



2023/2024 Annual Report

ISSN 2653-3510



Overview and Highlights

The ALARA Board are pleased to present this 2023/24 Annual Report.

- ALARA conducted two webinars in 2024 in preparation for the 2024 conference.
- It published an issue of the *Action Learning and Action Research Journal*, and began the preparation of a special issue to acknowledge the work of a member of ALARA's Global Strategic Publications Editorial Board who passed away suddenly.
- The Monograph's Editor sourced several Monographs during the year, with two published before June 30 and two scheduled for later in the year.
- ALARA's membership numbers rose slightly because of the Board's campaign to increase volunteers supporting its activities, with a further increase expected leading up to the 2024 conference.
- ALARA conducted the first of Zoom meetings of supporters, which generated several suggestions for future activities and the wish for more similar meetings.



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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) 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-four 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 29 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>.

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)	7	7
Dr John Molineux	Australia	Vice-President (Australasia)	7	7
Dr Emmanuel Tetteh	USA	Vice-President (International)	7	2
Natalie Dao +	Australia	Treasurer	7	6
Andrew Cook *	Australia	Secretary	2	2
Dr Kavita Goel ++	Australia	Secretary	5	2

+ From August 2023

++ From December 2023

* Retired in November 2023



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)	8	8
Dr Emmanuel Tetteh	USA	Vice-President (International)	8	6
Dr Sumesh Nair	Australia	Research Co-ordinator	8	5
Claire Muntalima *	Australia	Volunteers Co-ordinator	3	2
Kan Ottah +	USA	Membership Co-ordinator	5	1
Colin Bradley	Australia	President (Chair) – Marketing; Publications ; Volunteers; Web Services	8	8
Natalie Dao	Australia	Treasurer – ex-officio #	8	3
Andrew Cook *	Australia	Secretary – ex-officio #	3	0
Dr Kavita Goel ++	Australia	Secretary – ex-officio #	4	1

* Retired November 2023

+ From November 2023

++ From December 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
Natalie Dao	Australia	Treasurer	3	2
Dr Kavita Goel +	Australia	Secretary	3	3

+ From December 2023

Global Strategic Publications Editorial Board

Name	Country	Title	No. Meetings	No. Attended
Dr Azril Bacal	Sweden / Peru		5	4
Colin Bradley	Australia	President (Acting Chair)	5	5
A/Prof Erik Lindhult *	Sweden		0	0
Riripeti Reedy	New Zealand		5	2
Dr Shankar Sankaran **	Australia		4	4
Dr Christina Marouli +	Greece		4	4
Andrew Sporle +	New Zealand		4	1
Dr John Andersen ++	Denmark		1	1
Adj Prof Yedida Bessemer	USA / Israel	Managing Editor (Chair)	5	3

* On leave of absence from July and then passed away in November 2023

** Retired January 2024

+ From September 2023

++ From May 2024

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



Global University for Lifelong Learning

Advertisers and Sponsors

Global Centre for Work-Applied Learning



Australian Institute of Business

President's Report

The year has been one of consolidation for Action Learning, Action Research Association. Limited resources have required the Board to concentrate on core areas of events, publications and research.

- Events

ALARA conducted two webinars during the year, both as precursors to the 2024 conference, planned for November. In March, Dr Josie McLean led a session on Sustainability, Systemic Change and Action Research, and in May, Geof Hill held a session on Use of Arts with Action Research. Preparation commenced for the 2024 conference, commencing with a call for submissions of proposals for presentations and creation of web pages and a flyer in April / May.

- Membership

ALARA's membership numbers rose slightly during the year (see report on page 11), as a consequence of the efforts to increase the volunteer support of ALARA. Further increases are likely from the registrations for the 2024 conference.

- Publications

ALARA published a special issue of *Action Learning and Action Research Journal* in 2023. A limited number of quality submissions delayed the production of the next issue. The passing of a member of the Editorial Board was the catalyst for a special issue planned for later in 2024. The Publications Report on page 12 has more details.

- Research

Research Co-ordinator Dr Sumesh Nair has provided support to research groups, although the projects themselves have not yet reached finalisation.

- Sponsorship

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

- 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 conducted the first of Zoom meetings of its supporters (volunteers) to enable networking and idea generation amongst these supporters. It plans to hold regular meetings of supporters.

- Website

As indicated on page 13, ALARA has consolidated and increased 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 2024

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



- ALARA conducted Zoom sessions for ALARA supporters (volunteers) in August, at which participants made several suggestions, including the development of a Massive Open Online Course (MOOC) based on Bob Dick's AREOL material. A small committee has commenced assessing how to achieve this outcome.
- The preparation for the ALARA-UTS 2024 conference continues with a strong field of submissions for proposals. Most presentations will be in Sydney, but there are several presenters planning to join from their home locations in six countries.
- ALARA's Vice-President (International), Prof Emmanuel Tetteh, visited Ghana in September to continue discussions with the Ghanaian universities about the proposed World Congress. A World Congress in Ghana in 2025 is unlikely, although such an event in 2026 or 2027 is possible. The Board is investigating an alternative location for an event in 2025.



Our Activities

Australasian Activities – Vice-President (Australasia)

Dr John Molineux has been leading an increasing amount of activity within Australasia from late in 2023, following the announcement of a conference in Sydney planned for November 2024. This conference will be a hybrid event, with the in-person location at University of Technology Sydney (UTS). John has held several meetings with an embryonic group of Action Researchers at UTS who are part of the Organising Committee for the conference.

As part of the preparation for the conference, Dr Molineux arranged two webinars. Dr Josie McLean led a session on *Sustainability, Systemic Change and Action Research* in March, and in May, Geof Hill held a session on *Use of Arts with Action Research*. Members and the public can view the former webinar on YouTube – <https://youtu.be/yI5Lrd3RR3Y>, while the latter webinar is available on Vimeo - <https://vimeo.com/950454092>.

International Activities – Vice-President (International)

Prof Emmanuel Tetteh has continued his negotiations with three universities in Ghana for a proposed 2025 ALARA World Congress: The University of Ghana, Legon, University of Cape Coast, and the University of Education, Winneba. The continuing disruptions caused by COVID and the world economy have frustrated efforts to finalise the agreement, and Prof Tetteh is planning another visit to Ghana in September 2024 to gain that agreement.

He has also continued to have 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.

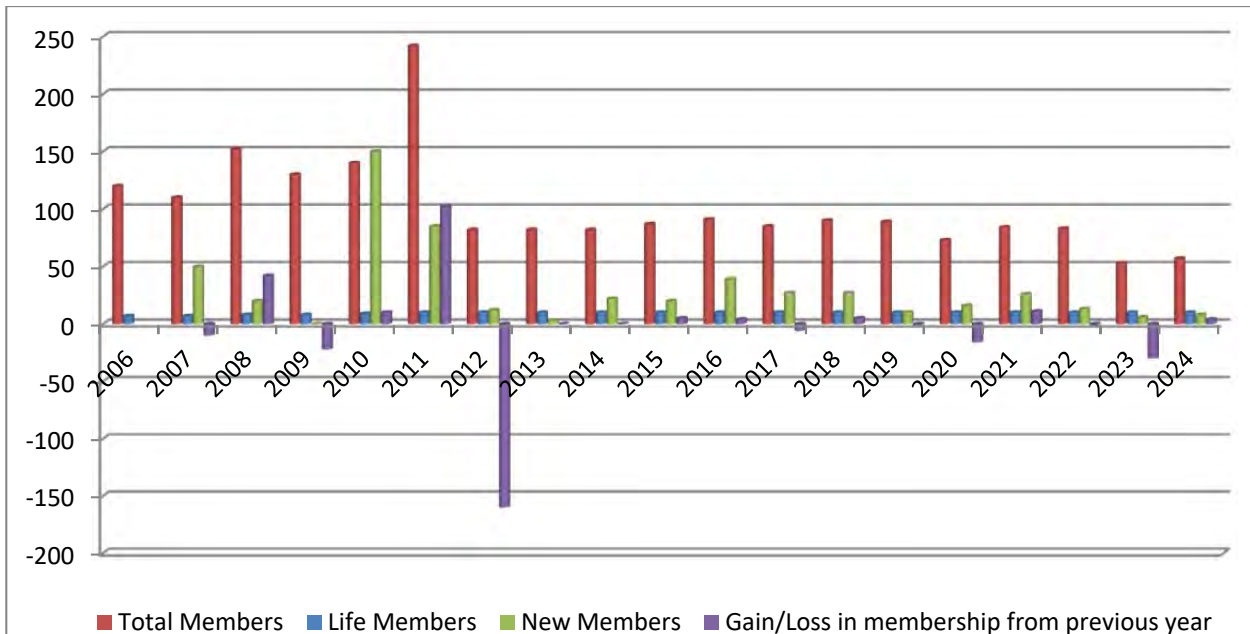
On a personal note, Prof Tetteh received two awards for his work in charities including ALARA. He received The President's Life Achievement Award in November 2023 for his dedication to action-oriented service learning activities, voluntary community-based services, civic engagement activities, and faith-based initiatives in keeping with ALARA's mission, vision, and values. In May 2024, he received the 2024 Making the Impossible Possible, Inc. (MIPO Inc.) Outstanding Citizenship Hall of Fame Award, which MIPO Inc. awards in recognition of individuals who have made significant contributions in their community and are respected for their professional accomplishments. The Board congratulates Prof Tetteh for these awards and thanks him for his continued support of ALARA.

Marketing

ALARA continues to support the Action Learning Facilitator and Action Learning Practitioner programmes offered in collaboration with GCWAL. These programmes are now called [Change through Action Learning](#) and [Change using Action Research and Action Learning](#). Members whose organisations are facing significant change are encouraged to recommend change leaders consider these programmes to enhance the prospect of successful change.

Membership

Dr Kan Ottah became ALARA's Membership Co-ordinator, and he has been developing strategies to increase membership. These strategies include visiting universities to speak with those with action learning / action research interests. The membership grew slightly during 2023/24, as shown in the graph below. The growth came because of efforts to seek more volunteers to support the Board in its work. The decision to include membership with registration for the 2024 conference should lead to a further increase in membership. The challenge for ALARA will be to retain and continue to grow membership following the conference.



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 2023. That issue included the first of a new type of paper: a Thoughtlet, which is a short piece by an invited author on a specific topic. It also included the first of another new offering: a Thesis Research Note, in which a recently completed Doctorate student writes about the journey of using action research in the thesis, and to which the student’s supervisor adds comments about that journey.

Monograph Editor, Eileen Piggot-Irvine, sourced several monographs during the year, the first of which ALARA published in October 2023 and the second in May 2024.

- Fair, L, Gray, L, Fogarty, D, Meleisea, T, Bruce, J, Piggot-Irvine, E, Schoone, A & Turner-Adams, H (2023) *Multiple, creative, methods for ‘giving voice’ in Alternative Education*
- Bruce, J, Schoone, A, Piggot-Irvine, E & Turner-Adams, H (2024) *Action and Evaluation in Alternative Education: How Students’ Stories Shape Teaching Practices*

ALARA has two more monographs scheduled for later in the year.

ALARA is grateful to the Global Strategic Publications Editorial Board members for their support of its publications. The Board and the Editorial Board were shocked at the sudden passing of A/Professor Erik Lindhult in late 2023. In recognition of his significant contribution to the action research community, the Editorial Board commenced the development of a special issue of the *ALAR Journal*.

A/Prof Lindhult’s absence due to illness and then passing, along with Professor Sankaran’s decision to step down after four years on the Editorial Board led to the recruitment of three international members (identified in the list below by *). In addition to A/Prof Lindhult, who was not able to attend a meeting during the year, the Editorial Board members during the year were:

- Dr Yedida Bessemer (Chair) – USA/Israel
- Riripeti Reedy – New Zealand
- Professor Shankar Sankaran – Australia
- Dr Azril Bacal – Sweden / Peru
- Dr Christina Marouli – Greece *
- Andrew Sporle – New Zealand *
- Dr John Andersen – Denmark *
- Colin Bradley

One of the initiatives instigated by the Editorial Board this year was a call for Associate Editors for the Journal. These roles aim to assist the Managing Editor, encourage action learning and action research practitioners to write and submit papers for publication, and possibly be the editor of a special issue. Dr Molaodi Tshelane from the University of South Africa and Dr Keith Heggart from University of Technology Sydney have joined the editorial team as the inaugural Associate Editors.

Research

Dr Sumesh Nair continued his work as Research Co-ordinator by attempting to contact and support the various research teams. While progress is slow, efforts to finalise at least three of these projects continue. For example, 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 2023/24, with the aim of producing the paper and an associated webinar.



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

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, such as the one planned for Ghana, will commence in coming years.

Volunteers

Claire Muntalima commenced as Volunteers Co-ordinator, but soon after had a significant change to her family situation that required her to resign from the position. In that short tenure, ALARA conducted the first of Zoom meetings of its supporters (volunteers) to enable networking and idea generation amongst the supporters. One of those ideas was to hold regular meetings of supporters, which ALARA is implementing.

Web Services, including Social Media

After relocating the main website (<https://www.alarassociation.org>) with its associated sub-domains in 2023, ALARA maintained and increased the content on those sites. The sites include:

- the Action Learning / Action Research event calendar - https://alarassociation.org/event_calendar
- the launch site for the Online Journal Service (OJS) operating software that houses *Action Learning and Action Research Journal* site, <https://alarj.alarassociation.org>



- a version of Bob Dick's suite of information about action research and action learning – ARAL – on two new locations: <https://aral.alarassociation.org/> and <https://aral.alarassociation.org/areol/>
- the content of the 2010 World Congress, available on <http://wc2010.alarassociation.org/>.

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

Other Important Matters

Climate Change

ALARA continues to support efforts to reduce the impact of human activity on the environment. ALARA's 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.

ALARA is increasing its use of Zoom to include more webinars and a hybrid arrangement for the 2024 conference.

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 has been difficult to progress, but remains a desired output.

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 30th June 2024**

	2024	2023
INCOME		
Advertising	0.00	0.00
Conference & Sponsorship	0.00	0.00
Interest	508.48	146.81
Local Events	36.38	0.00
Membership Fee	4,028.64	3,665.00
Publications	1,116.97	658.06
Royalty/Copyright Income	232.29	360.38
Alliance	0.00	7,233.80
Tax refundable	0.00	0.00
	650	
TOTAL INCOME	6,572.76	12,064.05
Other Income		
Expenses Recovered	0.00	0.00
Donation	105.00	0.00
	6,677.76	12,064.05
EXPENDITURES		
Administration Services	5058.10	8,233.86
Advertising	0.00	0.00
ALARA Journal & Publication	2,257.09	4,353.00
ASIC	80.00	92.00
Bank and PayPal Fees	97.50	114.65
Email/internet account	277.67	1,002.33
Insurance	2,196.22	2,210.13
Membership Services	175.76	90.91
PO Box	158.18	139.09
Printing, Postage and Stationery	54.66	211.35
Sponsorship	0.00	0.00
Web Maintenance	460.00	700.00
Web Design/Development	0.00	3,237.50
Zoom Expense	230.89	230.89
TOTAL EXPENDITURE	11,046.07	20,615.71
NET SURPLUS/DEFICIT	-4,368.31	-8,551.66

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 2024

	2024	2023
ASSETS		
Current Assets		
Cash at Bank (1)	2,635.93	7,903.18
Cash at Bank (2)	229.83	137.97
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	14.53	0.00
GST Paid	437.77	428.13
Accounts Receivable	715.00	71.50
	-----	-----
Total Current Assets	15,838.19	20,345.91
Non-Current Assets	0.00	0.00
	-----	-----
Total Non-Current Assets	0.00	0.00
	-----	-----
TOTAL ASSETS	15,838.19	20345.91
	-----	-----
LIABILITIES		
Accounts Payable	258.20	258.20
Sundry Creditor – WC Africa Trust	11,785.43	11,785.43
BAS Payable	0.00	0.00
GST Collected	161.42	62.58
	-----	-----
TOTAL LIABILITIES	11,966.80	12,106.21
	-----	-----
NET ASSETS	3,871.39	8,239.70
	-----	-----
MEMBERS FUNDS		
Opening Accumulated Funds	8,239.70	16,791.36
Add Surplus/Deficit	-4,368.31	-8551.66
	-----	-----
TOTAL MEMBERS FUNDS	3,871.39	8,239.70
	-----	-----

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 2024**

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:

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

Natalie Ngoc Minh Thu Dao
Treasurer
02/10/2024

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 and Bernadette for administration support. 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 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, 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.



The radical changes over 2020 and 2021 also means that 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.

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 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 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 seven areas.

- Australasian Conference 2024
- Webinars
- 11th Action Learning, Action Research and 15th Participatory Action Research World Congress
- Publications
- Membership
- Strategic alliances
- Improving ALARA's financial position

Australasian Conference 2024

ALARA is now well advanced towards its first post-Coronavirus conference in 2024, an Australasian conference in Sydney. This hybrid event will have presenters and participants either in person in Sydney or virtually from several countries.

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 is planning a series of webinars for 2025.

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

Prof Emmanuel Tetteh has continued discussions with universities in Ghana to advance a proposed ALARA World Congress in Ghana. The Board is investing an alternative location for 2025, with Ghana a possible location for 2026 or 2027.

Publications

The ALARA Board and Editorial Board continue to seek ways to increase the profile of the *Action Learning and Action Research Journal*. The addition of Associate Editors will lead to more contributions, and ALARA seeks 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 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 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

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