



2022/2023 Annual Report

ISSN 2653-3510



Overview and Highlights

The ALARA Board are able to celebrate with members on a number of important successes during 2022/23, particularly as ALARA has had to manage several matters that affected ALARA's resources and funding.

- ALARA conducted two webinars in 2022/23.
- It published a special issue of the *Action Learning and Action Research Journal* involving five recently graduated PhD students who used Action Research for their research, and who participated in one of the webinars mentioned above.
- ALARA's website and email service provider suffered a cyber-attack, and subsequently ceased its email service, leading to the ALARA Board deciding to move its internet activities to a new provider
- ALARA's membership numbers fell, as did the number of volunteers offering assistance. This reduction led to a targeted advertising campaign by the Board for assistance with good results.
- After several months' trial, ALARA launched a new Action Learning / Action Research event calendar that the Board hopes practitioners and networks will use to promote Action Learning / Action Research activities.



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 | 11 |
| Membership | 12 |
| Publications..... | 12 |
| Research..... | 13 |
| Streams..... | 13 |
| Web Services, including Social Media | 13 |
| Other Important Matters | 13 |
| Financial Statements | 15 |
| Audit Statements..... | 17 |
| Supporting Action Learning, Action Research Association Ltd | 18 |
| Future Thinking | 21 |
| Contact Us..... | 22 |



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 21st 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 ALARA¹) 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 [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-three 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-four 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 28 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>.

¹ 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) | 5 | 5 |
| Dr John Molineux | Australia | Vice-President (Australasia) | 5 | 5 |
| Dr Emmanuel Tetteh | USA | Vice-President (International) | 5 | 5 |
| Yang Tang * | Australia | Treasurer | 2 | 1 |
| Andrew Cook | Australia | Secretary | 5 | 3 |

* Retired in October 2022



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 | 6 |
| Dr Emmanuel Tetteh | USA | Vice-President (International) | 7 | 2 |
| Dr Susan Goff ** | Australia | Publications Co-ordinator | 3 | 2 |
| Dr Sumesh Nair | Australia | Research Co-ordinator | 5 | 5 |
| Colin Bradley | Australia | President (Chair) – Membership; Web Services | 7 | 7 |
| Yang Tang * | Australia | Treasurer – ex-officio # | 2 | 2 |
| Andrew Cook | Australia | Secretary – ex-officio # | 7 | 4 |

* Retired in October 2022

** Retired in January 2023

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 |
| Yang Tang | Australia | Treasurer | 1 | 0 |
| Andrew Cook | Australia | Secretary | 3 | 3 |

Global Strategic Publications Editorial Board

| Name | Country | Title | No. Meetings | No. Attended |
|----------------------|---------------|---------------------------|--------------|--------------|
| Dr Azril Bacal | Sweden / Peru | | 3 | 1 |
| Colin Bradley | Australia | President | 3 | 3 |
| Dr Susan Goff ** | Australia | Publications Co-ordinator | 1 | 1 |
| A/Prof Erik Lindhult | Sweden | | 3 | 2 |
| Riripeti Reedy | New Zealand | | 3 | 1 |
| Dr Shankar Sankaran | Australia | | 3 | 3 |
| Dr Shawn Wilson * | Canada | | 1 | 0 |
| Dr Yedida Bessemer | USA / Israel | Managing Editor (Chair) | 3 | 3 |

* Retired in September 2022

** Retired in January 2023

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

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

Action Learning, Action Research Association made several important advancements during 2022/23, but also suffered from a number of matters requiring valuable time and resources.

- Events

ALARA conducted two webinars during the year. Dr Mary Brydon-Miller presented on her stay in Australia and nearby countries in August 2022 and Dr Akihiro Ogawa led a group of his Action Research PhD students in a webinar in May 2023.

- Membership

ALARA's membership numbers fell during the year (see report on page 12), a reflection on the lack of high-profile activity. This fall also affected the number of volunteers offering to assist, and the Board began advertising for more volunteers in the latter part of the year. This advertising led to the appointment of two (and potentially three) new volunteers after the end of the financial year (see next page).

- Publications

ALARA published a special issue of *Action Learning and Action Research Journal* in late 2022. Sadly, a lack of available reviewers and limited quality submissions delayed the production of the next issue. The Publications Report on page 12 has more details about the work in this area.

- Research

The commencement of Research Co-ordinator Dr Sumesh Nair was a great boost to the portfolio and he has been encouraging the research teams. Most of the projects had hiatuses for various reasons, but ALARA is still hopeful of the finalisation of these projects. See the Research report on page 13 for details of this research work.

- Sponsorship

Global Centre for Work-Applied Learning (GCWAL) requested modifications to its agreement with ALARA, but financial support for research initiatives undertaken by ALARA continues.

- United Nations

While most of the activities for which ALARA received notification were not in areas appropriate for its involvement, ALARA received notification of the most relevant activity the day before that event, making attendance impossible. ALARA continues to monitor the UN activities.

- Website Upgrade

As indicated on page 13, ALARA's Board decided to move its websites and associated services after the existing provider suffered a cyber-attack, and then closed down its email services. At the same time, it launched a new Action Learning / Action Research event calendar.

While aspects of the year have been frustrating, the ALARA Board is determined to re-establish ALARA's prominence in Action Learning / Action Research events and its support for practitioners across the globe.



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 2023

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



- Ms Natalie Dao joined the ALARA Board as Treasurer, and Ms Claire Muntalima became the Volunteers Co-ordinator. A third person indicated interest in the Secretary role, and that person was seeking to meet Australian Investments and Security Commission requirements for directors at the time of production of this Report.
- Vice-President International, Prof Emmanuel Tetteh, is among those nominated to receive the 2023 U.S. Presidential Lifetime Achievement Award (PVSA) for his dedication to action-oriented service learning activities, voluntary community-based services, civic engagement activities, and faith-based initiatives in keeping with ALARA's mission, vision, and values. The Presidential Lifetime Achievement Award represents the highest level of the PVSA, given to individuals who contribute more than 4,000 hours of service in their lifetime.
- Dr Christina Marouli and Mr Andrew Sporle joined the Editorial Board, while Prof Erik Lindhult took a leave of absence.



Our Activities

Australasian Activities – Vice-President (Australasia)

Activity within Australasia continued to be subdued during the year. ALARA conducted a webinar with Dr Mary Brydon-Miller in association with University of Technology Sydney, at the end of her four-month stay in Australia and New Zealand on a Fulbright Scholarship. It also conducted a webinar in late May – Insights into PhD Action Research Experiences. This webinar included students and their professor and mentors discussing the Action Research PhD journey. Members and the public can view this latter webinar on Vimeo - <https://vimeo.com/844462274>.

International Activities – Vice-President (International)

In coordination with ALARA President, Prof. Emmanuel Tetteh has been managing ALARA's NGO membership responsibilities via face-to-face or virtual meetings with the United Nations (U.N.) for engagements with the Economic and Social Council (ECOSOC) and U.N. subsidiary bodies, the Human Rights Council under specific conditions as Designated Official Representatives for participation in the United Nations (U.N.) Special Consultative Status activities.



Prof Tetteh visited Ghana in August 2022 to meet with the Chancellors, Provosts, and Deans of three Universities: The University of Ghana, Legon, University of Cape Coast, and the University of Education, Winneba, for a collaborative discussion of organizing a proposed 2025 ALARA World Congress to be held in Ghana, West Africa.

Subsequently, he has had several meetings with the officials of the universities in Ghana for discussion and planning initiatives toward the proposed 2025 ALARA World Congress to be held at the University of Cape Coast in Ghana, West Africa. It includes virtual meetings with the GALARA (Ghana Action Learning, Action Research Association) standing committee representatives regarding its chapter configuration in tandem with the proposed 2025 World Congress in Ghana, West Africa.

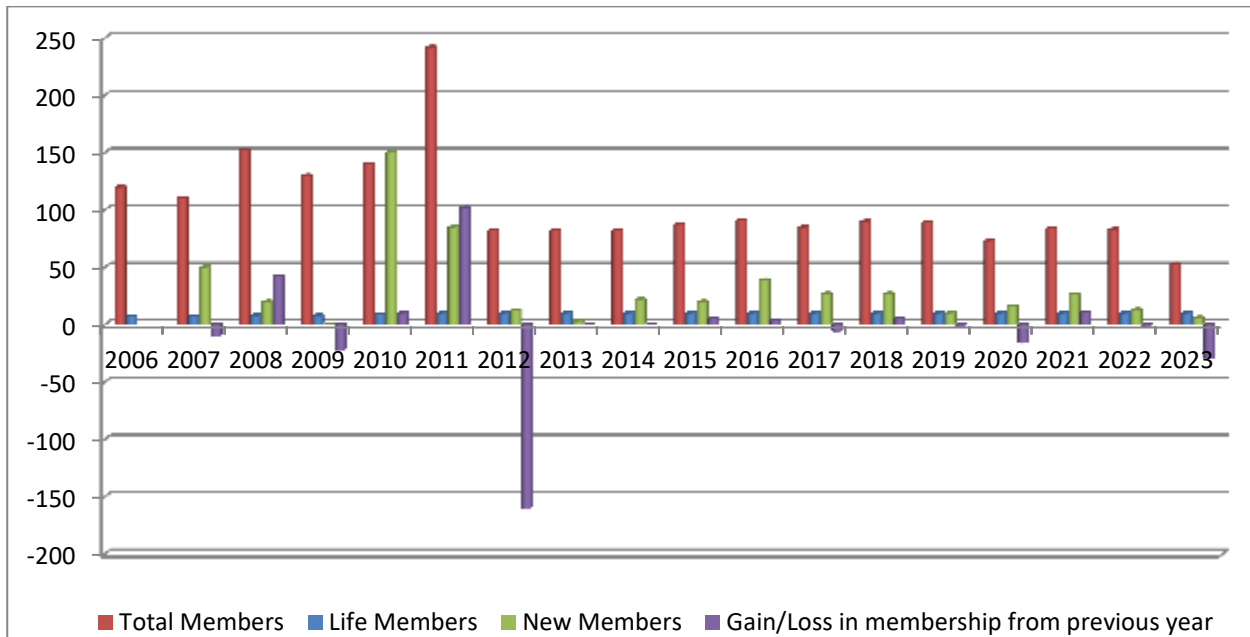
Therefore, discussion for a tentative agreement is ongoing, with further meetings planned in 2023. Equally important is a continuing conversation to facilitate an action learning and action research workshop session leading to the official GALARA Inaugural Meeting Initiation. Negotiations about the proposed 2025 World Congress at the University of Cape Coast in Ghana, West Africa, will be finalized once the joint parties sign the MOU. For this, Prof Tetteh is planning another visit to Ghana by the end of 2023 or early 2024.

Prof Tetteh is also exploring prospective grant proposal initiatives within the U.S. to help with the proposed 2025 World Congress. Other communications with some officials in Trinidad and Tobago have started for a potential ALARA chapter and networking projects.

Marketing

ALARA's efforts to market the Action Learning Facilitator and Action Learning Practitioner programmes offered in collaboration with GCWAL did not produce the desired number of new members. GCWAL requested, which the ALARA Board approved, a change to the sponsorship arrangements. ALARA must identify ways to appeal to the next generation of Action Learning / Action Research practitioners and market to that cohort.

Membership



ALARA’s membership fell by a large number during 2022/23. The graph above shows the membership levels. The reduction is a reflection on the lack of activity over the last three years, and the proposed conference and world congress must show to the Action Learning / Action Research community that ALARA is still important to them.

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 delivered one issue of the journal in 2022, which was a special issue edited by Dr Akihiro Ogawa. The issue included papers by some of his Action Research students describing their experiences while doing a PhD using Action Research. Subsequent to the publication of the issue, Dr Ogawa led a webinar to provide insights for new students (see Australasian Activities on page 11). We are most grateful to Dr Ogawa for this issue and webinar. We are also very grateful to the reviewers who ensure the quality of *ALARj* publications.

ALARA is grateful to the Global Strategic Publications Editorial Board members (the last two of whom resigned during the year):

- Dr Yedida Bessemer (Chair)
- Riripeti Reedy
- Professor Shankar Sankaran
- Assistant Professor Erik Lindhult
- Dr Azril Bacal
- Colin Bradley
- Dr Shawn Wilson
- Dr Susan Goff

Research

Dr Sumesh Nair commenced as the Research Co-ordinator and had immediate impact by contacting the various research teams. The team behind the initial research funded as part of the agreement with Global Centre for Work-Applied Learning (GCWAL) about Action Learning continued to refine their paper during 2022/23. ALARA understands that Publication will occur in early 2024.



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

Other research projects experienced hiatuses. For example, the research on action research publications commenced in 2021 produced an interim report, but the team have not finalised their work.

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 commence in coming years.

Web Services, including Social Media

After updating the main website (<https://www.alarassociation.org>) in 2021, ALARA received notification that its email service provider had been hacked. Along with all of the provider's clients, the hackers could have compromised ALARA's emails. The provider then advised that it would discontinue its email service. The ALARA Board decided to move the site and its associated services to a new provider. This additional cost was not expected, and was a major contributor to the loss ALARA experienced this year.

At the same time as this sudden change to web services unfolded, ALARA was launching a new Action Learning / Action Research event calendar - https://alarassociation.org/event_calendar, that the ALARA Board want to become the source to which practitioners refer for all Action Learning / Action Research events.

The Online Journal Service (OJS) continues to provide the operating software that houses *Action Learning and Action Research Journal* site, which readers can access on a sub-domain of the main site - <https://alarj.alarassociation.org>.

With Bob Dick's kind agreement, ALARA also hosts his suite of information about action research and action learning – ARAL – on two new locations: <https://aral.alarassociation.org> and <https://aral.alarassociation.org/areol/>. A further sub-domain of the main site is the content of the 2010 World Congress, available on <http://wc2010.alarassociation.org/>.

ALARA's social media content continues with varying amounts of activity, with the Board moving towards focusing on LinkedIn given the controversy surrounding Facebook and Twitter (X).

Other Important Matters

Climate Change

ALARA supports efforts to reduce the impact of human activity on the environment. ALARA use of electronic communication and delivery of information is one way in which it is trying to reduce 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.



Ethics

ALARA has defined its values and principles and these are available on the ALARA website <https://www.alarassociation.org>. The proposed guide for Ethics Committees remains a work-in-progress.

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 production of these products is by organisations that are not involved in modern-day slavery.

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 30th June 2023**

| | 2023 | 2022 |
|----------------------------------|------------------|------------------|
| INCOME | | |
| Advertising | 0.00 | 0.00 |
| Conference & Sponsorship | 0.00 | 0.00 |
| Interest | 146.81 | 34.59 |
| Local Events | 0.00 | 0.00 |
| Membership Fee | 3,665.00 | 5,478.69 |
| Publications | 658.06 | 451.76 |
| Royalty/Copyright Income | 360.38 | 267.47 |
| Alliance | 7,233.80 | 9,000.00 |
| Tax refundable | 0.00 | 0.00 |
| | ----- | ----- |
| TOTAL INCOME | 12,064.05 | 15,232.51 |
| | ----- | ----- |
| Other Income | | |
| Expenses Recovered | 0.00 | 0.00 |
| Donation | 00 | 0.00 |
| | ----- | ----- |
| | 12,064.05 | 15,232.51 |
| | ----- | ----- |
| EXPENDITURES | | |
| Administration Services | 8,233.86 | 5,212.61 |
| Advertising | 0.00 | 238.27 |
| ALARA Journal & Publication | 4,353.00 | 1,612.21 |
| ASIC | 92.00 | 0.00 |
| Bank and PayPal Fees | 114.65 | 111.19 |
| Email/internet account | 1,002.33 | 1,021.24 |
| Insurance | 2,210.13 | 2,091.73 |
| Membership Services | 90.91 | 86.36 |
| PO Box | 139.09 | 130.91 |
| Printing, Postage and Stationery | 211.35 | 576.03 |
| Sponsorship | 0.00 | 0.00 |
| Web Maintenance | 700.00 | 560.00 |
| Web Design/Development | 3,237.50 | 3,237.50 |
| Zoom Expense | 230.89 | 230.89 |
| | ----- | ----- |
| TOTAL EXPENDITURE | 20,615.71 | 15,108.94 |
| | ----- | ----- |
| NET SURPLUS/DEFICIT | -8,551.66 | 123.57 |
| | ----- | ----- |

The accompanying notes form part of this financial report.



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

BALANCE SHEET
AS AT 30th June 2023

| | 2023 | 2022 |
|-----------------------------------|------------------|------------------|
| ASSETS | | |
| Current Assets | | |
| Cash at Bank (1) | 7,903.18 | 19,805.99 |
| Cash at Bank (2) | 137.97 | 439.55 |
| WC 2017 Bank Account | 19.70 | 19.69 |
| Term Deposit #1 | 6,767.46 | 6,767.46 |
| Term Deposit #2 | 5,017.97 | 5,017.97 |
| GST Paid | 428.13 | 30.45 |
| Accounts Receivable | 71.50 | 494.22 |
| | ----- | ----- |
| Total Current Assets | 20,345.91 | 32,575.33 |
| Non-Current Assets | 0.00 | 0.00 |
| | ----- | ----- |
| Total Non-Current Assets | 0.00 | 0.00 |
| | ----- | ----- |
| TOTAL ASSETS | 20345.91 | 32,575.33 |
| | ----- | ----- |
| LIABILITIES | | |
| Accounts Payable | 258.20 | 4,091.11 |
| Sundry Creditor – WC Africa Trust | 11,785.43 | 11,785.43 |
| BALT (Seed Funds) | 0.00 | 0.00 |
| BAS Payable | 0.00 | -144.00 |
| GST Collected | 62.58 | 51.43 |
| | ----- | ----- |
| TOTAL LIABILITIES | 12,106.21 | 15,783.97 |
| | ----- | ----- |
| NET ASSETS | 8,239.70 | 16,791.36 |
| | ----- | ----- |
| MEMBERS FUNDS | | |
| Opening Accumulated Funds | 16,791.36 | 16,667.79 |
| Add Surplus/Deficit | -855.66 | 123.57 |
| | ----- | ----- |
| TOTAL MEMBERS FUNDS | 8,239.70 | 16,791.36 |
| | ----- | ----- |

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 30th June 2023

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

4. Deed of Agreement signed with GCWAL (Global Centre for Work applied Learning Pty Ltd) has been terminated.

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 audit report:

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

Name and Signature:

Thu Dao - Natalie (Treasurer)

Date: 3rd Oct 2023

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 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. 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, 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

Action Learning, Action Research Association



**Insights into
PhD Action Research Experiences**

Webinar presented by

Akihiro Ogawa
Ai Ming Chow
Abbie Trott
Edward Hyatt
Akina Mikami
Asha Ross

With contributions by Yoland Wadsworth and Davydd J. Greenwood

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 and 2021 also means that ALARA is seeking to conduct virtual events, like the webinar indicated above – 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.

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 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 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 22). 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 2024
- Webinars
- 11th Action Learning, Action Research and 15th Participatory Action Research World Congress in 2025
- Publications
- Strategic alliances
- Improving ALARA's financial position

Australasian Conference 2024

ALARA had expected to conduct its next conference as a face-to-face event in 2021 or 2022. The ongoing problems of travel restrictions and social distancing means ALARA is now working towards its first post-Coronavirus conference in 2024, an Australasian conference. A small sub-committee have commenced working on themes and ideas for this event.

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.

11th Action Learning, Action Research and 15th Participatory Action Research World Congress in 2025

Prof Emmanuel Tetteh has continued 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.

Publications

The ALARA Board and Global Strategic Publications Editorial Board continue to seek ways to increase the profile of the *Action Learning and Action Research Journal*. They have several proposals in development that they will enact during the coming year.

Strategic Alliances

The ALARA Board continued a revised version of the 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 deteriorated this year (see the Financial Statements commencing on page 15), in part due to the unexpected cost of relocating the online services. 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 remains in Brisbane, Queensland.



Postal Address: P.O. Box 162
Greenslopes, QLD 4120



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



Email: admin@alarassociation.org



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



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



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



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



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