



# 2019/2020 Annual Report

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## Overview and Highlights

This Annual Report contains the report for the first full year of Action Learning, Action Research Association Ltd (which commenced on 1 November 2018, after transitioning from Action Learning, Action Research Association Inc.).

Key highlights for the year were:

- Conduct of the conference in Split, Croatia with the Collaborative Action Research Network in October 2019, with over 160 participants attending
- Commencement of the Global Strategic Publications Editorial Board
- Commencement of a group of representatives of editorial boards from many action learning / action research publications
- Completion of a strategic planning process
- Commencement of preparations for ALARA's first Australasian Conference in four years
- Commencement of research projects by ALARA members with ALARA's support
- Negotiation of a strategic alliance with Global Centre for Work-Applied Learning

This last highlight will produce several benefits into 2020/21 and beyond, including support for research initiatives, additional income and the availability of certifications in action learning from programmes that have recognised by universities.

The year had some disappointments, including:

- Potential for a surplus from the CARN-ALARA Conference being dashed due to unexpected costs
- An unsuccessful attempt for registration with the United Nations, although the reason could have been the disruption caused by COVID-19
- The impact on people and organisations and their activities caused by COVID-19 (see page 10)

The new financial year has commenced with the restrictions and uncertainty surrounding COVID-19, but with several positive new directions. These new directions include:

- An exciting new approach to delivering ALARA conferences (planned for November, centred in Launceston, Tasmania, but broadcast worldwide via Zoom)
- New activities associated with the alliance with GCWAL, and
- More members undertaking research related to action learning and action research supported by ALARA.



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## Our Purpose

The Annual General Meeting of members will include a vote to change the purpose statement to update it without drastically changing its intent.

The current Object (or Objective) of Action Learning, Action Research Association Ltd (ALARA) is:

*To promote by all available means the scientific study, practice, research and teaching of Action Learning, Action Research and Process Management, and to bring together those of whatsoever professional discipline who are concerned with AL, AR and PM.*

This Objective guides our vision and action. ALARA seeks:

**1. To serve our members' action research and action learning practices, communities and fields of action**

Our members are action researchers and action learners working at multiple scales and in multiple modes: one on one mentoring, collaboration building, program and project delivery, and whole system transformation. Some of us make Action Learning and Action Research our core business, while some make it a means to another end (social justice, environmental restoration or participatory journalism, for example). ALARA serves members in both their "core" and "means" approaches.

**2. To build our organisation so it may promote Action Learning and Action Research in multiple fields beyond our organisation**

At ALARA, we believe that more than ever Action Learning and Action Research are essential capabilities to meet the very considerable challenges of our 21<sup>st</sup> century world. Locally and globally, our practitioners address the "wicked problems". Whether we are working in public and corporate governance arenas, community development, social learning and/or advocacy and activism organisations, Action Learning and Action Research approaches bring qualities that are unique to our field and essential to outcome resilience. ALARA serves its members to serve their fields beyond ALARA's boundaries.

**3. To create the resources to actively co-operate with the global network of Action Learning and Action Research**

ALARA is one of many Action Learning and Action Research networks, schools, centres and associations around the world. Many concerns-based organisations use Action Learning and Action Research as their primary mode of operation.

We share common approaches to how we support our members - visiting each other's conferences, contributing to each other's journals and staying in touch. However, we also believe that the global field of Action Learning and Action Research is under-developed and one way to overcome this is to be more co-operative with other networks. To do this we need to offer complimentary services to diversify and strengthen our global field, and we need to be actively reciprocal - co-learning and co-facilitating other networks' well-being through recognition, co-operation and inclusion.

The proposed new Objective statement is:

*To promote by all available means the study, practice, research and teaching of Action Learning and Action Research in all their forms, and to bring together people who are interested in or involved with Action Learning and Action Research.*

The change in the Object statement does not diminish or alter the three areas that ALARA will continue to seek to serve its members, build the organisation or create resources.



## Who We Are

Action Learning, Action Research Association Ltd (ALAR Association or ALARA<sup>1</sup>) is a global network of programs, institutions, professionals, and people interested in using Action Learning and Action Research to generate collaborative learning, training, research and action to advance social change and to transform workplaces, schools, colleges, universities, communities, voluntary organisations, governments and businesses.

ALARA's vision is to create a more equitable, just, joyful, productive, peaceful and sustainable society by creating local and global change through the wide use of Action Learning and Action Research by individuals, groups and organisations.

ALARA aims to facilitate networking amongst members and others in projects, research, teaching or learning about Action Learning, Action Research and related approaches. Members are encouraged to work as network hubs generating interaction among members with a particular interest or in a specific geographical area.

ALARA also actively connects with the international Participatory Action Research (PAR) community, promoting collaboration across international borders, especially in the form of our joint world congresses since 1997.

## Our History

Action Learning Action Research and Process Management Association Inc. (ALARPM) was formerly registered in 1991 in Queensland, Australia, following an inaugural Research Symposium in Brisbane in 1989 and a first World Congress, also in Brisbane, in 1990.

The first local network was Brisbane ALARPM in Queensland, and this network (with name change as described below) remains a highly active powerhouse. It has generated numerous activities and fund-raisers. It is associated with Bob Dick's AR-list service and [AR website](#). Other networks have existed in Victoria, Cairns, Singapore and South Africa.

The organisation established itself as the world's earliest international action learning / action research professional association to mount World Congresses for this field, bringing together theorists and practitioners with novices, innovators and managers. In 2007, the members decided to rename the association as Action Learning, Action Research Association Inc. (and adopt the acronym ALARA).

Late in 2018, the organisation became a Company Limited by Guarantee, Action Learning, Action Research Association Ltd, registered under Australian Commonwealth legislation.

Over the last thirty years, the members of the Association have held ten World Congresses in Australian and International settings, a joint conference with the Collaborative Action Research Network (CARN) in Europe (see page 11) and twenty-three Australasian conferences, as well as many other local workshops and seminars for members and their networks. The ALARA website includes the lists of Conferences and World Congresses. ALARA's members have produced 25 volumes of the Association's Journal (generally with two issues per volume) and other publications, and established a part-time professional administration and an on-line presence at <https://www.alarassociation.org>.

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<sup>1</sup> The acronym "ALARA" is an informal (and easier) way to refer to Action Learning, Action Research Association Ltd (and its former name of Action Learning, Action Research Association Inc.), but it is not the legal name of the organisation, as there are other entities registered in Australia that use "ALARA" as part of their name.

## Our Governance

### Action Learning, Action Research Association Ltd

#### Board

Name	Country	Title	No. Meetings	No. Attended
Colin Bradley	Australia	President (Chair)	8	8
Dr Chivonne Algeo	Australia	Vice-President (Australasia)	8	7
Dr Emmanuel Tetteh	USA	Vice-President (International)	8	6
Dr John Molineux	Australia	Treasurer	8	8
Andrew Cook	Australia	Secretary	8	7



Action Learning, Action Research Association became a registered charity with the Australian Charities and Not-for-profit Commission (ACNC) on 1 April 2015.

As a registered Charity, ALARA receives specific entitlements with respect to reporting and taxation, provided its Constitution and operations meet the requirements for charities. ALARA's Constitution is available on its website <https://www.alarassociation.org>.

ALARA does not have DGR (Deductible Gift Recipient) status.

#### Board Sub-Committees

##### Committees Group

Name	Country	Title	No. Meetings	No. Attended
Dr Chivonne Algeo	Australia	Vice-President (Australasia)	7	7
Dr Emmanuel Tetteh	USA	Vice-President (International)	7	0
Prof. Tome Mapotse	South Africa	Publications Co-ordinator	7	5
Colin Bradley	Australia	President (Chair) – Membership; Web Services	7	7
Dr John Molineux	Australia	Treasurer – ex-officio **	7	6
Andrew Cook	Australia	Secretary – ex-officio **	7	2

\*\* Ex-officio members are not required to attend meetings but may attend when available.

##### Risk Committee

Name	Country	Title	No. Meetings	No. Attended
Colin Bradley	Australia	President (Chair)	3	3
Dr John Molineux	Australia	Treasurer	3	3
Andrew Cook	Australia	Secretary	3	3

## Global Strategic Publications Editorial Board

Name	Country	Title	No. Meetings	No. Attended
Colin Bradley	Australia	President (Chair)	4	4
Dr Susan Goff	Australia		4	4
Dr Shankar Sankaran	Australia		4	4
Prof Mary Brydon-Miller *	USA		2	2
A/Prof Erik Lindhult	Sweden		4	4
Prof Tome Mapotse	South Africa	Secretary	4	2

\* Prof Brydon-Miller resigned on 2 May 2020.

## Our Supporters

### Life Members

Dr Jacques Boulet

Ms Anne-Marie Carroll

Dr Susan Goff

Em. Prof. Ron Passfield

A/Prof. Yoland Wadsworth

Mrs Joan Bulcock

Dr Lyn Cundy

Dr Paul Inglis

Dr Ernie Stringer

Prof. Ortrun Zuber-Skerritt AO

## Organisational Members

**Action Research Issues Association Inc.**

**Australian Institute of Business**



**BUSINESS  
ACTION LEARNING  
TASMANIA**

**Business Action Learning Tasmania**

**Global Centre for Work-Applied Learning**



**Norwich University**

**Global University for Lifelong Learning**



**Research@EastZone**  
**(Ministry of Education, Singapore)**

## Advertisers and Sponsors

**Global Centre for Work-Applied Learning**





## President's Report

The first full year of Action Learning, Action Research Association Ltd has certainly been unique. ALARA prepared for its first co-joint conference with another large action research network (CARN), conducted a strategic planning exercise, and negotiated a number of other initiatives and commenced developing new services. Then suddenly, the world closed its doors and locked them. The impact of COVID-19 was huge (see [below](#)).

Key highlights for the year were:

- Conduct of the conference in Split, Croatia with the Collaborative Action Research Network in October 2019
- Commencement of the Global Strategic Publications Editorial Board
- Commencement of a group of representatives of editorial boards from many action learning / action research publications
- Completion of the administrative and web services changes associated with the transition from ALARA Inc. to ALARA Ltd, including the registration of the business name ALAR Association
- Availability of copies of past issues of the *Action Learning and Action Research Journal* and other publications, due to the change in the print-on-demand services from Sydney University Press to IngramSpark
- Completion of a strategic planning process
- Commencement of preparations for ALARA's first Australasian Conference in four years
- Commencement of research projects by ALARA members with ALARA's support
- Negotiation of a strategic alliance with Global Centre for Work-Applied Learning

The one area of disappointment for the year was the unsuccessful attempt to register with the United Nations. The disruption caused by COVID-19 may have affected the process of selection, but ALARA was not contacted about selection. The Board believes that being involved in assisting the United Nations seems very synergistic to ALARA's goals, and it will seek registration in coming years.

### Governance

All organisations need strong governance to ensure their long-term viability. In addition to the Board, ALARA now has the following Board sub-committees.

- The Committees Group oversees the operations of ALARA. It contains positions for Co-ordinators for Marketing, Membership, Publications, Streams and Web Services in addition to the two Vice-Presidents, who also manage events.
- The Risk Committee ensures that the Board can manage the risks associated with running an organisation in the environment that exists in today's world. The Risk Committee identifies the risks ALARA faces and the strategies to manage those risks.
- The Global Strategic Publications Editorial Board provides guidance and advice to the Board on the direction and management of ALARA's publications, and assists in its promotion. See the Publications Co-ordinator's Report on page 12 for more information.

### Matters of importance that have occurred since 30 June 2020

Subsequent to the end of the financial year, the following matters have occurred.

- ALARA had planned to conduct its Australasian Conference (ALARA-BALT 2020), co-hosted with Business Action Learning Tasmania (BALT), in Launceston Tasmania in November 2020 (see page 21). Due to COVID-19 and the State and International border closures and restrictions, this Conference became a virtual event. It will occur on 8-11 November 2020.
- Associated with the promotion of the ALARA-BALT Conference, ALARA has increased its presence in social media, uploading short videos to its website and Facebook page and Facebook event.
- Also associated with the Conference was an agreement with Australian Institute of Business to sponsor two awards as part of the Doctoral Workshop.
- The planned Global Evaluative Study of Action Research (ESAR) workshop in May 2020 was deferred due to COVID-19, and later in the year, cancelled.
- ALARA was in negotiations with Ghana universities to co-host the 11<sup>th</sup> ALARA Action Learning, Action Research and 15<sup>th</sup> Participatory Action Research World Congress in 2021. Due to COVID-19, the Board has decided to delay this World Congress until 2023, and it will resume negotiations in 2021 on that basis.
- ALARA created a replacement website for the papers and information associated with the 2010 World Congress. Work also commenced on replacing the *Action Learning and Action Research Journal* website.
- The Board decided to add a Research Co-ordinator position to the Committee's Group to help in the co-ordination, support and promotion of research, such as those commenced by ALARA members and that offered under the alliance with Global Centre for Work-Applied Learning.

### Implications and Consequences of Coronavirus

No one could have imagined the devastating impact of the coronavirus (COVID-19) on the entire population of the world during 2020, not even those writing a Hollywood blockbuster. At the time of writing, ALARA is not aware of COVID-19 causing serious incapacity to or death of any members in its extended community, but the social and economic impacts continue to affect almost everyone. In terms of work, people seem to either have lost their job and most of their income or gained significantly more work in managing a school, social and work life that has transitioned to online. The health, social and emotional affects may extend well after the virus is controlled, and the potential for members' family and friends suffering is very real.

The Board and members of ALARA extend their strong wishes for all in the action learning / action research community, and their families, friends and colleagues to stay safe and well.

ALARA, as an organisation that predominantly operates virtually, was able to continue much of its operations. As such, it both remained mostly unaffected by the virus, and gained no support from the initiatives offered by governments to support organisations throughout the pandemic.

Two areas of ALARA's operations that suffered were support by its volunteers and the drastic impact on conferences and events. Volunteers found that the impact of COVID-19, by either greatly increased workload or the sudden loss of income, prevented many from offering as much support as in previous years.

The Brisbane Conversations, which have operated for many years, had to cease, but will hopefully return in 2021. The first conference in Australia for four years transitioned to a virtual event. It will occur just before the Annual General Meeting. ALARA had to cancel other events, and delayed consideration for the next World Congress, due in 2021, until 2023.

## Our Activities

### Australasian Activities – Vice-President (Australasia)

To engage with members and the wider action learning and action research community, ALARA signed an agreement with Business Action Learning Tasmania (BALT) and planned its first Australasian conference in several years. COVID-19 cruelly intervened in the plan, but the Organising Committee switched gears and began preparing for ALARA's first all-virtual conference.

The Organising Committee is planning for an exciting session with the Elders of Tasmania and presenters from around the world sharing their action learning and action research experiences virtually.

ALARA had worked with the researchers in the Global Evaluative Study of Action Research (ESAR) to arrange a workshop in May 2020 to present the research findings. The researchers had to defer the event due to COVID-19, and later in the year, cancel it completely. The Brisbane Conversations were held until February when they had to be stopped because of COVID-19.

### International Activities – Vice-President (International)

An important success for ALARA in 2019/20 was the co-hosting of the CARN-ALARA Conference in October 2019 in Croatia, which was facilitated by Dr Branko Bogнар and his team from the Faculty of Humanities and Social Sciences at the Josip Juraj Strossmayer University of Osijek. Over 160 participants attended the Conference, representing thirty countries, participating in over 100 sessions, workshops and discussions (not including the many informal discussions).

ALARA's Vice-President (International), Emmanuel Tetteh had planned to visit Ghana between January and April and in August this year to finalise the preliminary plans of the hosting of the 2021 World Congress, as well as facilitate an action learning, action research workshop session leading towards the official GALARA (Ghana Action Learning, Action Research Association) Inaugural Meeting Initiation. COVID-19 stopped those trips, but Emmanuel continued his conversations with GALARA. Negotiations about the next World Congress will recommence once some stability and certainty returns to enable planning for the Congress.

## Marketing

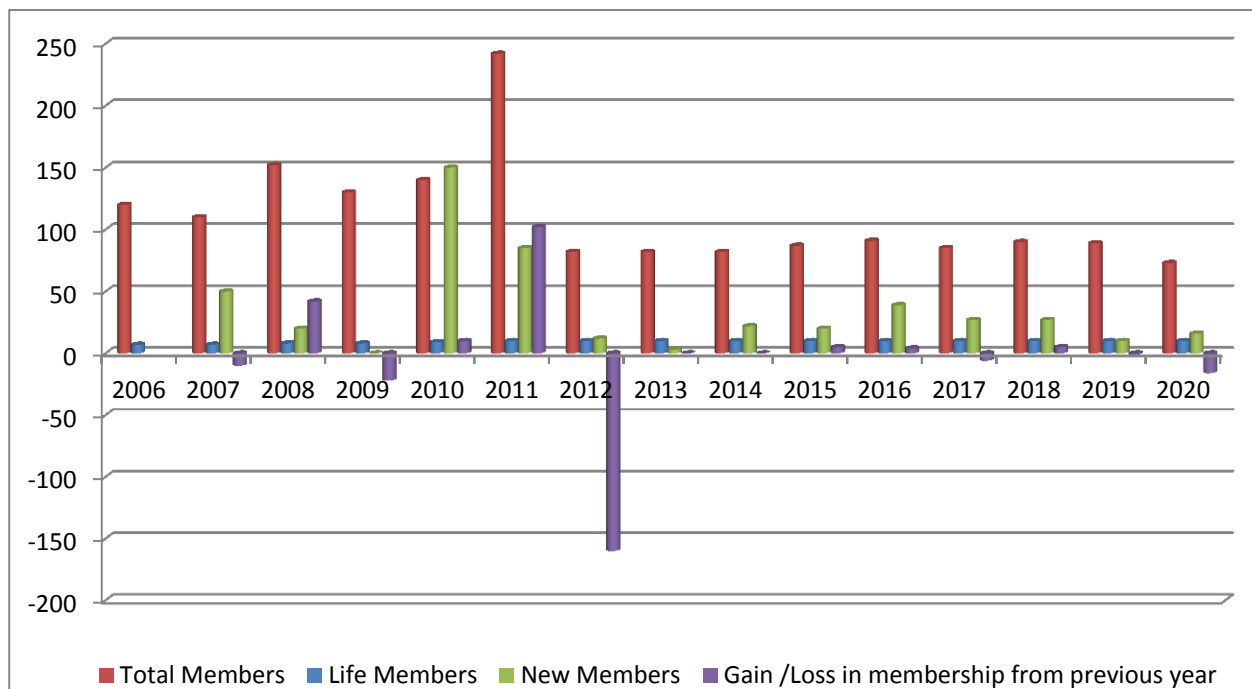
The Board developed a number of marketing strategies in late 2019. These strategies included:

- Emailing members of old ALARA site (this emailing will occur late in 2020);
- Developing short videos for inclusion on the ALARA site and social media (some of which were uploaded after the end of the financial year);
- Creating alliances with other organisations (one of which was achieved before the end of the financial year, with Global Centre for Work-Applied Learning, and which initiated further marketing strategies);
- Development of a paper on How to Join ALARA (yet to be done); and
- Creation of an ethical statement about action learning and action research (which evolved into a research project being organised by an ALARA member to develop a guide for Ethics Committees / Boards to assist those undertaking action learning / action research projects).

## Membership

ALARA's membership experienced a decrease in numbers by twice as many as the number of new members. The graph below shows the membership levels. This reduction is common for membership organisations, where younger people no longer wish to join an association, preferring

to become involved in specific activities. Many of ALARA's actions are directed towards gaining that engagement from transient participants, aiming to keep action learning / action research academics and practitioners networking and informed of activities. A measure in future years of ALARA's success may be the numbers of participants in events and publications who are returning participants.



Norwich University has been an organisational member of ALARA for three years. Associated with that membership is a group membership of up to 200 members of Norwich University. ALARA has not been able to finalise the arrangements of these individuals, and the above numbers do not include those members.

## Publications

Publications during the year produced:

- Preparation of the *Action Learning and Action Research Journal*; an issue was produced in December 2019; a Special Issue of papers from the CARN-ALARA Conference was under preparation at year's end (and published in September); and a further issue was also under preparation – scheduled for December.
- Distribution of e-News to members (26 for the year)
- Email News Updates to a small but growing list of people in the action learning / action research community (10 sent).

The Global Strategic Publications Editorial Board has met and continued to develop, both in membership and in the areas in which it will contribute to the development of ALARA publications. Associated with this Editorial Board was the creation of a group of representatives of Editorial Boards from Action Learning and action research publications around the world. This group formed at the CARN-ALARA conference in Split in late 2019, and members have met about five-weekly since early 2020. The group aims to increase communication between the publications, discuss and overcome problems and barriers they face, and seek ways to increase the reach of the publications and the quality and number of papers submitted to them.

Following the end of the relationship in 2019 with Sydney University Press (SUP), who had been ALARA's print-on-demand supplier, ALARA commenced a new arrangement with IngramSpark.

This publisher produces and posts the printed version of ALARA publications. Online copies remain available via the Journal website, ALARA's website, Informit and EBSCO and online library services.

Work progressed in the latter part of the financial year on the replacement sites for the 2010 World Congress papers website and the Journal website, with these sites planned to go live in late 2020.

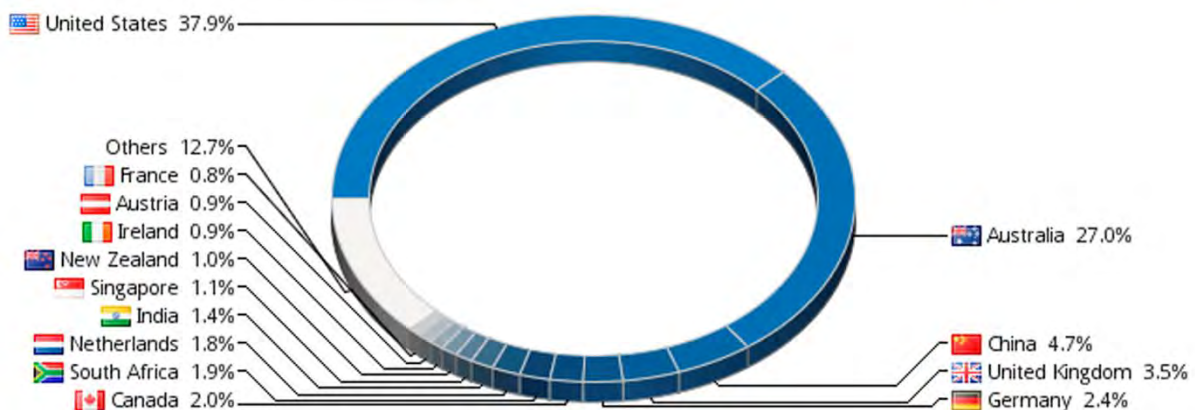
## Streams

A continuing vacancy in the Streams Co-ordinator role has meant little development of streams and chapters, although the Board remain hopeful that chapters will form in coming years.

## Web Services, including Social Media

The ALARA website (<https://www.alarassociation.org>) continues to be well visited, and its placement in Google Search continues to climb. Two years ago, the current site did not rate in a Google search, and last year it appeared within the top twenty. It now ranks number twelve.

**113 different countries have visited this site.** 630 flags collected. [View all details »](#)



ALARA's social media content continues, although with minimal activity, as the Board searches for someone to offer to manage these various media (see page 23). This activity has increased after the end of the financial year, with the promotion of the 2020 Conference and the addition of several videos.

## Other Important Matters

### Climate Change

ALARA supports efforts to reduce the impact of human activity on the environment. The increasing use of electronic communication and delivery of information by ALARA is one way in which it is trying to reducing its own carbon footprint.

Whenever possible, the Board and sub-committees meet via Zoom video conferencing to minimise travel by members, or meet when members are together at another event.

The switch to a virtual Conference in 2020 will see ALARA promoting networking at a conference while having a smaller environmental impact. The Board continues to seek ways to allow small groups, gathering locally, to meet remotely with other small groups in other locations (countries) in semi-virtual events.



## Ethics

ALARA has defined its values and principles and these are available on the ALARA website <https://www.alarassociation.org>. An ALARA member is now working with a group of Board and other members to develop a guide for Ethics Committees. The aim of this project is to communicate the ethics of action research projects to academic and other institutions to assist practitioners in gaining approval for these projects.

## Employment Practices

ALARA does not employ staff; instead utilising volunteers and contracted specialist services (such as bookkeeping). The Board aims to ensure that contracted services ethically employ any employees and have appropriate conditions and salaries. The Board also encourages volunteers to work on matters that are of direct interest and value to the volunteers, and to ensure that they do not over-extend themselves in this volunteer work.

## Modern-Day Slavery

ALARA has few products, and the Board believes that the production of these products is by organisations that are not involved in modern-day slavery.

## Vision

ALARA's vision is to create a more equitable, just, joyful, productive, peaceful and sustainable society by creating local and global change through the wide use of Action Learning and Action Research by individuals, groups and organisation. This vision is an overarching theme in the work performed by the Board and the activities of ALARA.





# Financial Statements

## ACTION LEARNING, ACTION RESEARCH ASSOCIATION LIMITED ABN 90 629 762 232

### INCOME AND EXPENDITURE STATEMENT FOR THE PERIOD ENDED 30<sup>th</sup> June 2020

	2020	*2019
<b>INCOME</b>		
Advertising	0.00	0.00
Copyright Income	429.25	0.00
Conferences	0.00	0.00
World Congress	0.00	0.00
Interest	171.51	220.18
Local Events	18.20	0.00
Membership Fee	6,492.77	2970.21
Publications	1,408.13	915.78
Tax refundable	0.00	305.00
	-----	-----
<b>TOTAL INCOME</b>	<b>8,519.86</b>	<b>4,411.17</b>
	-----	-----
<b>Other Income</b>		
Action Learning, Action Research Association Inc. - Gift	0.00	5.956.34
	-----	-----
	<b>8,519.86</b>	<b>10.367.51</b>
	-----	-----
<b>EXPENDITURES</b>		
Administration Services	4,903.21	5,614.74
Advertising	95.45	0.00
ALARA Journal	1,534.11	1,278.23
Audit Fees	0.00	1,111.00
Bank and PayPal Fees	93.55	25.27
Email/internet account	856.74	470.51
Insurance	1,441.57	1,650.28
Zoom	0.00	209.90
Licence & Registration	245.00	488.00
PO Box	121.82	419.80
Printing, Postage and Stationery	608.31	0.00
Sponsorship	1,516.36	0.00
Web Maintenance	250.00	250.00
Web Design/Development	0.00	660.00
Travel Expense	0.00	416.93
	-----	-----
<b>TOTAL EXPENDITURE</b>	<b>11.666.12</b>	<b>12,594.66</b>
	-----	-----
<b>NET SURPLUS/DEFICIT</b>	<b>-3,146.26</b>	<b>-2,227.15</b>
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The accompanying notes form part of this financial report.

\* 6 months only – see note #4.



**ACTION LEARNING, ACTION RESEARCH ASSOCIATION LIMITED**  
**ABN 90 629 762 232**

**BALANCE SHEET**  
**AS AT 30<sup>th</sup> June 2020**

	<b>2020</b>	<b>2019</b>
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash at Bank (1)	6,120.95	8,187.22
Cash at Bank (2)	618.13	169.79
WC 2017 Bank Account	1,185.96	19.64
Term Deposit #1	6,706.96	6,706.96
Term Deposit #2	5,000.00	5,000.27
GST Paid	42.66	567.55
Accounts Receivable	0.00	3,996.00
Action Learning, Action Research Association Inc. Contra Account	0.00	237.31
	-----	-----
<b>Total Current Assets</b>	<b>19,674.66</b>	<b>24,884.74</b>
<b>Non-Current Assets</b>	<b>0.00</b>	<b>0.00</b>
	-----	-----
<b>Total Non-Current Assets</b>	<b>0.00</b>	<b>0.00</b>
	-----	-----
<b>TOTAL ASSETS</b>	<b>19,674.66</b>	<b>24,884.74</b>
	-----	-----
<b>LIABILITIES</b>		
Accounts Payable	433.13	2,999.96
Sundry Creditor – WC Africa Trust	11,785.43	11,785.43
BALT (Seed Funds)	834.00	0.00
BAS Payable	-206.00	25.00
GST Collected	1.95	101.94
	-----	-----
<b>TOTAL LIABILITIES</b>	<b>12,848.51</b>	<b>14,912.33</b>
	-----	-----
<b>NET ASSETS</b>	<b>6,826.15</b>	<b>9,972.41</b>
	-----	-----
<b>MEMBERS FUNDS</b>		
Opening Accumulated Funds	9,972.41	12,199.56
Add Surplus/Deficit	-3,146.26	-2,227.15
	-----	-----
<b>TOTAL MEMBERS FUNDS</b>	<b>6,826.15</b>	<b>9,972.41</b>
	-----	-----

The accompanying notes form part of this financial report.



# Audit Statements

## Audit Statement

### Report of audit

The Treasurer has reviewed the bank statements, financial transactions made and the financial statements compiled by our contract bursar. The published balance sheet and income and expenditure statements represent an accurate position of the financial position of Action Learning, Action Research Association Ltd.

Notes to the financial report:

1. There are no mortgages, charges or securities affecting the assets of the Association.
2. There are no other known liabilities.
3. Term Deposits held

1	\$5,000.00
2	\$6,706.96

**Total    \$11,706.96**
4. Please Note - Entity started 1<sup>st</sup> January 2019, therefore reporting is for 6 months only for 2019 comparison.
5. Please Note – CoronaVirus hit March 2020 and affect Events and Conferences being held and Norwich University had not renewed their Annual Membership as at 30 June 2020.
6. May 2020 ESAR Event cancelled: 7 people registered and only 3 were refunded, leaving a balance of \$18.20.
7. Annual Conference – Deposit Paid \$1,668 (incl. GST) 18/12/2019, with a 50/50 split with BALT. As at 31/08/2020, the Conference/Booking was cancelled and deposit will be refunded. The refund will clear the BALT (Seed Funds) \$834 on Balance Sheet.

# Supporting Action Learning, Action Research Association Ltd

The activities and successes of Action Learning, Action Research Association Ltd are due to the work of volunteers, supported by Business in Mind for bookkeeping services. There are many ways that you can support us in our work.

## Become a member

ALARA is a membership organisation. There are several types of membership to suit most circumstances:



- Individual, at either Full or Concessional Membership, for each of three categories of economic situations for the country of residence of the member
- Organisational, from Micro Enterprise to large Corporate, as well as Affiliate

More details are available on the [ALARA website](#).

Membership offers several benefits to individuals and organisations, and allows those members to become involved in ALARA's activities.

## Support your organisation becoming an ALARA member

ALARA welcomes organisational members. Members (staff, associates, members) of Organisational Members of ALARA can also join ALARA at a Reduced Fee rate, which means those staff, etc. can directly gain the benefits of being part of the ALARA community.

Please see the [ALARA website](#), or contact ALARA at [admin@alarassociation.org](mailto:admin@alarassociation.org) for more information about your organisation joining ALARA.

## Volunteer your time

Volunteering for ALARA can be as simple as helping to set up for, or clean up after, an event, leading a research project or joining the Committees Group in one of the roles coordinating ALARA's activities. As a membership organisation, ALARA is always looking for more assistance. If you are interested in Action Learning and Action Research, ALARA may be able to help you, so please consider how you and ALARA can gain from your energy.



## Make a donation



ALARA, as a charity, encourages Action Learning and Action Research practitioners to consider supporting it through donations. Money received is used on ALARA activities and operations, as Board and Co-ordinator roles are volunteer positions.

You can contact ALARA at [admin@alarassociation.org](mailto:admin@alarassociation.org), or click on the [Donations button](#) on the website.

## Support the *Action Learning and Action Research Journal* by becoming a contributor or a reviewer

ALARA welcomes contributions from authors of papers on action learning and action research. Issues are usually published twice each year. ALARA has over sixty reviewers of papers for the double blind review, but is always seeking additional reviewers. Authors and reviewers can register on the Journal website - <https://journal.alara.net.au/>.

## Organise an event or fundraising activity



An important way in which ALARA supports the use of Action Learning and Action Research is supporting the conduct of events where Action Learning and Action Research practitioners can meet to discuss their activities and learn from fellow practitioners.

ALARA organises those events directly or with others. It has conducted over thirty conferences and world congresses, and its members have held over eighty smaller events, such as the Brisbane Conversations and a variety of workshops in other cities. See the website for [more information](#) on these events.

The radical changes over 2020 also means that ALARA is seeking to conduct virtual events – from small Conversations to large conferences, so the Board would welcome suggestions on people and organisations that would like to assist in conducting such events.

If you would like to organise (or help conduct) an ALARA event or fundraising activity, please contact ALARA at [admin@alarassociation.org](mailto:admin@alarassociation.org).

### Attend an ALARA event

ALARA promotes its events on in the [News and Events](#) section of its website and through the e-News members receive each fortnight. Attendance is usually open to all people, with some events free, and most of the remainder at very low admission price. We would welcome your attendance at these events.

### Support your organisation, or encourage another organisation, to form an alliance with ALARA

ALARA has developed alliances with several organisations and networks (page 7 lists some of these entities). By joining with other organisations and networks, ALARA is able to both promote its work and those partners. You can discuss linking with ALARA with your organisation, or one that you believe would be well suited to an alliance with ALARA. The alliance might be sponsorship, co-hosting an event, or offering benefits to members. Please contact ALARA at [admin@alarassociation.org](mailto:admin@alarassociation.org) to discuss any potential alliance.

### Support the social media activities of ALARA

You can tell the Action Learning and Action Research community within and beyond ALARA about events and activities of interest through ALARA's social media (see page 23). Our Twitter account is most active around conferences, but you can access it anytime. Our YouTube site has a range of useful videos about Action Learning and Action Research. We welcome additions to these media, so contact us to discuss how you can join in the conversation.





## Join and promote the ALARA Tertiary Education Community on LinkedIn

If you are currently undertaking a Master or Doctorate using Action Learning or Action Research, please consider joining ALARA's [Tertiary Education Community](#) on LinkedIn, where you can discuss your work with fellow students.

If you are a lecturer or professor in Action Research, please consider contacting ALARA to discuss how you could use the LinkedIn group to support your students.

## Promote Action Learning and Action Research

ALARA's vision is:

*To create a more equitable, just, joyful, productive, peaceful and sustainable society by creating local and global change through the wide use of Action Learning and Action Research by individuals, groups and organisations.*

If there is anything you can do to help ALARA promote Action Learning and Action Research, or if there is anything you believe ALARA can do to help you promote Action Learning and Action Research, please contact ALARA.

## Future Thinking

ALARA's future activities will concentrate in the following five areas.

- Australasian Conference 2020 and Conference 2021
- 11<sup>th</sup> Action Learning, Action Research and 15<sup>th</sup> Participatory Action Research World Congress in 2023
- Publications
- Strategic alliances
- Improving ALARA's financial position

### Australasian Conference 2020 and Conference 2021

As mentioned on page 11, ALARA is working with Business Action Learning Tasmania (BALT) to co-host the Australasian conference in Launceston Tasmania in November 2020, but as a virtual Conference.

The uncertainty with border restrictions and international travel has prevented the Board to start planning for a conference in 2021. Nevertheless, it does want to conduct an event, which may have to be a virtual Conference like the one for 2020.

### 11<sup>th</sup> Action Learning, Action Research and 15<sup>th</sup> Participatory Action Research World Congress in 2023

Prof Emmanuel Tetteh has had discussions with Dr Brian Jennings of Ghana Christian University College (GCUC) and Dr Augustine Tawiah, Honourable Member of Parliament of the Republic of Ghana to advance a proposed ALARA World Congress in Ghana. These discussions will recommence in 2021 when some certainty about international travel becomes clearer.

### Publications

Dr Susan Goff, former ALARA President and former Managing Editor, who is a member of the Global Strategic Publications Editorial Board has been leading a small team looking at publications that have included articles on action research. The research is looking at where has action research been used, where is it heading, and how might ALARA help shape its future direction. The outcomes of this work will help the Editorial Board, and the larger group of representatives of action learning / action research Editorial Boards, identify gaps and potential growth areas for publications.

The ALARA Board and Editorial Board are aiming to increase the profile of the *Action Learning and Action Research Journal* in reference indexes. The Journal should appear in a growing number of indexes by the end of 2020/21.

### Strategic Plan

The ALARA Board completed the strategic plan in late 2019, and it commenced the implementation of the plan almost immediately.

- The adjustment of the Object as described in the Constitution received positive feedback from members during the early part of 2020, and members will vote at the AGM on whether to accept the proposed changes



- New sources of income have begun producing needed funds, and the Board will continue to seek ways to improve ALARA's finances through donations, gifts, scholarships and research activities, and through further strategic alliances
- ALARA has begun to increase its profile through a promotion / marketing plan. It is also investigating other world bodies that may provide support for ALARA by ALARA providing those organisations with its members' expertise and advice.
- ALARA entered into a strategic alliance with Global Centre for Work-Applied Learning (GCWAL) just before the end of the financial year, which will see significant activity in two broad areas: Research and certification (see below). The Board decided to increase the number of positions in the Committees Group by adding a Research Coordinator to help with the desired activities in research, such as supporting members conducting research, seeking funding for research and identifying potential new research projects.
- The ALARA-GCWAL alliance sees the introduction of certification for Action Learning Facilitators and Action Learning Practitioners. Participants undertake the GCWAL development programmes online and receive facilitator support. Successful participants will become members of ALARA, and hold an industry-leading certification that is recognised for advanced standing for Master qualifications in an Australian and a UK university. The alliance allows for a growing suite of development programmes. ALARA will help with the promotion of these programmes and certifications over the coming months.

## Contact Us

Action Learning, Action Research Association Ltd is a company limited by guarantee, registered in Adelaide South Australia. Its postal address remains in Brisbane, Queensland.



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Twitter: @alaraevents (<https://twitter.com/alaraevents>)



Youtube: <https://www.youtube.com/channel/UCmYoR3roBtt77d-6h1RI9Lg>