



# 2024/2025 Annual Report

ISSN 2653-3510

## Overview and Highlights

The ALARA Board are pleased to present this 2024/25 Annual Report.

- ALARA in conjunction with University of Technology Sydney (UTS) held the 2024 conference in November 2024
- Welcomed Prof Eileen Piggot-Irvine as its eleventh Life Member
- ALARA conducted one webinar in June 2025 in preparation for the 2025 World Congress.
- It published two issues, a special issue of the *Action Learning and Action Research Journal* to acknowledge the work of a member of ALARA's Global Strategic Publications Editorial Board who passed away suddenly, and a second issue in December 2024.
- The Monograph's Editor sourced and published two Monographs.
- ALARA's membership numbers continued to rise associated with the 2024 conference.
- A small group began supporting the development of a Massive Open Online Course (MOOC) by member, Dr Marina Harvey.



## Table of Contents

Overview and Highlights .....	2
Our Purpose.....	4
Who We Are.....	5
Our History .....	5
Our Governance .....	6
Action Learning, Action Research Association Ltd.....	6
Our Supporters .....	7
Life Members.....	7
Organisational Members .....	8
Advertisers and Sponsors .....	8
President's Report .....	9
Our Activities.....	11
Australasian Activities – Vice-President (Australasia).....	11
International Activities – Vice-President (International).....	11
Marketing.....	12
Membership.....	12
Publications .....	12
Research .....	13
Streams .....	13
Volunteers .....	13
Web Services, including Social Media .....	13
Other Important Matters .....	14
Financial Statements .....	16
Audit Statements.....	18
Supporting Action Learning, Action Research Association Ltd.....	19
Future Thinking .....	22
Contact Us .....	23

## Our Purpose

The Objective of Action Learning, Action Research Association Ltd (ALARA) 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.*

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.

## 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) was a highly active powerhouse for ALARA. It generated numerous activities and fund-raisers. It was associated with Bob Dick's [ARAL 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-five 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 and twenty-five Australasian conferences, as well as many other local workshops and seminars, and webinars for members and their networks. The ALARA website includes the lists of Conferences and World Congresses. ALARA's members have produced 30 volumes of the *Action Learning and Action Research 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 John Molineux	Australia	Vice-President (Australasia)	8	8
Dr Emmanuel Tetteh	USA	Vice-President (International)	8	3
Natalie Dao	Australia	Treasurer	8	6
Dr Kavita Goel	Australia	Secretary	8	5



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 John Molineux	Australia	Vice-President (Australasia)	7	7
Dr Emmanuel Tetteh	USA	Vice-President (International)	7	2
Dr Sumesh Nair	Australia	Research Co-ordinator	7	7
Kan Ottah +	USA	Membership Co-ordinator	2	0
Colin Bradley	Australia	President (Chair) – Marketing; Publications ; Volunteers; Web Services	7	7
Natalie Dao	Australia	Treasurer – ex-officio #	7	5
Dr Kavita Goel	Australia	Secretary – ex-officio #	7	3

+ Resigned November 2024

# 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)	4	4
Natalie Dao	Australia	Treasurer	4	0
Dr Kavita Goel	Australia	Secretary	4	4

## Global Strategic Publications Editorial Board

Name	Country	Title	No. Meetings	No. Attended
Dr Azril Bacal	Sweden / Peru		5	3
Colin Bradley	Australia	President	5	5
Riripeti Reedy *	New Zealand		3	1
Dr Christina Marouli	Greece		5	4
Andrew Sporle **	New Zealand		2	2
Dr John Andersen	Denmark		5	5
Dr Kevin Perry +	Greenland		2	2
Adj Prof Yedida Bessemer	USA / Israel	Managing Editor (Chair)	5	3

\* Resigned March 2025

\*\* Resigned December 2024

+ From April 2025

## Our Supporters

### Life Members

Dr Jacques Boulet

Ms Anne-Marie Carroll

Dr Susan Goff

Em. Prof. Ron Passfield

Dr Ernie Stringer

Prof. Ortrun Zuber-Skerritt AO

Mrs Joan Bulcock

Dr Lyn Cundy

Dr Paul Inglis

Prof Eileen Piggot-Irvine

A/Prof. Yoland Wadsworth

## Organisational Members

Action Research Issues Association Inc.

Australian Institute of Business



Business Action Learning Tasmania

Global Centre for Work-Applied Learning



Global University for Lifelong Learning

## Advertisers and Sponsors

Global Centre for Work-Applied Learning



Australian Institute of Business



## President's Report

After a very long break arising from COVID-19 and its consequences, ALARA held its first face-to-face conference in late 2024, as a hybrid event. While small, it showed there was still a desire by action learning and action research practitioners to meet and discuss their work.

- Events

The ALARA 2024 conference, held in conjunction with University of Technology Sydney (UTS) contained 30 sessions from practitioners from eight countries. Most participants attended in person in UTS, with up to six online participants in individual sessions. There was a sense of relief in being able to finally conduct a conference, and joy the success of the conference.

ALARA held a webinar precursor to the 2025 World Congress, planned for September. In June, Dr John Molineux and Associate Prof Sumesh Nair discussed their paper about action learning in the context of generative artificial intelligence, and several presentations in the World Congress will consider artificial intelligence and its implications to action learning and action research.

- Membership

ALARA's membership numbers rose significantly during the year (see report on page 12), primarily due to registrations for the 2024 conference.

- Publications

ALARA published a special issue of *Action Learning and Action Research Journal* in 2024, and a regular issue late in 2024. The Publications Report on page 12 has more details.

- Research

Research Co-ordinator Associate Prof Sumesh Nair has worked with Dr John Molineux (Vice-President Australasia) on a paper on artificial intelligence, that led to a webinar and a submission for the upcoming World Congress.

- Sponsorship

Global Centre for Work-Applied Learning (GCWAL) continues to offer financial support for research initiatives undertaken by ALARA.

- Streams

Dr Marina Harvey began creating a Massive Open Online Course based on Bob Dick's Action Research and Evaluation On Line program.

- United Nations

ALARA continues to monitor the UN activities, although most of the activities for which ALARA received notification were not in areas appropriate for its involvement.

- Volunteers

ALARA held two Zoom meetings of its supporters (volunteers) in 2024 to gain greater insight into supporting and attracting volunteers..

- Website

As indicated on page 13, ALARA continued to increase the content of its various websites / sub-domains during this year.

The major focus for ALARA as this year ended was to increase Action Learning / Action Research events and its support for practitioners across the globe, including ways to reach those who are not aware of ALARA and its network.

## Governance

ALARA's Board sub-committees continued to meet during the year. Information about attendance at the following sub-committees meetings is available on pages 6 and 7.

- The Committees Group oversees the operations of ALARA. It contains positions for Co-ordinators for Indigenous AL / AR, Marketing, Membership, Publications, Research, Streams, Volunteers 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 2025

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

- ALARA conducted a strategic planning session in August 2025, at which the need to increase ALARA's efforts and potentially expenditure in marketing ALARA was agreed.
- The preparation for the 11th Action Learning, Action Research and 15th Participatory Action Research World Congress continues with an excellent field of submissions for the three locations – New Zealand, Australia and The Philippines.
- ALARA has decided to separate from its long-term bookkeeper, Donna Alleman and her company Business in Mind. Donna has been supporting ALARA for nearly twenty years and the Board thanked her and her team for their diligence and efforts over those many years.
- ALARA's treasurer, Ngoc Minh Thu (Natalie) Dao, has agreed to take over bookkeeping and some administration duties from July 2025. The Board have agreed to a slight shift in responsibilities to avoid any conflict of interest in Natalie's role as Treasurer.



## Our Activities

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

The last year has involved three events – the Australasian conference, and two webinars. The conference was held on 7 and 8 November 2024 as a hybrid event, which operated both on-line and at the in-person location at University of Technology Sydney (UTS). Dr John Molineux chaired the conference which was well supported by a committee of colleagues at UTS. UTS also supplied some students to support technical requirements in the three rooms utilised. There were delegates from Australia, New Zealand, South Africa, Japan, Indonesia, Singapore, France and Croatia. Most presenters attended at UTS, but others were able to present online. Importantly, in addition to interesting papers and a keynote by Prof Ernie Stringer, there were a number of workshops which involved participants in action learning activities.

We decided not to run a conference in 2025 due to the World Congress being held in Sydney, Auckland and Philippines.

Other events were a webinar held on 20 May 2025 by Dr Sumesh Nair and Dr Molineux on “Action Learning in the context of Generative AI”. Dr Molineux also presented a webinar on 12 June 2025 to AIB researchers on undertaking theses using action research. Another webinar was planned for 7 August 2025.

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

Over the past twelve months, the central priority has been the preparation for the 2025 ALARA World Congress, which will take place across three host nations: Australia, New Zealand, and the Philippines. This World Congress marks a significant milestone in the history of ALARA, as it is the first multinational, regionally collaborative event of its kind. To realize this ambitious undertaking, in collaboration with ALARA’s president, Professor Emmanuel Tetteh has worked closely with small but dedicated local teams in each host country to develop the call for papers, participated in the peer-review process for submissions, supported registration, and participation. While this Congress is intentionally smaller in scale than earlier ALARA gatherings, its multinational framework embodies the spirit of shared leadership and inclusivity. Most importantly, it advances the theme of the 2025 Congress: “Putting Global Collaboration at the Heart of Action Research.”

This theme is not only timely but also emblematic of ALARA’s growing role as a facilitator of cross-border, intercultural dialogue on action learning and action research. The organization’s recognition as holding special consultative status with the United Nations underscores its credibility and global mandate. This unique status enables ALARA to participate in deliberations with the UN’s Economic and Social Council (ECOSOC), its subsidiary bodies, and the Human Rights Council. Within this framework and residing in New York, Professor Tetteh has served as an official representative of ALARA at the United Nations Headquarters in New York. His engagement has included contributing to the ECOSOC’s High-Level Political Forum (HLPF) and attending sessions focused on advancing the Sustainable Development Goals (SDGs). These contributions extend the reach of ALARA’s mission, linking academic and practitioner knowledge with global policymaking processes.

Looking toward the future, Professor Tetteh has also been in active dialogue with a network of action researchers based at leading universities in Ghana. These discussions focus on building the foundation for the next ALARA World Congress, provisionally scheduled for 2027. To advance these efforts, Professor Tetteh will travel to Ghana in December to continue planning activities, strengthening institutional partnerships, and ensuring that the Congress reflects both African perspectives and the global mission of ALARA. This forward-looking initiative underscores his ongoing commitment to expanding the reach of action learning and action research while anchoring ALARA’s vision in diverse cultural and regional contexts.

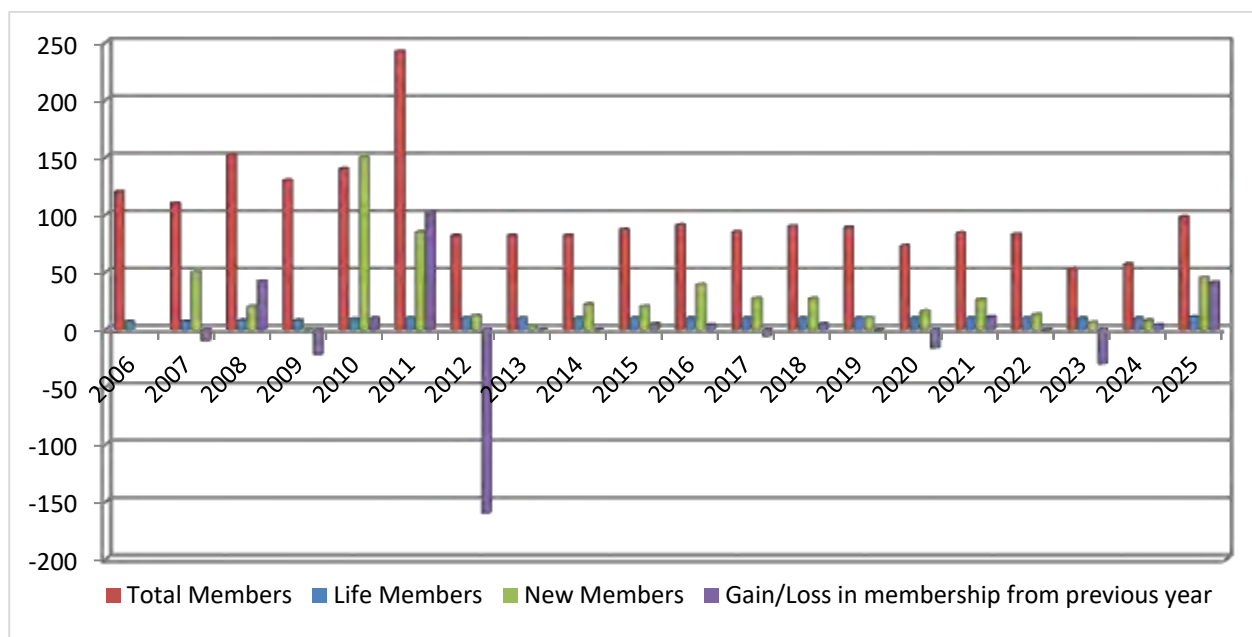
In summary, Professor Tetteh's leadership exemplifies an unwavering commitment to advancing ALARA's global collaboration through scholarship, civic engagement, and professional service. His contributions over the past several years, whether through preparing for the 2025 Congress, representing ALARA at the United Nations, or receiving national and international honours, demonstrate the power of action research as a vehicle for positive change across communities, nations, and institutions.

## Marketing

ALARA continues to support the Action Learning Facilitator, Work-Based Learning Practitioner and Work-Applied Learning Practitioner programmes offered in collaboration with [GCWAL](#). These programmes continue to grow and include Work-Based Action Learning, Implementing Work-Based Change and Work-Applied Learning for Change Leaders. Organisations facing significant change are encouraged to recommend change leaders consider these programmes to enhance the prospect of successful change.

## Membership

ALARA's membership grew substantially during 2024/25, as shown in the graph below. The growth came primarily through the return to conducting a conference. The decision to include membership with registration for the 2024 conference led to about 45 new members. The lead up to the World Congress is likely to have a similar effect, but the challenge remains for ALARA to retain and continue to grow membership.



## Publications

The Global Strategic Publications Editorial Board's objective is to provide strategic advice to the Board on its global mission for the editorial direction and management of its publications. The challenge is to make ALARA publications more relevant, higher quality, with a greater impact, and supported by increased informed volunteerism. The ALARA Board receives minutes of Editorial Board meetings. ALARA is grateful to the Global Strategic Publications Editorial Board members for their support of its publications.



ALARA delivered two issues of the journal in 2024. The first issue was a special issue recognising the life and works of Erik Lindhult, who was a member of the Publications Editorial Board when he died. Authors from his home country of Sweden, USA and Australia contributed to the issue reflecting his work in action research and knowledge democratisation. ALARA published a second regular issue in December 2024. It is preparing for at least two issues in 2025

Monograph Editor, Eileen Piggot-Irvine, sourced two more monographs during the year. ALARA published the first in July 2024 and the second in February 2025.

- Veldsman, A & Jackson, J (2024) *"You were the Neck, and We, as Participants, were the Head": Preschool Teacher's Perception of Using Action Research for Professional Development*
- Bhanot, G (2024) *Empowering Co-Agency for Establishing Visionary Strategists*

## Research

Dr Sumesh Nair continued his work as Research Co-ordinator by seeking ways to support the various research teams. One research project, by Dr Nair and Dr Molineux, conducted a webinar on artificial intelligence. This work should lead to a paper for submission to the *Action Learning and Action Research Journal*.



GCWAL's support of research continued as part of their sponsorship of ALARA.

## Streams

A small working group commenced following the meeting of volunteers in August 2024 (see below). This group are supporting Dr Marina Harvey develop a Massive Open Online Course (MOOC) based on Bob Dick's Action Research and Evaluation On Line program. Bob, as a member of that group, is an important reference, while the other members provide proof-reading and suggestions to Dr Harvey.

The aim is to make the MOOC available in 2026, with participants invited to provide input and feedback as the Course is further refined and developed.

## Volunteers

ALARA conducted two Zoom meetings of its supporters (volunteers) during 2024 to enable networking and idea generation amongst the supporters. ALARA relies heavily on volunteers, so the Board is always seeking ways to support those volunteers and ways to encourage new volunteers to contribute.

## Web Services, including Social Media

ALARA has a main website (<https://www.alarassociation.org>) and several associated sub-domains. The content on those sites continues to grow. The sites include:

- [https://alarassociation.org/event\\_calendar](https://alarassociation.org/event_calendar) - the Action Learning / Action Research event calendar
- <https://alarj.alarassociation.org> - the Online Journal Service (OJS) operating software that houses *Action Learning and Action Research Journal* site
- <https://aral.alarassociation.org/> and <https://aral.alarassociation.org/areol/> - these two locations contain a version of Bob Dick's suite of information about action research and action learning – ARAL



- <http://wc2010.alarassociation.org/> - the content of the 2010 World Congress.

ALARA's social media content continues with varying amounts of activity primarily focussed on LinkedIn.

## Other Important Matters

### Climate Change

ALARA demonstrates its commitment to support efforts to reduce the impact of human activity on the environment through its increased use of electronic communication and delivery of information. ALARA is increasing its use of Zoom to include more webinars and hybrid arrangements for the 2024 conference and 2025 World Congress.

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.

### Ethics

ALARA has defined its values and principles and these are available on the ALARA website <https://www.alarassociation.org>. The strong ethical basis for Action Learning and action research underpin the decision making and actions of the Board and ALARA's activities.

### 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. To support volunteers, the Board introduced a volunteer status form and policy late in 2021.

### Modern-Day Slavery

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

### Related Parties' Transactions

ALAR Association has an agreement with Global Centre for Work-Applied Learning (GCWAL), which is an organisational member of ALARA. That agreement enables those who complete specified development programmes run by GCWAL to become members of ALAR Association, with GCWAL paying the initial membership fee. In addition, GCWAL have a Practitioner Certification Panel as part of its quality program for its development programmes. Colin Bradley, as President of ALAR Association, is a member of that Panel. GCWAL pays ALAR Association when the Panel meets.

Colin Bradley also undertakes work through his company for clients including GCWAL, for which he does receive payment. This work is conducted in a private arrangement between Colin Bradley's company and GCWAL, but may impact on the development programmes conducted by GCWAL that are the subject of the agreement between GCWAL and ALAR Association.

### United Nations Strategic Development Goals

ALARA is an NGO (Non-Government Organisation) with consultancy status with United Nations. ALARA supports the UN's Strategic Development Goals, and has a series of pages on its website to reflect the work done by members and others under the seventeen UN Strategic Development Goals. ALARA will add more examples as this work continues.

## 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 2025**

	<b>2025</b>	<b>2024</b>
<b>INCOME</b>		
Advertising	0.00	0.00
Conference & Sponsorship	11,015.27	0.00
Interest	236.60	508.48
Local Events	0.00	36.38
Membership Fee	9,279.21	4,028.64
Publications	327.69	1,116.97
Royalty/Copyright Income	193.68	232.29
Alliance	0.00	0.00
Tax refundable	0.00	0.00
GCWAL Practitioner Panel	0.00	650.00
<b>TOTAL INCOME</b>	<b>21,052.45</b>	<b>6,572.76</b>
<b>Other Income</b>		
Expenses Recovered	0.00	0.00
Donation	245.00	105.00
	<b>21,297.45</b>	<b>6,677.76</b>
<b>EXPENDITURES</b>		
Administration Services	5,139.98	5058.10
Advertising	0.00	0.00
ALARA Journal & Publication	1,624.16	2,257.09
ASIC	0.00	80.00
Bank and PayPal Fees	269.49	97.50
Email/internet account	287.81	277.67
Event / Conferences Expenses	2,689.10	0.00
Insurance	2,077.96	2,196.22
Membership Services	125.00	175.76
PO Box	164.55	158.18
Printing, Postage and Stationery	84.46	54.66
Sponsorship	0.00	0.00
Web Maintenance	910.00	460.00
Web Design/Development	400.00	0.00
Zoom Expense	230.89	230.89
<b>TOTAL EXPENDITURE</b>	<b>14,002.80</b>	<b>11,046.07</b>
<b>NET SURPLUS/DEFICIT</b>	<b>7,249.65</b>	<b>-4,368.31</b>

The accompanying notes form part of this financial report.





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

**BALANCE SHEET**  
**AS AT 30<sup>th</sup> June 2025**

	<b>2025</b>	<b>2024</b>
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash at Bank (1)	10,614.37	2,635.93
Cash at Bank (2)	279.75	229.83
WC 2017 Bank Account	19.70	19.70
Term Deposit #1	6,767.46	6,767.46
Term Deposit #2	5,017.97	5,017.97
Undeposited funds	0.00	14.53
GST Paid	363.97	437.77
Accounts Receivable	71.50	715.00
<b>Total Current Assets</b>	<b>23,134.72</b>	<b>15,838.19</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>23,134.72</b>	<b>15,838.19</b>
<b>LIABILITIES</b>		
Accounts Payable	49.85	19.95
Sundry Creditor – WC Africa Trust	11,785.43	11,785.43
BAS Payable	0.00	0.00
GST Collected	133.40	161.42
<b>TOTAL LIABILITIES</b>	<b>11,968.68</b>	<b>11,966.80</b>
<b>NET ASSETS</b>	<b>11,166.04</b>	<b>3,871.39</b>
<b>MEMBERS FUNDS</b>		
Opening Accumulated Funds	3,871.39	8,239.70
Add Surplus/Deficit	7,294.65	-4,368.31
<b>TOTAL MEMBERS FUNDS</b>	<b>11,166.04</b>	<b>3,871.39</b>

The accompanying notes form part of this financial report.



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

**NOTES TO AND FORMING PART OF THE FINANCIAL REPORT  
FOR THE PERIOD ENDED 30<sup>th</sup> June 2025**

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	\$ 5,017.97
2	\$ 6,767.46

**Total      \$11,785.43**

## **Audit Statements**

### **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 audit report:

- There are no mortgages, charges or securities affecting the assets of the Association.
- There are no other known liabilities.

A handwritten signature in black ink, appearing to be "Ngoc Minh Thu Dao", is written over a horizontal line.

Ngoc Minh Thu Dao  
Treasurer

## 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 to become an ALARA organisational 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 or participating in 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 and bequests. In accordance with its constitution, ALARA uses money received on its 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://alarj.alarassociation.org>.



## 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 thirty-five 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.



ALARA is seeking to conduct virtual events, like webinars, 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. Attendance is usually open to all people, with some events free, and most of the remainder at 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 8 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) and its [event calendar](#). Our YouTube channel and Vimeo site have 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 areas.

- Webinars
- 11<sup>th</sup> Action Learning, Action Research and 15<sup>th</sup> Participatory Action Research World Congress
- Publications
- Membership
- Strategic alliances
- Improving ALARA's financial position

### Webinars

As indicated on page 11, ALARA has found webinars to be very useful for participants, as the nature of highly interactive discussions, even in a virtual meeting, are highly valued by Action Learning and action research practitioners. ALARA seeks suggestions for its 2026 webinars.

### 11<sup>th</sup> Action Learning, Action Research and 15<sup>th</sup> Participatory Action Research World Congress in 2025

The planning and collaboration between ALARA, Sports Performance Research Institute New Zealand (SPRINZ) at Auckland University of Technology, University of Technology, Sydney and Medici di Makati College Manila are well advanced in preparation for the World Congress in September 2025.

### Publications

The ALARA Board and Editorial Board continue to seek ways to increase the profile of the *Action Learning and Action Research Journal*. ALARA is seeking more reviewers to assist in the production of more publications.

### Membership

The ALARA Board is considering a variety of ways to increase membership, such as the series of webinars, conducting online sessions for current action research students, and visiting universities and communicating with staff and students with action learning and action research interests.

### Strategic Alliances

The ALARA Board continued its strategic alliance with Global Centre for Work-Applied Learning. The ALARA Board seeks other organisations with which it can reach additional alliances.

### Financial Position

ALARA's financial position has improved this year due to the conference registrations (see the Financial Statements commencing on page 16). Further work to increase sources and amount of income to help with covering the costs of operations remains a priority for the Board.

## Contact Us

Action Learning, Action Research Association Ltd is a company limited by guarantee, registered in Adelaide, South Australia. Its postal address is now in Crows Nest, New South Wales.



Postal Address: P.O. Box 164  
Crows Nest, NSW 1585



Internet: <https://www.alarassociation.org/>



Email: [admin@alarassociation.org](mailto:admin@alarassociation.org)



Facebook: <https://www.facebook.com/groups/218695368241066/>



LinkedIn: <http://www.linkedin.com/groups/4914977/profile>



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



Vimeo <https://vimeo.com/user123729223>



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