East Banyule
- Secure some 'home-like' venues in Diamond Creek & Hurstbridge

## A few words about tutors

- As our membership grows, so does our need for new classes and thus for new tutors
- Plus, as some of our longstanding tutors inevitably age and 'retire', we will need to replace them
- We currently have around 90 tutors. If we continue to grow at 8% and if we assume that our average tutor lasts, say, 5 years, then we will need 25 new tutors each year

## 2023 tutors with 10+ years of service

Many of our current tutors are very dedicated and finding new ones of similar ilk is difficult

April Edwards	Karen Coulston
Bill Naim	Laraine Hussey
Brenda Smith	Lindsay Byrnes
Brian McLean	Maureen Meaney
Eve Scopes	Rob Rankin
Gillian Essex	Robert Scopes
Jane Davies	Stuart Winstanley
Joe Wright	Tony Lee
John Crichton	Valerie Osborne
John Stuyfbergen	Vincent Schultz

## A few words about the Council

- The Council owns most of the venues
- The only organisation I have ever come across where the sum of the parts is less than the parts
- There is currently no one at Council who is batting for us
- It is totally unclear whether our interests are ever taken into account
- I hope that the new Committee finds ways to re-engage with the Council on strategic matters

## Special thanks to

- The committee
- The tutors
- The class reps
- The office
- The reception
- The kitchen volunteers
- The people who help out at events
- Judy (creative), Sue (welfare), Tony (IT)
- Our current and new life members

## Our life members

1. Sabi Buehler
2. Mal Harrop
3. Laraine Hussey
4. Stuart Winstanley
5. Eve Scopes
6. Bill Naim

Abe Kelabora	Anne Edmonds	Brenda Hilson
Aileen Jones	Anne Rohrer	Brenda Smith
Alan Clayton	Anne Staples	Brian Devenish
Alan Cuthbertson	Anthony Guilfoyle	Brian Jones
Alison Pieper	April Edwards	Brian McLean
Alistair Inglis	Barbara Knell	Brian Seymour
Amanda Owen	Barbara Owen	Bronwyn Porter
Anatoly-Nat Dordus	Barbara Speed	Bruce Byrne
Andrea Gregson	Bev Robertson	Bruno Zielke
Andrew Leopold	Beverley Milne	Bryan McNally
Angela Harridge	Beverly Spiller	Cara Britton
Ankie Box	Bill Naim	Carlos Serrano
Ann Hutchinson	Bill Wallace	Carmen Bruest
Ann Madigan	Brenda Fitzpatrick	Carol Seymour

Carole Maher	Chris Raverty	Denise Ferguson
Carole Meade	Chris Toovey	Dennis Carty
Carole Waldron	Christine Lister	Dennis Smedley
Cat Hincks	Christine Parkin	Dennis Smith
Cath Bauman	Colleen Hall	Diana Sze-Hong
Catherine Blakey	Dace Fitton	Diane Baird
Cathy Guinness	Damien L'Huilier	Diane Fitzmaurice
Cathy Mann	Dave Chambers	Dianne Bannister
Cathy Romeo	David Draffin	Dianne Parslow
Catrine Berlatier	David Hicks	Dianne West
Cheryl Winstanley	Dawn Mack	Domenic Tatangelo
Chris Hatters	Deb Thomson	Doris Beermann
Chris Kent	Deborah Cresp	Eileen Goodall
Chris Livingstone	Deborah Di Meo	Elaine Bateman

Elaine Wightman	Glenda Guilfoyle	Henry Haszler
Elizabeth McEvey	Graeme Russell	Huguette De Rycke
Evan Gellert	Graham Clark	Ian Coulter
Eve Scopes	Graham Fildes	Ian Millman
Francien Daniels-Webb	Greg Scott	Ihita Watson
Francis Cummings	Guy Palmer	Jacqueline Edsall
Frank Camera	Heather Cobham	Jan Aitken
Gail Clayton	Hector Hart	Jan Bauer
Gail Tuck	Helen Bostock	Jan Mackenzie
Gayle Considine	Helen Chenhall	Jan Taylor
Gerard Vander	Helen Clark	Jane Davies
Gerard Wood	Helen Hanrahan	Janet Sheard
Gillian Essex	Helen Hewitt	Janice Paull
Gillian Payne	Helen Warden	Janie McLeod

Jean Kelabora	Joe Wright	Judy Calvert
Jeannie Suttie	Johanna Breen	Judy Lynch
Jeff Norfolk	John Arneaud	Judy Murfett
Jenn Palmer	John Baird	Judy Racz
Jenni Bull	John Conley	Judy Vizzari
Jennifer Gillett	John Crichton	Julie Williams
Jessie Apted	John Germaine	June Downs
Jill Kellow	John Jenkins	June Rushton
Jim Connor	John Robertson	Karen Coulston
Jo Ball	John Stuyfbergen	Karen Redrup
Joan Denison	Jorge Torrico	Kate Agius
Joan Kelly	Joy Barham	Kathy Allan
Joanne Osborne	Joy Quinn	Kay Richard
Joe Barker	Judith Murfett	Kay Rennie

Keith Jackson	Lindsay Byrnes	Maree Papworth
Kelvin Spiller	Lisa Attrill	Margaret Deakes
Kevin Chan	Lita Lee	Margaret Halford
Kevin Hadingham	Louise Currie	Margit Alm
Lambert Kelabora	Louise Heathcote	Maria Roca
Laraine Hussey	Lucille Sadler	Marilyn Proud
Leanne Ipsen	Lyn Colenso	Marion Harris
Les Rhys-Jones	Lyn Frazer	Martin Winfield
Lesley Alves	Lyn Richards	Mary Boyd
Lesley Wing Jan	Lyndell Whiting	Mary-Anne Anderson
Leslie Rhys-Jones	Lynette Comar	Maureen Cullen
Lilia Deschamps	Madeleine Jackson	Maureen Meaney
Linda Duncan	Maralyn Frances	Michelle Rowsell
Linda Grigg	Maree Krohn	Mike Kelly

Mike Rich	Paul Northey	Rob Rankin
Mike Wilson	Paul Siostrom	Robert Lamb
Nada Cunningham	Peter Allen	Robert Scopes
Nancie Marchbank	Peter Griffiths	Robert Weller
Neil Taylor	Rachel Brak	Robin Reed
Neville Shade	Raeanne McLean	Robyn Goodrich
Noel Butterfield	Randal Pound	Robyn Pound
Nola Baddeley	Ray Crowe	Rod Savage
Pam Griffith	Reg Rowsell	Roger Barnard
Pam Jenkins	Renato Deschamps	Roma O'Callaghan
Pam Kemeys	Rhonda McPhee	Ros Camera
Pamela Siostrom	Rita Varrasso	Rosemarie Jaeger
Patricia Bulmer	Rob Gardner	Rosemary Aitken
Patricia Butcher	Rob Glanvill	Rosemary Francis

Roslyn Bonomi	Sue Brenkovich	Terry Hearity
Roz Simmons	Sue Dawson	Terry Marston
Russell Border	Sue Dyet	Terry Spottiswood
Ruth Goddard	Sue Lloyd	Tess Evans
Sabi Buehler	Sue Ormerod	Thais Venn
SaiGek Tan	Sue Power	Therese Monardo
Sandra Barnes	Sue Sharp	Tom Richards
Sandra Lamb	Susan Boothroyd	Tony Lee
Sharlene Honeychurch	Susan Lloyd	Tony Rizzo
Sheila Beaton	Susan Palmer	Trisha Weller
Sophie Skenderis	Suzanne McNally	Val Harrop
Stuart Winstanley	Suzanne Teese	Val Sandeman
Sue Bailey	Teresa Mancino	Val Wilkie
Sue Bowles	Terry Ball	Valerie Cox

Valerie Osborne
Vasundhara Kandpal
Vera Dorman
Veronica Petersen
Vincent Galante
Vincent Schultz
Violeta Georgievska
Walter Delaney
Wendy Hames
Wendy Haszler
Wendy Manison
Wendy Price
Yvonne Torrico

**307 known contributors!**

### To summarise

- **Nillumbik U3A is a wonderful organisation**
- **We are currently in a good spot**
- **There are some clear long-term challenges**
- **Being your President has been the honour of a lifetime**
- **I'm just changing roles, not disappearing**
- **Any questions?**