

ANNUAL REPORT

2022

Workers' Educational
Association Sydney



72 Bathurst St, Sydney
www.weasydney.com.au

WEA Sydney's Mission

WEA Sydney is a voluntary, independent, not-for-profit adult education organisation. Our mission is to provide adults with stimulating and varied educational activities which develop their knowledge, understanding and skills.

Within our program we place special emphasis on providing opportunities for the serious and objective study of the arts, humanities and sciences.

We are committed to:

- Maintaining excellence in all aspects of our work
- Encouraging students to participate in their own education and in WEA's democratic management structure
- Facilitating access for all who seek to take part in our activities

We believe that WEA activities are of value to individuals both in their personal life and in their role as citizens in a democratic society.

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From the President

Workers' Educational Association Sydney emerged successfully from the year 2022. We were able to do so with all the help and support from the Staff, Tutors, Council Members, Board Members, students and all associated with our organisation.

WEA Sydney has been in continuous operation since 1913, and we're still here offering the best adult educational courses at the best value. Each term we add new courses and give opportunity to students to meet and mingle with other keen learners in many of our face-to-face classes. We also provide online and hybrid courses for students to sit back and relax at home to enjoy the convenience of learning online. In addition, WEA also provided self-paced group research studies for different topics.

WEA followed its status as a not-for-profit adult education democratic organisation appropriately, effectively and efficiently, in all of its planning, operational and maintenance activities in 2022, providing relevant products and services to all stakeholders.

During the year 2022, WEA provided courses in Arts, Humanities, Sciences, Languages, Religion, Music, History, Poetry, Drama, Travel and Hobbies amongst others. WEA also provided courses relating to physical activities such as Yoga, Pilates, Tai Chi and Walks. WEA courses were held in the mornings, lunch time, afternoons, evenings, weekends and during holidays. One-off courses extended from 30 minutes to three hours, while specific longer courses extended up to nine weeks, each course typically two hours per each week.

The total number of courses offered by WEA during 2022 was 1202 compared to 1158 during 2021. WEA also facilitated the enrolment of students with disability and provided facilities for them, such as a special lift and car parking on request, amongst other services.

In addition, the WEA Ramblers Sydney provided graded walks for their members with a varied program whenever possible, every weekend and on occasional weekdays.

The WEA Finance Sub-Committee met every month and our financial records remained in very good form. The WEA Work Health and Safety Committee also met every three months and our safety and security records were excellent during 2022.

As part of its annual process, WEA carried out a Risk Management Audit in 2022, examining and reviewing all activities including operations, financial control, governance and WEA House. Our Independent Auditor also provided positive support on WEA's financial activities, noting that 2022 had been a bad year financially for very many organisations. WEA's cash flow for the year 2022 was under control and we managed to retain a surplus over \$1.1 M, despite registering a trading deficit.

I would like to extend my gratitude to all Council Members and Board Members for their extraordinary efforts in providing their voluntary services during the year 2022, and continuing to do so to date, in 2023.

As part of this, the WEA Annual Management Plan reviewed and adopted as its main theme the provision of high quality and relevant adult education courses, in line with WEA Sydney's Mission Statement, to as wide a student population as possible, in a financially viable fashion. WEA's financial aim is to achieve long term financial security.

One primary aim for the future is to increase the range of ages of our students, and of our Members, in order to guarantee WEA's successful continuity in the future. I am confident that this objective will be reached in coming years.



Angelo Arulanandam MBA, MSc., CEngMICE
WEA Sydney President
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Executive Director's Report

In line with the majority of industries in New South Wales, WEA Sydney's activities in 2020 and 2021 were severely affected by the impact of COVID-19. After a most successful trading year in 2019, enrolment (and associated fee income) levels fell substantially, with a decrease in WEA's end-of-year cash holdings reflecting this drop, with this decline also caused by reduced rent payments by WEA's two long-term tenants (levels 4, 5 and 6 of WEA House). Stability in WEA's enrolment and financial patterns however seemed to have returned by year-end 2021, and with the return of the tenants' international students. However, this proved to be a false dawn. Indeed WEA's enhanced expectations for 2022 should be seen against the wider adult education setting at the beginning of the year. Community Colleges Australia reported that the start of 2022 saw a drop in enrolments of at least 30% to upward of 80% for some providers and that the impact of repeated outbreaks from COVID variants, along with declining support from governments "will significantly erode the capacity of sector [sic] to make up the enrolment shortfall throughout 2022" (Community Colleges Australia: *COVID-19 Impact on NSW Adult and Community Education Providers* 23 February 2022, p. 4). Deeper analysis by CCA at the beginning of 2022 also illuminated the continuing psychological impact of COVID-19 – "Providers [of adult community education – ACE] report a general fear and fatigue that has a major impact on the willingness of potential students, or their partner organisations, from engaging with ACE providers. This takes place in the context of the national and state governments, which are tired of supporting impacted organisations, removing national JobKeeper and small business support for all except a few select industries" (Community Colleges Australia: *COVID-19 Impact on NSW Adult and Community Education Providers* 23 February 2022, p. 3). The omens for a very difficult 2022 were in place.

In general terms, after a positive start to Summer 2022 enrolments in late 2021, the rapid onslaught of a third wave of COVID, the highly contagious Omicron variant (from January onwards), affected the main Summer outcome, and all subsequent terms. Allied to this widespread student hesitancy to enrol for health risk reasons were further political, financial and social disruptions, all widely reviewed by WEA's Finance Committee and subsequent Board meetings, which also hit WEA's enrolment outcomes – and thus fee income results. In addition, the "Omicron Effect" caused disruptions in the work of WEA's tenants, with both claiming, and receiving, discounts on their lease rental payments. Unlike the COVID-induced lockdowns seen in 2020 and 2021, WEA House did remain open for classes, and tutors continued their mix of online/face-to-face delivery patterns, with their skills in online delivery enhanced by regular workshops, and with student feedback illustrating the continuing value that WEA's loyal and new students place on the quality of all tutors' presentations. A wider mid-year student survey also gave insight into the effect of WEA's marketing processes, and late Winter term saw WEA's full participation in History and Adult Learners Weeks, with added-on publicity through the websites of those activities.

Statistically, the end-of-year result reflected the challenges of 2022 – a final total enrolment figure of 9,862, and a decline in income from course fees. The decline in these areas primarily related to WEA's aged clientele, those who were most concerned about the effects of COVID, and thus equally those most reluctant to return to WEA House for a course. A drop in concession fee income from 2021's \$128,000 to 2022's \$70,051 illustrates the impact that continuing fears of the pandemic had on WEA's students. Full details of WEA's educational activities follow later in this report. WEA owes a vast debt of thanks, as in previous years, to its outstanding body of tutors, and to its professional staff, for the 2022 result, and for their continuing loyalty, creativity, professionalism and customer skills.

Reflections on the success of the year however should not be restricted to simple enrolment data. WEA continued to operate in the most professional manner, with a fully serviced building. Aspects of this work included:

- the full continuation of WEA's governance procedures (Annual General Meeting, Board, Council, sub-committees), with a mix of online and face-to-face meetings, but with all full supporting documents duly circulated;
- an enhanced role in crisis management played by the Finance Committee;
- continued full financial reporting to both the Finance Committee and to the Board;
- the completion of an initial Directors' Performance Review (DPR) procedure, with the outcomes leading to a more specific skill call at the Board nomination period (leading up to the April Annual General Meeting);
- the establishment of a Building Taskforce, to review both short and long term options for WEA House development;
- agreement with the WEA Council to add activities to meetings to make those sessions more interesting,

- and thus lay the base for a future wider Council-recruitment activity;
- the re-launch of the WEA Membership program;
- approval of terms of agreement with Lonsdale College (tenants of levels 4 and 5 of WEA House) for their lease renewal 2022-2024;
- higher level of casual room rental within WEA House.

The standing of WEA in the eyes of its student and stakeholders was also reflected in two major financial contributions in 2022 – the bequest of \$50,000 from the estate of Phillipa Morris, a long-standing student, and the receipt of an anonymous donation of \$20,000 in mid-June. Further discussion of the activities listed above will be found inside this report.

The financial result of 2022 can be seen in annual accounts (see pages 26-32), primarily the Statement of Financial Position as at 31 December 2022, the Statement of Cash Flows for the year ended 31 December 2022, and the Statement of Financial Performance for the year ended 31 December 2022. These statements illustrate the impact that the fall in enrolment income had on WEA's final 2022 result, a deficit of \$369,989, but it should be noted that the prime driver for this figure lay in the lack of government funding support, compared to preceding years – 2020: a total of \$638,800; 2021: a total of \$291,760 (comprising the last months of the federal government's JobKeeper program, plus JobSaver support during the mid-2021 Delta lockdown); and 2022 – zero. In addition, WEA's profit and loss expenditure result saw an unexpected increased loading of long service and annual leave allocations. The 2022 funding deficit was reflected in the decline in WEA's cash holdings at year-end of \$1,089,471. Early indications for 2023 suggest the probability of a gradual turn in WEA's financial setting, as both tenants will return to a full rent payment program (in addition to the payment of rent deferred in 2020, under the relevant government COVID agreements), and with further enhanced short-term room leasing, in addition to higher enrolment levels.

WEA Sydney also continued its sponsorship of the semi-independent club, the WEA Ramblers, who had celebrated their 90th anniversary in 2019. The Ramblers' prime activity, the undertaking of walks, was also curtailed in the early part of the year, but in line with the return of part of WEA's educational program to WEA House, Ramblers' walks did slowly and steadily recommence.

WEA Sydney also maintained its RTO (Registered Training Organisation) status, and this, in addition to enabling WEA to offer a small number of formally accredited courses, allows WEA to fulfil its obligations as a Deductible Gift Recipient (awarded by the Australian Tax Office in 2015), and thus remain able to pass tax benefits back to donors who contribute gifts to WEA.

In all of its myriad activities, whether delivered in WEA House, or online, or as part of its external course offering the Discussion Group Program, WEA Sydney met the challenges of 2022 with commitment, professionalism, team work and an outstanding level of customer support, all aided by the great loyalty and trust in the quality of its educational program shown by its students. Such loyalty is also evidence for the value that WEA brings to so many of its students' lives.

Meeting the social and economic challenges of the coming years will require a continuation of these qualities. The WEA Sydney Board is confident that WEA will be able to continue to achieve its dedicated goals.

I therefore commend this 2022 Annual Report to our members, and to all who support the ideals of the Workers' Educational Association, Sydney.



Michael Newton
Executive Director

Statistical Reports for 2022

2022	No. of courses	Females	Males	n/a*	Total Enrolled
Main WEA Program	1,086	6,246	2,263	970	9,479
IT/Training courses	87	62	58	17	137
Discussion Groups	29	175	8	63	246
TOTAL	1,202	6,483	2,329	1,050	9,862*

* Note: enrolments total represents term-by-term bookings into classes, and include multiple enrolments by individuals

Enrolments by Age and Gender

Age Group	Females	Males	n/a*	Total	Percentage
Under 20s	2	1	-	3	0.0%
20-29 Years	56	30	10	96	1.0%
30-39 Years	80	60	5	145	1.5%
40-49 Years	81	47	2	130	1.3%
50-59 Years	361	193	10	564	5.7%
60-69 Years	2,068	521	67	2,656	26.9%
70-79 Years	2,434	1,028	26	3,488	35.4%
Greater than 79	756	262	11	1,029	10.4%
Not known**	645	187	919	1,751	17.8%
TOTAL	6,483	2,329	1,050	9,862	100.0%

Enrolments by Disability

Females	Males	n/a*	Total	Percentage
53	20	-	73	0.7%

Student Concessions

Females	Males	n/a*	Total	% of total enrolments	Cost of Concession
2,135	935	524	3,594	36.4%	\$70,051

Historical Enrolment Summary

	2016	2017	2018	2019	2020	2021	2022
Enrolments	14,462	14,860	14,574	14,549	11,567	11,098	9,862
No of Courses	1,295	1,278	1,265	1,179	1,006	1,158	1,202
WEA Membership	943	923	819	795	612	525	533
Student Numbers	6,632	6,893	6,537	6,254	4,512 [†]	4,002	3,345

* n/a - M/F question not answered

** Not Known – age question not answered

[†] loss of 1,500 students = 25% due to COVID

Adult and Community Education Report

Adult Community Education (ACE) in Australia

"The ACE sector demonstrably serves important social and economic needs within communities across Australia for the ongoing education of adults" (Adult Learning Australia: *Australian Adult Community Education Environmental Scan 2022*, p. 50).

WEA Sydney is one such ACE provider catering to the learning needs, both vocational and social, of its students from 1913 to 2023, which is 110 years of continuous educational provision from this not-for-profit organisation – this is a significant achievement given the socio-economic and political upheavals across the intervening years including wars, pandemics, recessions, oil crises and governmental turnarounds.

WEA Sydney in 2022 – Trending Educational Information

2022 was situated in the immediate aftermath of Covid-19 with both a resumption to normalcy and continued unease over the fallout from the pandemic. WEA Sydney was open for business both online and literally in WEA House and it was hoped that WEA Sydney would see some of the exuberance in attendance and income akin to the pre-Covid-19 days of 2017-2019. However, WEA Sydney, like most other ACE providers, found that the "COVID-19 pandemic has placed ongoing fiscal and operational pressure on ACE" (Adult Learning Australia: *Pre-Budget Submission 2022*, p. 3). Nevertheless, WEA Sydney continued to offer a viable and consistent provision of adult education as evident in the general consistency of the number of finished classes (classes that ran) offered from 2016 to 2022.

However, there is a downward trend in enrolments and subsequent income across the period 2016-2022. This downward trend must be seen not as an isolated trend to WEA Sydney but as part of the sector-wide context of adult learning in Australia which "lacks broad recognition, financial support and connections with local, state and federal governments, and this impedes its capacity... This is becoming increasingly important in a nation that is facing expected as well as unexpected disruptions such as technological change, pandemics, natural disasters and the ageing of our population" (Adult Learning Australia: *Australian Adult Community Education Environmental Scan 2022*, p. 50).

Nevertheless, WEA Sydney continues to offer quality education across a diverse range of human interest categories to continue to fulfil its mission to provide learning opportunities to adults by professional educators.

WEA Sydney in 2022 – 2022 Educational Information

WEA Sydney was open for business in 2022 against the backdrop of a federal election, the war in Ukraine, extensive floods, rises in interest rates and the cost of living, and continued Covid-19 outbreaks such as Omicron. The classes of 2022 garnered 9862 in total enrolments, and over \$1.25 million in fee income with Languages continuing to be our most significant category in terms of both enrolments and income.

2022 Enrolment Summary

Course Category	Enrolments
Humanities	757
Languages	2,974
History	1,214
Music	486
Computers	59
Culture	513
Visual Arts	796
Events	2,716
Discussion Group Program	246
VET certificate program	78
Total	9,862

Notes

- Computers refers to a training category such as free Zoom classes for students

- Events refers to all special “event” categories such as Friday One Night Only(s), Christmas programs, Members’ Talks
- Student Members refers to free member enrolments such as from vouchers

Within 2022, WEA Sydney’s 11 permanent staff supported well over 100 tutors to deliver over 1000 classes through a mix of face-to-face and online delivery modes. WEA Sydney is cognisant of the fact that face-to-face learning remains popular due to its personal community-building appeal but also that online learning has become a facet of 21st century learning and is also popular for the convenience and comfort it offers to students.

The team of loyal tutors is made up a high number of committed, professional tutors who work for the joy of teaching students. In turn, WEA Sydney is blessed to have equally loyal students whose love of learning is evident in their student feedback and ongoing support for WEA Sydney. It is a truly symbiotic relationship built on respectful and professional teaching for enthusiastic and appreciative learners at a cost-effective level of learning acquisition. Moreover, thanks to the range of tutors available for deployment by WEA Sydney, students have a comprehensive array of courses from which to choose across all four terms of the academic program.

Educational Highlights of 2022

WEA Sydney offers a large and dynamic range of classes for its community of learners. In 2022 WEA Sydney ran 493 language classes, 674 humanities, histories and leisure and culture classes, 171 art and music classes, and 225 events classes. These events classes (Pre-term, Friday One Night Only, Travel Tuesdays, Politics at Lunchtime) provide some stimulating and exciting “events” for learning including:

- **Pre-term:** Judith King’s “Dangerous Writers, Dangerous Ideas”, Anne Harbers’ “Historic Berlin & Dresden” and Jo Gerk’s “100 Years Ago: German Hyperinflation”
- **Friday One Night Only:** Perry Celestino’s “Rock and Roll Heaven”, John Misto’s “Australian Army Nurses” and Dominique Millar’s “Galileo and the Visual Arts”
- **Travel Tuesday:** John McBride’s “Great Cities of Japan”, Yvette Debergue’s “Medieval Paris”, and Almis Simans’ “The Nile River”
- **Politics at Lunchtime:** Ian Michie’s “Douglas Murray and Peter Hartcher”, Cavan Hogue’s “Russia in Ukraine” and Sonya Thompson’s “Understanding the US Mid-term Elections 2022”.

Within the general educational programs we have diversity of tutors offering a true variety of topics and in learning modes. Generally, WEA Sydney tutors demonstrate excellence in teaching and this draws students to them. ALL tutors deserve an honourable mention, however, to name a few will highlight this depth of talent and diversity in educational opportunities:

- In **Philosophy and Religion** we had Kerry Sanders whose classes remained packed and popular. Her offerings included: “Introduction to Kant”, “Nietzsche: An Introduction” and “The Philosophy of Art”
- In **History** we featured Judith King with courses like “Deadly Alliances in History”, “False Documents and Hoax Manuscripts” and “Mad, Bad and Dangerous to Know”
- In **Art Appreciation** we had Anne Harbers and her popular courses such as “King Charles I”, “The Huguenots throughout Europe” and “Court Painters of Europe”
- In **Politics and Society** WEA Sydney featured Ian Michie with such invigorating and well-supported classes as “David Spalding”, “Christopher Lasch” and “Francis Fukuyama”.

Of course, WEA Sydney offered so much more with a range of language classes including Latin, Swedish, French and Spanish; with practical art classes including life drawing, watercolours, photography and linocut relief printing; with hobbies and leisure classes including yoga, Tai Chi, gardening and paper crafts; with practical music including singing, ukulele, recorder and piano; with literature and writing classes including journal and memoir, short story, poetry, novels and classics such as Beowulf, Shakespeare and Homer.

Special Educational Events in 2022

WEA Sydney prides itself on honouring the wider community by participating in, and celebrating, various occasions and events. In 2022, WEA Sydney offered courses for the following happenings:

- **International Women’s Day** with a riveting talk from Judith King on “Wonderful Women and the Glass Ceiling”

- **The George Shipp Memorial Lecture** with Ian Michie exploring "A New Axis of Evil"
- **Adult Learners' Week** with several courses including "Four Great Speeches in History" and "Vile Villains of Literature" by Christine Gietz
- Two **Members' Lectures**, one on the Federal Election of 2022 by Sandy Killick and the other called "Freedom (In Memoriam?)" by Ray Younis
- **History Week** with several courses including "Australian Women's History: A Walking Tour" by Jo Henwood
- "22 in Review" with Sandy Killick reviewing topical world events and Anne Harbers reviewing the world of art and culture
- **Christmas Cheer** with several courses including musical offerings from Susan Deas with "Handel's Messiah" and Robert Forgacs' "Music and Art at Christmas"
- **Science Week** featured Paul Howles presenting "DNA – Decoded" and Michael Box with "Climate Change, Climate Variability, and Two Summers from Hell"
- **A Tribute to Her Royal Majesty** which was a special afternoon featuring Judith King, Anne Harbers and Yvette Debergue
- Free short **taster** courses in Summer term, to introduce WEA's style of courses to a new audience
- Free **introduction to Zoom** courses for students keen to learn or develop online skills..

WEA Sydney is a Reflexive Organisation

Good practice is based on self-appraisal to improve practice and WEA Sydney has engaged in reflexive practice in 2022 through student feedback of courses, staff and tutor feedback, working committees, the influx of new tutors to expand on practice, and student surveys. It is an adage generally accepted that "you cannot please all the people all of the time" and that is certainly true for any organisation. However, student and tutor satisfaction with WEA Sydney remain high, despite (and in part because of) the causes contributing to the downward trend mentioned above. What students consistently point out is their satisfaction with the extensive range of classes offered, the affordable prices of courses, the sense of community they feel at WEA Sydney, the high quality of teaching and the overall inclusive nature of WEA Sydney.

Looking Forward

While historical trends are informative, WEA Sydney must look forward as well as back to ensure ongoing viability of our educational mission. Part of that is planning and updating based on our reflexive practice. One of the most important areas targeted in 2022 is our website. In 2022, we took 1815 bookings through the office compared to 7723 through the website. This is 19% compared to 81%. The website, therefore, serves multiple functions: it is a medium of communication about our courses, it is our primary bookings facility and it is also the face of our "brand". In light of this, the decision was made in 2022 to engage with a marketing firm to update our website. This has involved considerable work and time and again reflects the dedication of the staff of WEA Sydney to ensure the ongoing fruitful mission of education. This new website will be launched in early 2023.

Looking forward is about respecting and enriching the learning experiences for our existing students and welcoming new students into our learning community.

Discussion Group Program

WEA Sydney's Discussion Group Program is a unique educational activity which has brought study of the Humanities to many thousands of students across New South Wales. Inherited from the University of Sydney in the early 1990s, the DGP is a distance education program providing specially developed study material to small groups spread widely around NSW, but also including the suburbs of Sydney. Students join together in the DGP in groups to read, analyse, discuss and debate educational material that is mailed to them (be it books or study texts), under the guidance of a corresponding tutor. The core subjects that are studied cover topics in literature, travel writing, history, politics, philosophy, religion, poetry and drama, and each course comes with guiding notes, and set questions to aid discussion.

Well over 100 courses are available for study, written by WEA Sydney's professional and qualified tutors, and the list is regularly supplemented by new courses. In line with all of WEA's activities however, the DGP was severely affected by the required measures taken to control COVID-19 in 2020, especially the ban on group gatherings from April to July. Many groups however took the opportunity to convert their face-to-face meeting arrangements to an online setting, with several tutors also participating in this format. Similar conditions applied in 2021 and 2022, with limited actual physical meetings supplemented by Zoom sessions. Enrolments stood at 246 for the year. As groups returned to meeting face-to-face, several tutors also took the opportunity to visit in the flesh. One such was the Dubbo group, in June, who were visited by tutor Cavan Hogue. Cavan then took the opportunity to deliver free talks at Dubbo Library (a branch of Macquarie Regional Library) on his popular courses, as well as introducing the wider concept of the whole DGP.

Despite its limited enrolment pattern, the DGP did however continue to contribute to WEA Sydney's financial outcome in 2022, as income from enrolment fees still stood well above the costs involved in running the program. Forward bookings were taken before the close of the year, indicating that the appeal of the DGP will continue to its specific market, and that it should therefore continue its contribution to the Association's overall aims, in addition to helping to keep those students involved mentally alert and socially active well into the future.

WEA Sydney Tutors

Without tutors there can be no learning opportunities for students. Many tutors have taught and served with WEA Sydney for decades. WEA Sydney relies on their craft and art of teaching within sound educational pedagogy and within the professional expectations required by WEA Sydney. Well over 100 tutors offered courses at WEA Sydney in 2022. Most tutors had been able to transfer their teaching mode from face-to-face to online, and training and support was offered to tutors to assist them. Evaluation of tutors by students in the form of feedback is ongoing and active after every course (dependent on student participation in the process). Tutors have been supported with guidelines on how to write a course proposal, free Zoom and hybrid training, and tutor briefings and newsletters. A Christmas tutor get-together was held in December to acknowledge WEA tutors' support and efforts throughout the year.

The following tutors presented WEA classes during 2022:

Frank Amati	Judith Chant	Christine Graff
Sharon Baker	Michaela Clarkson	Anne Harbers
Malabi Banerji	Byron Comminos	Christelle Hart
Andrew Banks	John Coombs	Michael Hauptman
Charmayne Banks	Isabella Croce	Peter Headley
Kerry Barlow	Blandine Crouch	Karen Hendrix
Juan Carlos Barreno	Liliane Cunliffe	Jo Henwood
Howard Bell	Olivia De Bergerac	Cavan Hogue
Lanning Bennett	Susan Deas	Paul Howles
Julie Blair	Yvette Debergue	Anna Imbernon
Tatiana Bonch-Osmolovskaya	Ana Delgado Prieto	Burkhard Jahnicke
Carolina Bosenberg	Racho Donef	Laura Juez Caballero
Michael Box	Deborah Doyle	Sigrid Kaly
Andy Bromberger	Robert Forgacs	Sandy Killick
Ian Burnet	Michael Gal	Judith King
Cilla Campbell	Jo Gerk	Gretta Kool
Joseph Castley	Christine Gietz	Robert Kowalski
Perry Celestino	Douglas Golding	Michaela Krenn

Luisa Lara
Diana Levy
Josto Luzzu
Suzanne MacAlister
Alessandro Mariolini
Silvia Martinez Jimeno
Walter Mason
John McBride
Virginia McGill
Ian Michie
Blandine Midy Boutry
Marco Migotto
Dominique Millar
Genevieve Milton
John Misto
Tibor Molnar
Valeria Morelli
Sally Morris
Susanne Mueller-Byrnes

Jill Murray
Noriko Nakanishi
Leonie Norton
Lindsay Nunez Lopez
Fiona O'Beirne
Echo Oh
Tomoko Onozuka
Alec Pemberton
Roberto Pettini
Michael Pyne
Ulrike Rehr-Dodds
Eva-Britt Rogerson
Valentina Romeo
Kerry Sanders
Rebecca Scott
Almis Simans
Judith Sleijpen
Brendan Smith
Anke Stacker

Jennifer Strachan
Erica Tamm
Maria Teixeira-Alves
Pernilla Thakur-Lundqvist
Sonya Thompson
Graziella Trafeli
Hugh Tranter
Vivian Tse
Mia Tsikrikas
Silvia Tullio
Jason Turner
Penelope Vakalopoulos
John Walsh
David Wilson
Elaine Witton
Jennifer Yang
Ray Younis

IT and VET program

WEA's offering of computer classes in 2022 remained as in the last two years – the presentation of free *Introduction to Zoom* courses to its student body, to enable those lacking in confidence in the online Zoom setting to develop skills relevant to their course and study needs. WEA's thanks go to the tutors who ran this successful program.

The TAE40116 Certificate IV in Training and Assessment remained WEA's prime accredited program, with the program offered in two formats – one, online enrolment into individual units, or two, enrolment into the full Certificate program, supported by government funding via the Smart & Skilled process. Meeting of compliance issues related to this program was arduous, as it required constant monitoring of students' progress and achievement of the relevant outcomes within the required timespan. It is a credit to WEA's small team of VET administrators that the TAE program ran in the appropriate compliant manner.

Staff

WEA Sydney's staff are the public face of the Association to tutors, students, volunteers, and all enquirers. The productivity, professionalism and commitment of this small group of people contributes immensely to the quality of WEA Sydney's administration and its educational program. These traits were even more predominant during these last COVID-19 affected years of 2020, 2021 and 2022 when the majority of WEA's Sydney staff split their timetable between office duties and working from home. Continuity of staff is a noticeable feature, bringing appropriate corporate and industry knowledge, as well as illustrating great loyalty. The contribution of WEA's staff to the work of the Association in 2022 is therefore gratefully acknowledged.

Staff List 2022

Executive Director

Michael Newton, MA

Education Manager

Christine Gietz, BA DipEd (part time)

VET Compliance & Project Manager

Caroline Evans, AdvDipMgmt, Dip Children's Svcs, CertIV TAE40110, (part time)

Librarian

Jim Packer, BA(Hons) DipLibSc, PhD, AALIA, (on permanent leave during 2022, but formally retired by 31/12/2022)

Finance Manager

Susan Robinson, AdvDipAcctg (part-time)

Accounts Officer

Amelita Dimacuha (part-time)

Administration Manager

Lynda Jupp, CertIV TAE40110, CertIVBus BSB40207 (part-time)

Education Officer

James Laughlin

Enrolment Staff

Chrystal Murtagh (part-time)

Kirsten Blake (part-time)

Karen Yates (part-time) (to 8/5/2022)

Building Manager

Johannes Meierhofer

General Assistants

Richie Duffyanto (part-time)

Thomas Howarth (part-time)

The **WEA library** saw an evolution in its administration in 2014 with the introduction of a primary role for volunteers. The running of the library on four days of the week became the responsibility of volunteers, with the professional librarian Dr Jim Packer in attendance on one day of the week. This process continued with success until the closure of the WEA library in late March 2020, due to COVID-19 stay-at-home restrictions. At the end of 2020, the WEA Board decided to convert the library to a classroom for the short term, with the aim of re-opening it once COVID-19 restrictions have ceased. The library remained closed, as a library, throughout 2021 and 2022, with books and magazines stored within WEA House. A cull at the time of the library's closure saw its total holdings reduced from approximately 13,000 articles to 7,500. In mid-2022, the WEA Board decided that the library should re-open as a reading and study area (only to be used as a classroom in an emergency). The end of the year saw the formal retirement of Librarian Dr Jim Packer, first employed in 1999. Dr Packer's service to WEA Sydney, and commitment to its values of liberal education, was outstanding, and duly acknowledged in a personal note to him from the Executive Director.

WEA House

WEA House, 72 Bathurst Street, has been WEA Sydney's home since 1971 and remains the Association's major asset and one of its major sources of income. Its location close to Town Hall station and all city bus and light rail routes is an important factor in attracting students by day, evening and at weekends.

Tenants

The following tenants leased space in WEA House during 2022:

- **Level 4** Lonsdale Institute
- **Level 5** Lonsdale Institute
- **Level 6** Barton College

A major change in tenants occurred at the end of 2015, with the departure of long term tenant Kent College. After a lengthy period of negotiation with several possible clients, new tenancy agreements were reached with Lonsdale Institute and Captain Cook Institute, both educational institutions of renown and formal RTO status. Lonsdale commenced their tenancy on 1 January, 2016, to be followed by Barton International College (a subsidiary of Captain Cook Institute) in February 2016. Both colleges have use of WEA's wider facilities, including the WEA library (when open) and ground floor student lounge. After substantial negotiation, both tenants agreed to extend their leases beyond their expiry dates into 2019 and beyond. The activities of both tenants were curtailed by the onslaught of COVID-19 in 2020. WEA's management worked with both tenants on suitable reductions in rent in 2020, based on the guidelines created by the NSW Government under the "Retail and other Commercial Leases (COVID-19) Regulation 2020". These concessions continued into 2021, aligned as they were with Federal Government enacted JobKeeper payments. While the early period of 2022 saw both tenants returning steadily towards full rental payments as their classes returned, the continuing fear of the Omicron COVID variety, and its effect on the international student marketing (bookings for 2022 made by the end of 2021), meant that WEA's tenants continued to be offered substantial discounts, as sanctioned by WEA's Board of Directors.

Casual Rentals

With full-time tenants occupying all of levels 4, 5 and 6, opportunities for the casual renting of rooms in WEA House are more restricted than in previous years. Restrictions on face-to-face meetings/classes imposed by COVID-19 stay-at-home requirements also meant that room rental activity ceased in late March 2020. Room rental arrangements resumed in 2021 and 2022, both with long-term clients the NSW Deaf Society, and other more casual users (e.g. the City of Sydney Toastmasters). In addition, mid-year saw the entry of two new educational institutes as short-term room renters, namely Bedford and Yorke colleges, with Bedford committing by year-end to a long-term program of rental for 2023. WEA was also able to welcome the Sydney City Good Church as a long-term Sunday room rental in December, and into 2023. WEA thanks its building management and attendant team for the professional servicing of these clients and their diverse needs.

WEA House Infrastructure Development and Maintenance

WEA House is WEA Sydney's prime asset. WEA House was built in 1971 and has been managed and maintained on a reactive basis since construction. Through its Strategic Plan 2019-2023, WEA Sydney recognised the need to be more proactive and strategic in the management of the building and its component assets. Working with its long-term building consultants, Archerfield Capital Partners, WEA therefore commissioned the development of an Asset Management Plan (AMP) in the early part of 2019. In its final iteration, and approval by the Board of WEA Sydney in April 2019, the AMP identified two core elements of building costs – Building operation costs (the annual costs required to keep WEA House functioning and safe); and Asset Renewal costs, which listed a plan for the replacement of assets on a proactive basis as they reach the end of their useful life, standard practice in modern asset management. Plans for capital expenditure for 2020, in line with the AMP, were duly drawn up and encompassed in the Capital Budget. However capital expenditure was then suspended from March 2020 onwards, as COVID-induced cost-cutting took place. The AMP was revisited in late 2020, with further maintenance and renovation work carried out from January to April 2021 (ground level bathrooms, classroom lighting dimmers, electrical fuse box replacements on each floor, etc.). Again, due to Delta/COVID, from mid-year 2021, infrastructure work was put on hold, with a similar pattern of reduced expenditure occurring in 2022. However, despite the building's restricted usage throughout the year, the regular program of maintenance on lifts and all fire and emergency systems was carried out by the contractors. In December, the Annual Fire Safety Statement was successfully lodged with the City of Sydney Council.

Workplace Health & Safety

The **Workplace Health & Safety Committee** met throughout the year, either in the building or online, in order to ensure that WEA House remained a safe working and studying environment. The full program of Fire & Emergency training was also undertaken, as required by the City of Sydney safety guidelines. Reports on WH&S issues were regularly passed to WEA's Board of Directors. The following served on the **WHS Committee** during 2022:

- | | |
|----------------------------|-------------------------------|
| • Frank Amati (from April) | <i>Tutor</i> |
| • Angelo Arulanandam | <i>Director</i> |
| • Lynne Bosley | <i>Student representative</i> |
| • Amelita Dimachua | <i>Staff</i> |
| • Christine Gietz | <i>Staff</i> |
| • Leth Maitland | <i>Director</i> |
| • Johannes Meierhofer | <i>Staff</i> |

Disability Services

WEA Sydney recognises the need to guarantee that services to disabled students meet both WEA's own internal standards and those required by statutory government bodies. WEA House's facilities for disabled students were substantially enhanced in 2010 with the installation of a small lift for mobility-disadvantaged students at the front entrance. A disabled toilet is located on the ground floor and permanent disabled parking is available with direct access from street level. Tutors are advised if a disabled student has enrolled into a class. Advice on the facilities within WEA House is included in all promotional material, as well as being prominently displayed within WEA House. VET tutors are also trained in a variety of assessment tasks for those with special needs. In line with state requirements, WEA Sydney's activities to cater for disabled students are guided by its Disability Action Plan. The development of this plan was mandated by the NSW Dept of Education and Training in line with the Disability Discrimination Act 1992 and the Federal Disability Standards for Education. Each year, WEA Sydney's budget includes a specific allocation for assistance and training as part of its commitment to these standards.

Governance: Board of Directors and the WEA Sydney Council

WEA Sydney is a non-profit company governed democratically by an **elected board of honorary office bearers** and an executive director (non-voting). The board meets monthly and provides reports to a monthly Council meeting which consists of elected volunteer Representatives of Students and Tutors, Representatives of Individual Members of the Association and of Affiliated Organisations, and Life Members.

The honorary office bearers, together with the officers and staff, work co-operatively to further the objectives of the Association. The following served as directors during 2022:

Angelo Arulanandam	President
Leth Maitland	Vice-President
John Coombs	Director (from AGM)
Louisa Denniss	Director
Ellen Elzey	Director
Dr Cheryl Fletcher	Director (to AGM)
Dr Douglas Golding	Director (to AGM)
Peter Skinner	Director (from AGM)
Janet Timberg	Director
Dr Peter Towson	Director

Board meetings were held monthly in WEA House, but with a link to the online platform of Zoom for directors unable to attend in person. Topics under discussion included:

- Advertising and marketing
- Annual Budget and Annual Plan for 2022
- Annual Report for 2021
- Building Committee Final Report
- Capital Budget implementation
- Constitution change
- COVID-19 safety procedures
- Crisis management processes
- Cyber and data storage insurance setting
- Council membership and rejuvenation
- Directors' Performance Review
- Educational program reports
- Governance issues
- Internal VET audit 2022
- Investment policy
- Management Plan 2022 review
- Monthly financial reports
- Organisational Self-Assessment and Improvement Plans
- Relationships with other organisations
- Reports of Board Finance sub-committee
- Risk Management Audit
- WEA House tenancies
- WEA membership enhancement and associated new marketing activities
- Workplace Health & Safety issues

WEA Sydney Council and Annual General Meeting

The WEA Sydney Council consists of representatives of students attending classes, tutors, members of the Association, affiliated organisations and life members. Council welcomes new members to its monthly meetings. Meetings were held in a hybrid format (attendees in WEA House, plus those online) throughout 2022. Members of the Council continued to work closely in 2022 with the professional Officers and Board members in ensuring the smooth organisation of the WEA. Council also had a vital input into the courses offered, as one of its primary functions is to review the quarterly program of courses that WEA is planning to run in a coming term. Thus Council members had a direct input into discussion into the type of courses that WEA offers. At the end of the year, WEA's Council (in the format of Special Council meeting, the same legal

entity as an Annual General Meeting) agreed to several alterations to WEA's Constitution, to enable the nomination and voting procedures for volunteer governance positions to be more flexible and reflecting of WEA's voluntary make-up.

The **Annual General Meeting** for 2022 was held on 21 April, in the hybrid format, and duly fulfilled its constitutional responsibilities in overseeing the election of a new Board of Directors, plus the President and Vice-President, in addition to receiving a report on WEA's educational activities and financial outcomes from 2021.

Board Finance Sub-Committee

A standing sub-committee of the Board was established in 2018 to review WEA's finances on a monthly basis in more detail than occurred at Board meetings, as well as review the range of WEA's financial procedures.

The committee was comprised of President Angelo Arulanandam (in the Chair); directors Dr Douglas Golding (to April), Leth Maitland and Peter Skinner (from May); Executive Director Michael Newton; Finance Manager Susan Robinson; and Education Manager Christine Gietz. The committee also took on the role of Crisis Management of WEA's responses to the problems caused by COVID-19, and the cessation of classes held in WEA House, and the legal requirement to reduce the WEA House tenants' rent.

Building Taskforce

At its meeting of 6 May, 2022, the Board of WEA Sydney approved the formation of a Building Taskforce, with its brief broadly defined "to consider the long-term future of WEA House". The makeup of the Taskforce consisted of the President, Angelo Arulanandam; Directors Ellen Elzey, Leth Maitland and Janet Timberg; Executive Director Michael Newton; and Education Manager Christine Gietz. It was observed that WEA House, revalued in 2021 at around \$20 million, was WEA's prime financial asset, but that maintaining WEA House for the benefit and usage of students and tenants came with considerable costs, and that WEA House was also the setting for the fulfilment of WEA's prime activity, the provision of face-to-face courses to its students. Any consideration of the future of WEA House needed to balance these two points. The Taskforce met throughout 2022, with a final report given to the Board at its December meeting. In summary, the report noted:

- that reopening the library (whether on the ground floor, or elsewhere in WEA House) would involve considerable cost (staff, materials, and also purchase of new books) – the library therefore should remain closed as a functioning lending library;
- that WEA's current cash flow mitigated against major WEA House expenditure, including the development of plans for possible future work on the Ground Floor – it would be better to wait for late 2023/2024 for this to occur, once current tenant lease income improved, and the last of WEA's Westpac payments for the air-conditioning project had been made;
- WEA House should remain as the home of WEA's courses; and
- that no further action be taken at the current time to investigate the sale of WEA House, nor to attempt to consolidate its teaching areas to enable another level of WEA House to be made available for long-term leasing.

WEA Sydney Membership

In an era of declining government support for adult and community education, membership of WEA Sydney provides tangible support for the association and entitles members to stand as a Representative of Individual Members on the WEA Sydney Council, the association's monthly democratic forum. Early in the year, the WEA Board of Directors agreed that the Membership scheme could be revised, with slightly increased fees but with the enhanced benefit of the offering of a 12.5% discount to paid up members on any WEA course that they enrolled into. The price of annual membership became \$25, with an option to join for 3 years for \$60, with the continuing wide range of benefits, including four quarterly newsletters, invitations to two special free members lectures, and invitations to an annual members' cocktail party, in addition to the priority mailing of course catalogues. A quarterly prize of a gift voucher worth \$250 is also part of these benefits. WEA Clubs and Group members' fees remained at the affiliated rate of \$10 p.a.

The events for members that took place in 2022 were:

27 July *Federal Election 2022: How Australian Politics Changed Forever* presented by tutor Sandy Killick

16 Nov *Freedom (In Memoriam?)* with tutor Ray Younnis

All members were invited to attend WEA's Christmas party, held on 7 December, the first such event since the start of the COVID setting in early 2020.

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Life Members	14	14	14	14	14	14	13	13	13	13	12
WEA Sydney Members	586	692	649	526	487	467	372	364	225	234	271
WEA Club Members	548	545	496	488	442	442	434	418	374	278	250
TOTALS	1,148	1,251	1,159	1,028	943	923	819	795	612	525	533

Current life members are Margaret Bagby, Sturt Duncan, Maureen Fry, Alan Green, Alwyn Jordan, Leth Maitland, Joan Lawrence, Ron Lawrence, Mary Morison, Richard Pinder, Suzanne Richardson and Marolga Tudorin.

Donations to WEA

In April 2015, WEA Sydney gained its status as a **Deductible Gift Recipient** (DGR) from the Australian Taxation Office. A formal donation process was then instigated, with specific donation reminders promoted at peak periods (e.g. Christmas, and towards the end of the financial year, in June 2022). This activity led to a range of gifts from students and members who shared WEA's overall objectives. In 2022, WEA saw one anonymous donor present WEA with the substantial gift of \$20,000, to be used for WEA's general work. Other donors in 2022 also included:

Angelo Arulanandam	Hugh Griffiths	Isabel Robinson
John Bartholomaeus	Penelope Harvey	Gregory Sachs
Jennifer Blackman	Janice Lam	Anne Smith
Beth Cambridge	Rosemary Long	Clive Smith
Arthur Cunningham	Margaret Oakes	Glenn Tippet
Alan C Dawson	Monica Poole	Jennie Wright
Beverley Ellis	Fiona Robertson	Helen Yoxall

2022 Bequest

WEA learned at the end of August of the sad news of the death of long-time student Phillipa Morris. Phillipa had attended many, many courses at WEA, following her love of history and society into a huge variety of topics, including a memorable tour of Turkey with fellow students back in 2013. The news of her death was followed by a most welcome surprise – she had left WEA the sum of \$50,000 in her estate. This was an act of extraordinary generosity, with the funds received in October, and put to use supporting WEA's overall program.

WEA Clubs

WEA Ramblers

The Ramblers program for 2022 was varied and enjoyable. The quarterly programs gave notice of several new walks led by new leaders, as well as the customary and well-loved walks around Greater Sydney. Despite some very wet weather, the great majority of the programmed walks went ahead. Extended walk programs of four or five days to the Snowy Mountains and the Blue Mountains were very popular and heavily booked. The number and variety of extended walks will increase in 2023. Walks in the Snowy Mountains and Wollemi Gardens of Stone are already fully booked and expressions of interest have been invited for planned Grade 2 and Grade 3 walks in Booderie National Park, Jervis Bay, in September. Supplementing the quarterly programs, there were sixty nine short notice walks in 2022. These walks have become more popular each year due to the flexibility they give for planning walks to leaders, and access to current weather reports.

In 2022 sub committees were formed to address issues such as clarifying walk protocols and promoting the club online by redesigning the web page, and the vital recruitment of new leaders project, undertaken in 2021, was finalised. The 2022 membership stood at 250. Our 2023 AGM will be held on the 25th Feb. Further information about WEA Ramblers can be found at: www.wearamblers.org.au

President: Rosemary Flavel

Vice President: Fiona Matthews

WEA Council Representative: Genevieve Hook

Obituary

Neville Cohen (14/9/1930-14/12/2022)

Neville Cohen, who died aged 92 on 14 December last year, could well be regarded as the last of the great figures who shaped WEA Sydney's policies and activities for well over three decades. WEA was a central part of Neville's life for 50 years, during which time he served on a vast variety of committees, on the overall Executive Board of WEA Sydney (or the Metropolitan Region as it was known prior to 1994), as elected President, as well as serving on similar capacities for the WEA of NSW.



Neville Albert Cohen was born on 14 September, 1930 in Sydney. His family background was exotic – his paternal grandfather had moved from Lithuania to London in the 1890s, and then moved the Cohen family firstly to South Africa in 1902 (after the end of the Boer War), and then in 1908 to Sydney. Neville's mother, although born in Brisbane, had lived her childhood life in New Zealand, and always regarded herself as a New Zealander, bringing further flavour to the family. Neville's childhood was spent in Clovelly, but with the coming of World War II, Neville was sent to a Bowral boarding school, to return in 1943 to become a pupil at Sydney Grammar School. He excelled at school, primarily in Music and Science, but on leaving school in 1947 rather than continue his studies at university, Neville joined the family firm, at that time the largest importer of carpets in Sydney, based in George Street close to Circular Quay. Neville would remain with the family business for 30 years, developing an office furniture section in addition to its primary business, until it was moved away from its George St location by orders of the Sydney Cove Redevelopment Authority.

In the early 1950s, Neville began to pursue his wider intellectual interests – these, especially a love of science fiction, led him to the Futurian Society, and a talk there by journalist Vol Molesworth. Molesworth was also a tutor at the WEA Metropolitan Region (as WEA Sydney was then known), in classes in literature and philosophy, and it was Molesworth who persuaded Neville to join a WEA class. The Metropolitan Region at that time was part of the wider body, the WEA of NSW (comprising the regions of Sydney, the Illawarra and the Hunter/Newcastle areas). In 1955, Neville agreed to become a class representative (from one of Molesworth's courses) to the Metropolitan Region Council, and that started his decades of voluntary service. At the same time, Neville's personal life was expanding – having met Teofila Kaplan (known always as Totti)

at a YMCA debating session, Neville and Totti duly married in 1956. Totti Cohen, with Neville's support and encouragement, then embarked on an outstanding career as a lawyer, as a teacher, and as the President of the Federation of P & C Associations, duly being awarded an OBE in 1978 for her service. Totti also joined the WEA Metropolitan Council, and a mix of WEA Committees.

Neville meanwhile was serving the WEA Metropolitan Region with distinction. From his initial involvement with the Council, he was elected to the Executive Committee (equivalent to the Board of Directors of today's WEA Sydney) in 1961, as well as serving on the relevant Library and Education Committees. In 1964, and the following year, he was elected as President of the Metropolitan Region. Neville's wider involvement with WEA saw him elected from the Metropolitan Region to serve on the executive committee of the overall state body, the WEA of NSW, in 1964, a role he continued to fulfil for the next two decades. He was elected as President of the state body in 1966 and 1967, and again in 1989 and 1990, with this latter period starting to show the internal tensions that would lead to the separate incorporations of the respective regions in 1994. As his heavier duties, and membership of working committees, fell away, Neville remained an active member of the WEA Sydney Council through to 2010, as he had been elected as a Life Member of WEA Sydney in 1994. Throughout all of his voluntary work for WEA, Neville remained committed to the ideals and principles of WEA, as well as fervently espousing its role in both wider Sydney society, and in the halls of academia, as he summarised in 2011 as part of his oral history contribution (a project enacted for WEA Sydney's Centenary in 2013).

"The WEA has been instrumental in recommending a number of students for scholarships to the University of Sydney. Some of these students became important figures in the Sydney intellectual and general community. Also, a number of lecturers had their word spread, to a much larger audience through their contact with WEA than they would have had in their own tutorial departments. Sydney now has a much better informed public and WEA will in time be recognised as having made a very valuable contribution to society in general, and that is what its founders would have wanted to have as their epitaph."

Neville Cohen was pre-deceased by his lifelong partner Totti in 2010, and is succeeded by his children Dave, Liz, Adrian and Val, and their respective children and grandchildren.

Board Attendance in 2022

Number of meetings = 11		To AGM (3 mtgs)	From AGM (8 mtgs)
Angelo Arulanandam	President	3	8
Leth Maitland	Vice-President	2	6
John Coombs	Director (from AGM)	n/a	7
Louisa Denniss	Director	3	5
Ellen Elzey	Director	3	7
Cheryl Fletcher	Director (to AGM)	2	n/a
Douglas Golding	Director (to AGM)	2	n/a
Peter Skinner	Director (from AGM)	n/a	6
Janet Timberg	Director	3	8
Peter Towson	Director	3	7
WEA OFFICERS			
Michael Newton	Executive Director	3	7
Christine Gietz	Education Manager	0	1
Susan Robinson	Finance Manager	0	1

Council Attendance in 2022

Number of meetings = 11		To AGM (3 mtgs)	From AGM (8 mtgs)
ELECTED OFFICE BEARERS			
Angelo Arulanandam	President (Re-elected AGM)	3	8
Leth Maitland	Vice-President (Re-elected AGM)	3	7
STUDENT REPRESENTATIVES			
Angelo Arulanandam	Re-elected AGM	3	8
Louisa Denniss	Re-elected AGM	3	3
Carol Duxbury	Re-elected AGM	1	5
Ellen Elzey	Re-elected AGM	3	8
Cheryl Fletcher	To AGM	2	n/a
Sandra Harpley	Re-elected AGM	3	7
Diane Hunter	To AGM (Individual Member post AGM)	1	n/a
Murray Jewell	Re-elected AGM	1	0
Robyn King	To AGM	2	n/a
Joan Mitchell	To AGM	0	n/a
Maranne O'Neill	Elected 18/11	n/a	1
Kate Reid	To AGM	1	n/a
Peter Skinner	Re-elected AGM	3	3
Bill Steenson	Re-elected AGM	1	7
Candy Raftopoulos	Elected 16/12	n/a	1
Fadia Sultan	Re-elected AGM	2	8
Angela Thompson	Re-elected AGM	2	8
Janet Timberg	Re-elected AGM	2	8
Judith Welsh	Re-elected AGM	2	5
Wendy Whittaker	Re-elected AGM	1	6
REPRESENTATIVES OF INDIVIDUAL MEMBERS			
Jane Cioffi	Re-elected AGM	2	7
Helen Falconer	Re-elected AGM	2	8
Christine Gietz	Re-elected AGM	3	8
Douglas Golding	Elected AGM (previously Tutor Representative)	1	3
Louise Godwin	To AGM	1	n/a
Diane Hunter	Elected AGM (previously Student Representative)	1	5
Don Mulligan	To AGM	3	n/a
Jacque Peacock	To AGM	2	n/a
Peter Towson	Re-elected AGM	3	7
REPRESENTATIVES OF TUTORS			
Byron Cornino	Re-elected AGM	0	6
John Coombs	Re-elected AGM	2	6
Suzanne MacAlister	Elected AGM	n/a	7
Brendan Smith	To AGM	1	n/a

**AFFILIATED
ORGANISATIONS**

AMWU
CFMEU
Humanist Society
Unions NSW
NSW Nurses' & Midwives Assoc.
NSW Teachers' Federation

Delegate Appointed

George Wardell
no delegate appointed
Ian Bryce
no delegate appointed
no delegate appointed
Tim Roberts

*Attendances
(11 mtgs)*

2
n/a
2
n/a
n/a
0

CLUBS & GROUPS

Ramblers

Genevieve Hook

*Attendances
(11 mtgs)*

7

LIFE MEMBERS

Alan Green
Leth Maitland

*Attendances
(11 mtgs)*

0
10

WEA OFFICERS

Michael Newton
Christine Gietz

*Attendances
(11 mtgs)*

10
11

Financial Report

WEA Sydney weathered the first two years of the COVID-19 pandemic with some success. The year 2020 saw a continuing surplus after the boom year of 2019, primarily due to the support of government funding (\$638,000) that compensated for a drop in fee and WEA House income. However, 2021 saw a substantial fall in WEA's financial setting, with an operating deficit of \$36,296, allied with a drop in actual cash reserves at the end-of-the-year of \$210,000. 2021 had seen only a minor change in fee income, with a small increase in WEA House income. The difference between the 2020 and 2021 results lay in the gap in government support funding (2021 - \$291,960). Designing an operating budget for 2022 therefore presented challenges – government support was expected to be zero, but after the blow of the Delta strain of COVID in mid-2021 (further isolations and cessation of face-to-face teaching inside WEA House), it was expected that fee and WEA House income would begin to slowly climb again. Expenditure would need to be held to levels lower than 2020 and 2021, noting that tutor and staff salaries in those years were inflated by JobKeeper benefits. The initial budget acknowledged this difficult setting, with a suggested deficit of \$137,050 (noting that expenditure figures carry a healthy non-cash loading).

Events in 2022 however soon saw even this pessimistic budget overwhelmed. In general terms, after a positive start to Summer 2022 enrolments in late 2021, the rapid onslaught of a third wave of COVID, the highly contagious Omicron variant (from January onwards), affected the main Summer outcome, and all subsequent terms. Allied to this widespread student hesitancy to enrol for health risk reasons were further political, financial and social disruptions, all widely reviewed by WEA's Finance Committee and subsequent Board meetings, which also hit WEA's enrolment outcomes – and thus fee income results. In addition, the "Omicron Effect" caused disruptions in the work of WEA's tenants, with both claiming, and receiving, discounts on their lease rental payments. These elements led to the WEA Board passing a revised budget mid-year, with substantially reduced fee income, and a small revision downwards of expenditure, resulting in a projected deficit of \$161,412.

The second half of 2022 in fact played out at an even lower level of activity than the Revised Budget had anticipated, compounded by soaring electricity prices and more flooding – thus cost-of-living expenses continuing to grow, with discretionary spending further affected, and with the allied setting of the Ukraine War affecting wider economic processes. The end result can be seen in the final deficit posted in the *Statement of Financial Performance for the year ended 31 December 2022*, a sum of \$369,989. Total income for 2022 stood at \$1,807,608, some \$440,000 below that achieved in 2021, based on the following setting:

- **Fees** – stand at an estimate of \$1,262,021, a fall of \$250,000 from the 2021 outcome (note the 2021 figure was inflated by accrual postings in the movement of WEA's accounting system from CAS to onCourse/Xero);
- **WEA House income** – at \$440,263 a slight fall from the revised budget, but ahead of the 2021 result, due to added revenue from short term room hires (e.g. Bedford College);
- **Government support** – stands at a year total of \$10,743 (for Omicron support) compared to 2021's \$291,960;
- **Bequests and Donations** – featuring an anonymous mid-June donation of \$20,000, plus the Phillipa Morris bequest of \$50,000.

In essence, the core element behind WEA's decline in income in 2022 lay in the fall in WEA's enrolments in 2022 (from 2021's 11,098 to 2022's 9,862), and above all the lack of government funding support, which had stood at \$291,960 in 2021, but only \$10,743 in 2022.

Total expenditure for 2022 stood at \$2,177,597, higher than estimated in October, but in fact still some \$108,000 less than recorded in 2021. WEA had born in 2022 several higher level costs – a great jump in electricity prices from June onwards seen throughout all of society and the wider economy, higher level of superannuation payments to tutors as requested by government law, the return of refreshment costs as WEA classes and meetings returned to the building, and higher level business expenses, to cover an expanded monthly Zoom online license. These increases were however offset by hefty reductions in computer costs and overall salaries (for staff and tutors), and smaller reductions in WEA House maintenance costs. It should be noted that the expenditure summary for 2022 also includes non-cash items totally some \$113,412. Expenditure on capital items was also held below the 2021 outcome, primarily consisting of the continuing repayments to Westpac for the 2018 air-conditioning refurbishment of all of WEA House.

WEA Sydney's **Financial Position as of 31 December 2022**, reflects the year's difficult trading patterns with total cash and deposits standing at \$1,089,471 on 31 December 2022, some \$244,265 below the end-of-December figure recorded for 2021. However, it was noted by the WEA Board that even with this reduction that WEA still had more cash in reserve on 31/12/2022 than in 2016, and for the majority of the years previous to 2016. If the agreed budget for 2023 is achieved, then WEA's financial setting should be stabilised at those levels.

WEA's Total Assets for 2022 stood at \$21,994,281, a high level affected by the revaluation of WEA House in April 2021. With liabilities standing at \$635,781 on 31 December, the final figure for Net Assets at year-end 2022 stood at \$21,358,500. Such a heavy loading of its financial position towards its assets (primarily WEA House) might create problems for WEA in the future, a setting acknowledged by the WEA Sydney Board of Directors, which undertook a review of the long-term future of WEA House during the year (see page 14). While the fall in its cash holdings is disappointing, WEA Sydney however still retains sufficient cash to meet its trading expenses. Navigating the continuing difficult economic and trading setting of 2023, however, will be challenging. Given the strength of its overall financial setting, the Board remains confident that the association will be able to fulfil its mission into 2023, and beyond.

Report of Directors of the Board

Report of the Directors of the Board for the year ended 31 December, 2022, for presentation to the Annual General Meeting of Workers' Educational Association Sydney to be held at WEA House, 72 Bathurst Street, Sydney on Friday 21 April 2023.

1. The Directors of the Board in office at the date of this report are:

Angelo Arulanandam	Retired Civil Engineer
John Coombs	Teacher
Louisa Denniss	Teacher
Ellen Elzey	Retired Corporate Banker
Lethington Maitland	Retired Public Servant
Peter Skinner	Barrister
Janet Timberg	Public Relations and Marketing Consultant
Dr Peter Towson	Solicitor
Michael Newton (<i>non-voting</i>)	Executive Director and Public Secretary

During the financial year, 11 meetings of the Association's Directors were held. Details of Directors attendance at these meetings are listed elsewhere in this Annual Report.

2. The principal activities of the Association during 2022 were the provision and promotion of adult education. There have been no significant changes in the nature of these activities during the year.
3. The operating deficit of the Association for the financial year was \$369,989. No provision was made for income tax, as the Association, being a public educational institution endorsed by the Commissioner of Taxation as an income tax exempt charitable institution, is not assessable under the provisions of the Income Tax Assessment Act.
4. There are no recommendations on dividends, as the Association is a company limited by guarantee which makes no distribution of profits to its members.
5. There were no significant changes in the state of affairs of the Association during the financial year.
6. No circumstances have arisen since the end of the financial year which have significantly affected, or may significantly affect the operations of the Association, the results of these operations or the state of affairs of the Association in subsequent financial years.
7. There are no shareholdings in the Association.
8. Since 31 December, 2021, no voluntary Director of the Board has received or became entitled to receive a benefit by reason of a contract made by the Association with the member or with a company of which (s)he is a member, or of a company in which (s)he has a substantial interest.
9. The Association has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or related body corporate:
- Indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
 - Paid or agreed to pay a premium in respect of a contract insuring against a liability for the costs or expenses to defend legal proceedings.
10. Auditors' Independent Declaration is included.

In accordance with a resolution of the Board of WEA Sydney,

Signed at Sydney this 3rd day of March 2023:



Angelo Arulanandam, President



Lethington Maitland, Vice-President

Auditors' Independent Declaration

As Auditor of WEA Sydney for the year ended 31 December 2022 I declare that to the best of my knowledge and belief there have been:

- a) no contraventions of the Auditor Independence requirements of the Corporations Act 2001 in relation to the Audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the Audit.

This declaration is in respect of WEA Sydney.

Signed at Sydney this 21st day of February 2023:

A handwritten signature in black ink, appearing to read 'Geoff Jones', with a stylized flourish at the end.

Geoff Jones
Chartered Accountant

Auditors' Report to the Members of Workers' Educational Association Sydney

Scope

We have audited the financial report, being a special purpose financial report comprising the Directors' Statement, Statement of Financial Performance, Statement of Financial Position and Notes To and Forming Part of the Accounts of Workers' Educational Association Sydney for the year ended 31 December 2022. The Directors are responsible for the preparation and presentation of the accounts and the information they contain. We have conducted an independent Audit of these accounts in order to express an opinion on them to the members of the Association.

Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the accounts are presented fairly in accordance with the Australian Accounting Concepts and Standards and statutory requirements so as to present a view of the Association which is consistent with our understanding of the financial position and the results of its operations and cash flow.

Audit Opinion

In our opinion the financial report of the Workers' Educational Association Sydney is in accordance with:

- (a) The Corporations Law, including:
 - (i) giving a true and fair view of the financial position of the Association as at 31 December 2022 and of its financial results for the year ended on that date; and
 - (ii) complying with accounting standards and the Corporations Regulations; and
- (b) Other mandatory professional reporting requirements.

Signed at Sydney this 21st day of February 2023:



Geoff Jones
Chartered Accountant

Directors' Statement

WE, **ANGELO ARULANANDAM** AND **LETHINGTON MAITLAND**, being two of the Directors of Workers' Educational Association Sydney, **DO HEREBY STATE** in accordance with a resolution of the Board of Workers' Educational Association Sydney that in the opinion of the Board:

- (a) The accompanying Statement of Financial Performance is drawn up so as to give a true and fair view of the income and expenditure of Workers' Educational Association Sydney for the year ended 31 December 2022; and
- (b) The accompanying Statement of Financial Position is drawn up so as to exhibit a true and fair view of the state of the affairs of Workers' Educational Association Sydney as at 31 December 2022; and
- (c) The Financial Statements and notes comply with Accounting Standards as detailed in Note 1 to the Financial Statements and The Corporations Law; and
- (d) There are reasonable grounds to believe that Workers' Educational Association Sydney will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Board of Directors.

Signed at Sydney this 3rd day of March 2023:



Angelo Arulanandam, President



Lethington Maitland, Vice-President

Workers' Educational Association Sydney

Statement of Financial Position as at 31 December 2022

2021 \$		2022 \$
	ACCUMULATED FUNDS	
2,714,231	Accumulated Funds	2,334,105
19,025,794	Asset Revaluation Reserve	19,025,794
21,740,025	TOTAL RESERVES	21,359,899
	Represented by ASSETS	
	CURRENT ASSETS	
59,617	Cash at Bank and on hand	197,688
1,274,120	Cash on Deposit	891,783
37,984	Sundry Debtors	6,680
28,110	Prepayments	65,068
1,008	Accrued Income	5,345
1,400,839		1,166,564
20,914,774	NON-CURRENT ASSETS	20,827,717
22,315,613	TOTAL ASSETS	21,994,281
	Less LIABILITIES	
	CURRENT LIABILITIES	
309,672	Sundry Creditors	384,953
44,856	Provision for Annual Leave	61,666
130,939	Provision for Long Service Leave	135,431
39,021	Westpac loan for air-con equipment	34,082
524,488		616,132
	NON-CURRENT LIABILITIES	
17,640	Provision for Long Service Leave	19,649
33,460	Westpac loan for air-con equipment	-
51,100		19,649
575,588	TOTAL LIABILITIES	635,781
21,740,025	NET ASSETS	21,358,500

Notes to and forming part of the Accounts for the Year Ended 31 December 2022

1. Statement of Accounting Policies

This financial report is a special purpose report prepared for the members of the incorporated body. The accounts have been prepared in accordance with the Corporations Law and the following Australian Accounting Standards:

- AAS1: Profit & Loss or other operating statements
- AAS5: Materiality
- AAS6: Accounting Policies
- AAS8: Events occurring after reporting date

The accounts show more detail than previous years and where information is shown in the accounts in detail it is not repeated in the notes to the accounts. The accounts have been prepared on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless otherwise stated. The following is a summary of significant accounting policies adopted by the Association in preparation of the Accounts.

(a) Grants Received

Grant income is brought to account in the year in which it is received.

(b) Depreciation

Depreciation has been calculated on the straight line method so as to write off the net cost of each fixed asset during its expected useful life. The principal annual rates in use are:

Library books	20%
Furniture and fittings	10%
Carpets	15%
Buildings	2%
Computer Equipment	20%
WEA House Redevelopment	3%
Air-conditioning Equipment	6.66%

(c) Annual Leave

The provision for annual leave comprising the leave due to those staff members who have more than four weeks annual leave owing at the end of the financial year.

(d) Long Service Leave

Long service leave is provided for staff and tutors on completion of the minimum number of years' service and in accordance with the regulations of the various statutory bodies.

(e) Statement of Financial Performance

All income and expenditure is brought to account in the Statement of Financial Performance.

2. Assets

(a) Non-Current Assets

2021		2022
	Non-Current Assets	
10,750,000	Freehold Land At Valuation	10,750,000
9,750,000	Freehold Buildings At Valuation	9,750,000
229,165	Less Accumulated Depreciation	244,470
9,520,835		9,505,530
989,106	Grant Funded Improvements	989,106
977,553	Less Grant Received	977,553
2,992	Less Accumulated Depreciation	3,281
8,561		8,272
596,053	Air-conditioning Equipment	596,053
126,146	Accumulated amortisation air conditioning equipment	165,890
469,907		430,163
107,938	WEA Plumbing Project	107,938
12,391	Accumulated amortisation Plumbing Project	19,594
95,548		88,344
154,080	Office Furniture and Fittings	154,080
98,787	Less Accumulated Depreciation	117,661
55,283		36,419
768	Library Furniture and Fittings	768
519	Less Accumulated Depreciation	568
249		200
37,631	Classroom Furniture and Fittings	37,631
25,033	Less Accumulated Depreciation	29,047
12,599		8,584
118,399	Library Books	118,399
116,606	Less Accumulated Depreciation	118,194
1,793		205
20,914,774		20,827,717

(b) Amortisation of WEA House Redevelopment

The amortisation has been accounted for over a 29 year time frame which is in line with the remaining depreciation period for the original cost of the building.

(c) Revaluation of Land and Building

The grant funded refurbishment of the lifts and adjacent areas of WEA House was completed in 2010. The cost of the refurbishment was accounted for against the actual grant recovered. After the refurbishment WEA house was revalued as at 31 December 2010. A full revaluation of WEA House (including Land and Building components) was carried out in April 2021. The revaluation has been accounted for in the balance sheet at 31 December 2021.

(d) Air-conditioning Equipment

The air-conditioning plant for WEA House was failing and had to be replaced in 2018. This was done, after due diligence on quotations at a cost of \$636,049. Depreciation on the plant is accounted for at 6.66% to write off the cost over 15 years, the anticipated life of the new air-conditioning plant. The cost of the plant was financed from WEA's cash reserves for \$407,080 and a loan from Westpac of \$228,969, duly processed in August, 2018. This loan is repayable over 5 years.

3. Income Tax

The revenue of the Association is not assessable for income tax purposes, as the Association is a public education institution and as such is exempt from taxation in accordance with the provisions of the Income Tax Assessment Act.

4. Financial Reporting by Segment

The Association is a public education institution operating in one geographical area, being Sydney, NSW, Australia.

5. Sundry Creditors

Sundry Creditors consist of Income in Advance, Accrued Expenses and Creditors.

6. Capital Expenditure Commitments

The Association from time to time enters into contracts for the supply of computer programmes and documentation as well as other capital items.

7. Movements in Equity during the Reporting Period

	2021	2022
Total equity at the end of the reporting period		
Retained earnings/accumulated funds	2,714,231	2,334,105
Asset revaluation reserve	19,025,794	19,025,794
Total Equity	21,740,025	21,359,899

Movements in Contributed Equity during the Reporting Period

	2021	2022
Contributed Equity		
Balance at the beginning of the reporting period	NIL	NIL
Movements in contributed equity during the reporting period	NIL	NIL
Balance at the end of the reporting period	NIL	NIL

Statement of Cash Flows for the Year ended 31 December 2022

2021		2022
\$	Cash Flow from Operating Activities.	\$
2,064,515	Cash receipts in course of operations plus property income	1,813,765
(2,208,934)	Cash payments in course of operations	2,038,406
5,518	Interest received	8,032
(138,901)	Net cash from operating activities	(216,609)
	Cash flow from investment & equipment	
	Service NSW Covid Grant	10,743
(33,231)	Payments for plant & equipment	
(37,872)	Repayment Westpac loan	(38,399)
(71,103)		(27,656)
(210,004)	Net increase/-decrease in cash held	(244,265)
1,543,740	Cash at beginning financial year	1,333,736
1,333,736	Cash at end financial year	1,089,471

Reconciliation of Cash Flow from Operations for the Year Ended 31 December 2022

2021		2022
\$		\$
(36,296)	Surplus/(-deficit) from ordinary activities	(369,989)
	Non cash flow items in ordinary activities	
48,141	Depreciation	47,313
39,744	Amortization	39,744
26,989	Other provisions	26,355
114,874		113,412
	Changes in Assets & Liabilities	
(35,983)	(Increase)/decrease in sundry debtors	31,304
(45,898)	(Increase)/decrease in prepayments	(36,960)
2,111	(Increase)/decrease in accrued income	(4,337)
(170,940)	Increase/(decrease) in sundry creditors/liabilities	60,704
(37,872)	Increase(Decrease) in Loan accounts	(38,399)
(288,582)		12312
(210,004)	Net cash from operating activities	(244,265)

Workers' Educational Association Sydney

Statement of Financial Performance for the Year Ended 31 December 2022

2021	INCOME	2022
1,518,176	Courses Fees	1,262,021
1,000	DEC/VET (Vocational Trng & Educ) Grants	4,078
291,960	ATO Cash boost & JobKeeper/Service NSW Grants	10,743
0	Bequests & Donations	73,576
5,518	Interest	8,032
14,644	Membership and Affiliations	8,895
418,225	Property Income	440,263
91	Sundries	0
2,249,614	TOTAL INCOME	1,807,608
	EXPENSES	
72,873	Advertising/Marketing	78,594
39,744	Amortization of Air Con Equipment	39,744
19,410	Audit Fees	7,000
11,891	Bank & Credit Card Charges	15,491
56,457	Brochure Printing	67,144
25,305	Cleaning	34,805
101,423	Computer Costs	86,285
29,982	Course Expenses	23,559
48,141	Depreciation	47,313
41,171	Electricity	59,331
61,672	Insurance	48,990
5,010	Interest on Westpac Equipment Loan	5,620
2,078	Legal Fees	4,800
835	Library Subscriptions & Materials/Volunteers	348
3,068	Mailing/Distribution	4,646
0	Occupational Health & Safety	1,479
1,770	Peak Body Contribution	1,750
2,802	Postage, Freight & Cartage	3,606
15,936	Printing & Stationery	21,905
15,449	Rates & Taxes	11,754
1,561	Refreshments & Catering	7,589
8,307	Repairs & Maintenance Equipment	8,140
94,353	Repairs & Maintenance Building	81,350
743,593	Salaries	720,164
7,550	LSL Provision, Staff & Tutors	10,686
5,645	Annual Leave Provision	16,810
7,343	Security	793
0	Subscriptions & Memberships	6,560
4,521	Sundry Expenses	0
127,266	Superannuation	130,490
11,714	Telephone	11,323
5,896	Training inc Seminars & Conferences	0

1,550	Travelling Expenses	2,271
711,595	Tutor Fees	617,257
2,285,910	TOTAL OPERATING EXPENDITURE	2,177,597
(36,296)	Operating Surplus/Deficit	(369,989)
2,750,526	RETAINED EARNINGS AS AT 1/1/2022	2,714,231
2,714,231	ACCUMULATED FUNDS AS AT 31/12/2022	2,344,242