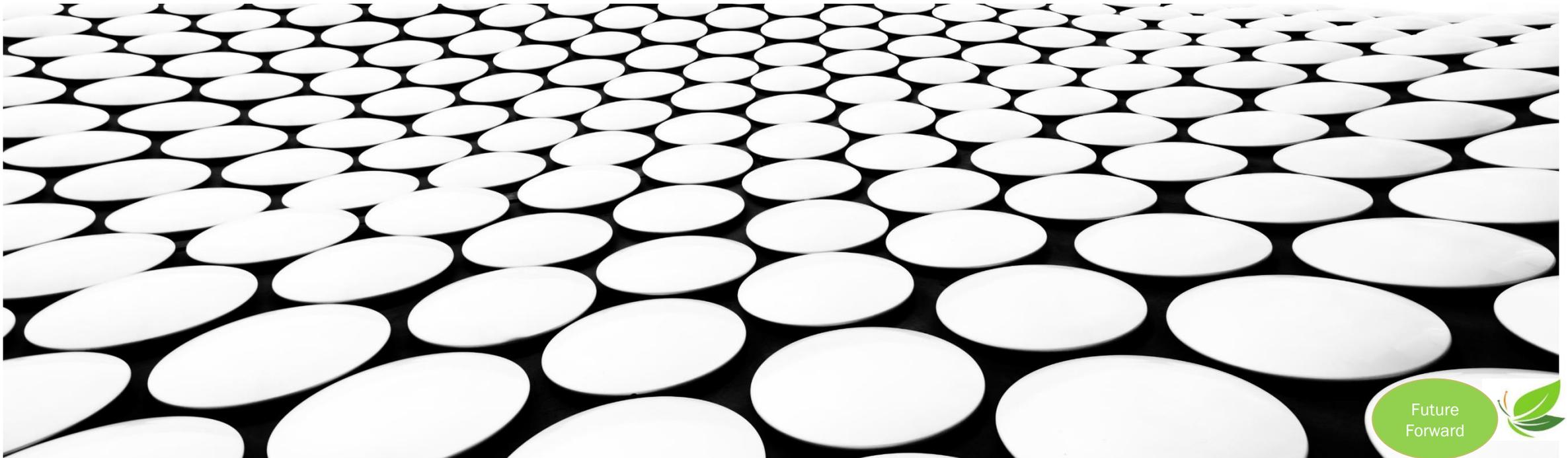


# VIEW LEADERSHIP AND GOVERNANCE DECISIONS FROM NATIONAL COUNCIL MEETING



FEBRUARY 2023

PURPOSE: TO SECURE A SUSTAINABLE FUTURE FOR VIEW CLUBS OF AUSTRALIA



# THE URGENT ISSUE - MAKING VIEW SUSTAINABLE



There are insufficient VIEW members stepping up to accept leadership roles at both Club Committee, and senior leadership roles, impacting the future health of the organisation.

Facts: Currently:

- Of the **20** National Councillor positions – **10** (50%) positions were filled; **12** Area Advisors were assisting in some Areas without a National Councillor – but this is a short-term solution
- Of the **55** Zone Councillor positions – **25** (45%) positions were filled

The VIEW organisation will flounder if

- Members are not adequately represented in decision making
- VIEW is to grow – at a time when, more than ever, addressing loneliness and enabling people to connect in communities is critical
- Members are not fully engaged and supported in their leadership roles

Future  
Forward



# ADDRESSING THE ISSUE



Your VIEW National Council has made some bold decisions at its February 2023 meeting to move the organisation forward to:

- Strengthen the governance and leadership structure for VIEW Clubs of Australia
- Review the geographical boundaries of Areas (and Zones if needed) to make the responsibilities of National Councillors (and Zone Councillors if needed) more equitable, sustainable and attractive to future leaders
- Investigate ways to increase support and education opportunities for VIEW members to develop leadership skills and an increased sense of agency\*.

\*Agency: A belief that your own actions matter

To become active and confident that what you do will have an effect

To take responsibility for your own actions

Future  
Forward



## TO PREPARE FOR NATIONAL COUNCIL, WHAT DID WE DO?

**The purpose?** To assist in

- meeting the urgent issue of strengthening the leadership and governance of VIEW, and
- to investigate ways that the leadership throughout the VIEW organisation can be more further supported and developed.

the following activities were undertaken (September – December 2022) to inform and underpin the recommendations for National Council to consider.

### **We**

- Reviewed all of the previous research reports (from 2011 onwards)
- Gained members' ideas through consulting with individuals, and through focus groups with Zone and National Councillors
- Tested the ideas through the Member Survey (November-December 2022)

**Based on these results, 7 recommendations were prepared for National Councillors to consider.**

**National Council made the following decisions:** (February 2023)

# WHAT THE MEMBERS SAID

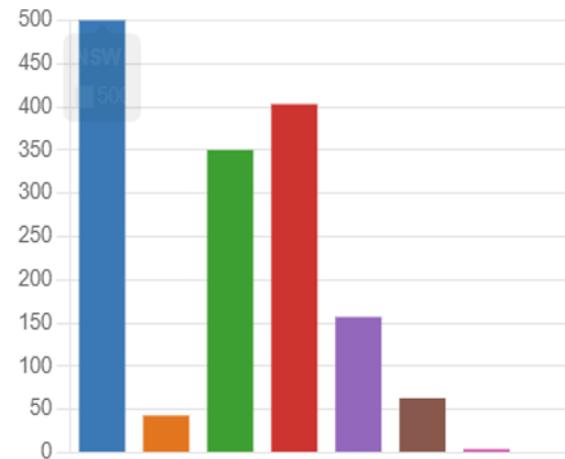
There were eight (8) survey questions; most people completed the Survey in 3.5 minutes

**Thank you to all who responded!** Approx. 15% of VIEW members responded – this is an excellent result.

Some of the results:

## 1. What is your residential State or Territory?

NSW	500
ACT	43
QLD	350
VIC	403
SA	157
WA	63
TAS	4
NT	0

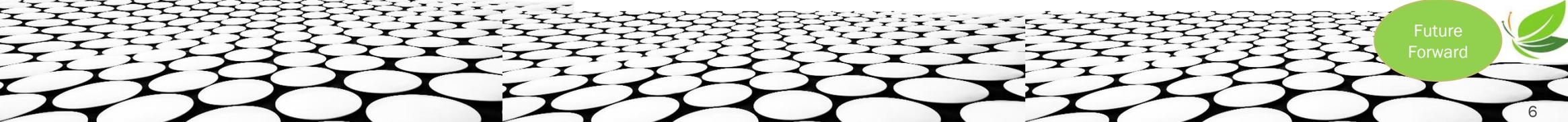
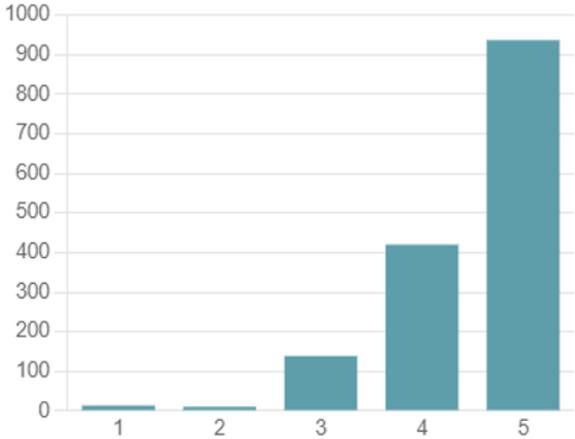


# WHAT THE MEMBERS SAID

Question 2:

2. How important is it that, as a priority, VIEW focuses on developing future leaders and succession planning to keep Clubs fresh and vibrant?

4.48  
Average Rating



## WHAT THE MEMBERS SAID



Question 3:

3. To assist in our aim of 'education of women', would you support the introduction of a 'VIEW Leadership Program' – open to any member to participate voluntarily? The program would be offered in staged sessions, free of charge, and available to join online or face to face.



### National Council AGREED:

(National Council Meeting Recommendation 7)

- (a) That VIEW Clubs of Australia pilots a new staged voluntary VIEW Leadership Program over the next four (4) years, commencing in 2024
- (b) That a team of experienced VIEW members be invited to form a Committee to design the program, identify presenters, and form a diary of potential trial delivery dates.

Future  
Forward



# WHAT THE MEMBERS SAID

Question 4:

4. Do you think that a more 'formalised' Mentoring Program, with selected experienced past VIEW leaders as mentors for prescribed terms of office, would assist in providing further support for Club Committee members in their leadership roles?



**National Council AGREED:** (National Council Meeting Recommendation 6)  
That further investigation be undertaken to establish a more formalised Mentoring Program.

# WHAT THE MEMBERS SAID

Question 5:

5. Would you support a proposal that current National Councillors (if they wish) be able to re-nominate for another two year term? This would then align with the Zone Councillor term (2 years plus the option to do another 2 year term, if they wish).



## National Council AGREED:

(National Council Recommendation 2)

That the current National Councillors (if they wish) be eligible to re-nominate for a consecutive second two-year term, or alternatively, one-year term with the potential for a second one-year term, with a maximum of four years.

# WHAT THE MEMBERS SAID

Question 6:

6. Would you support a proposal that, instead of the current VIEW Area make-up of National Council, that representation be State-based, for example: Simple system of state and territory representation from all States and Territories (Queensland, NSW, Victoria, South Australia, Western Australia, Tasmania, ACT and Northern Territory), reporting to the National Executive?



### Notes:

National Council agreed to hold over any decision based on these results until the large project to review the geographical boundaries of VIEW Areas is completed (see Recommendation on Slide 14)

This large project should also include a review of how best VIEW members in Western Australia and Tasmania can be represented equitably at the national decision-making level of VIEW.

## WHAT THE MEMBERS SAID

**Q7: Zone and National Councillor Roles:** At present, there is some duplication of the work of Zone and National Councillor roles. In addition, there is a growing concern that fewer people are nominating for these roles.

7. Do you think that there is a case for these roles to be combined?



### Note:

National Council agreed not to proceed because there is no clear direction from members as seen in the results from the survey. It was agreed, however, that this result shows that there is a need for members to have better knowledge and understanding about the roles and responsibilities of Zone and National Councillors.

## WHAT THE MEMBERS SAID



Question 8:

8. Would you support a proposal that current National Vice-Presidents could nominate for the National President's role for 2024-25 (meaning that they would serve 4 years in National leadership roles)? The National Vice Presidents would be drawn from the National Councillor group. If supported, this process would be ongoing.



### National Council AGREED:

(National Council Recommendation 1)

That the current National Executive team (National President, and two National Vice Presidents) complete their current term.

To provide continuity and avoid the loss of all experience from the Executive, that the current two National Vice Presidents are given the opportunity to nominate for the role of National President for 2024-25. If both people nominate, an election will be held; if one person nominates she will be confirmed as National President.

In the event that neither of the current National Vice Presidents nominate, then National Councillors 2022-23 (not including Area Advisors) will be invited to nominate for the role of National President, as well as the two National Vice President roles (as per the usual process).

It is recommended that this process would be ongoing.

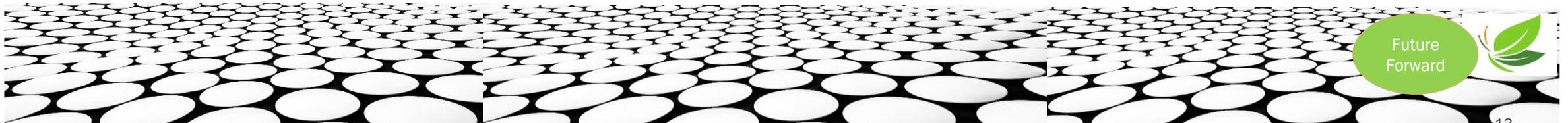
## WHAT OTHERS SAID ALSO – FROM FOCUS GROUPS



### National Council AGREED:

(National Council Recommendation 3)

That the title 'Area Advisor' be discontinued, and that Area Advisors be known as National Councillors, undertaking the usual role of a National Councillor for the 2024-25 term.



## WHAT OTHERS SAID ALSO – FROM FOCUS GROUPS

### National Council AGREED:

(National Council Recommendation 4)

That a comprehensive review of the geographical boundaries of individual Areas be undertaken and, where appropriate, boundaries re-drawn. The review should also look to ensure equity in the work of Zone Councillors within the individual Areas.

Note: Investigation and changing of the geographical borders will bring about structural change and the number of National Council/Leadership roles.



## WHAT OTHERS SAID ALSO – FROM PREVIOUS REPORT 2011



### National Council AGREED:

(National Council Recommendation 5)

That the National Council be referred to, and known as the ‘National Leadership Team’.

Note: The name ‘National Council’ will continue to be used in documents as it describes the body of Governance, as set out in the VIEW Clubs of Australia Charter 2013.

