

3 Shires AGM 2020
(Virtual due to COVID-19)
Monday 11th May 2020



Agenda

1. Apologies
2. Management Committee elections
3. Group attendance & financial information
4. Membership update
5. Review of the year: Topics covered over the last 12 months
6. Group goals
 - a. review last 12 months' goals
 - b. set next 12 months' goals
7. Next 6 months meetings / ideas for future meetings
8. AOB

1. Apologies

Beverley Powell
(Absent: Craig Wheatley)

2. Management Committee Elections

Elections were for:

- Group Leader/Chair
- Treasurer
- Secretary
- Librarian
- Marketing Officer

(Job descriptions were available for members to refer to)

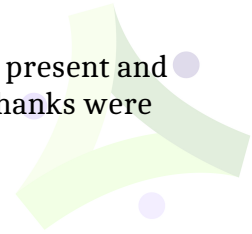
Position	Application	Seconded by
Group Leader/Chair	Debbie Inglis	Claire Cahill
Treasurer	Claire Cahill	Sue Sandford
Secretary	Carole Whyley	Debbie Inglis
Librarian	Natalie-Claire	Sue Stack
Marketing Officer	Vacant	

Single applications had been made for all roles, with everyone who had been in role re-applying, except the Marketing Officer, which remained vacant.

Requests for seconding nominations were asked for and made as above.

Debbie opened up the Marketing role to the members present, explaining the opportunity (including free membership) and making it clear that it could be developed and shaped according to the individual's strengths and interests. No-one presented themselves and Debbie offered to make herself available for a further discussion outside of the meeting should anyone want more details.

Debbie had created an online poll, which was completed by all those present and the nominations for each of the 4 roles were unanimously carried. Thanks were made.



3. Group Attendance and Financial Information (Claire)

Attendance

April 19 - March 20: the average attendance was 14. This was a slight reduction from the previous year, however if this April was included, to take into account the increase in numbers for the first online meeting, then the average would actually have increased to 16.

Claire summarized by raising the question of whether more meetings should be online if they remove the barrier of time and travel, which in turn might increase annual memberships. People generally agreed and it was further discussed in AOB.

Financial Information

Income	£3034
Expenditure	£2590
Balance	£444.65

Claire explained the expenditure, which was largely down to administration, visiting speaker and venue costs (despite her excellent negotiations on price).

Claire highlighted that costs would go down quite significantly if venue costs were reduced with the introduction of regular online meetings, which would obviously therefore allow an increase in spending on other things members might want.

4. Membership Update

- Full members: 25 (an increase since last year)
- PAYG: 18
- Total number of members who had not attended: 21 (a similar number to 2018)

This latter statistic raised several questions:

- Were those members still paying?
- Were the reasons known as to why they hadn't attended?
- Should we remove them from numbers?
- Would a move to more online meetings attract people back?

These questions highlighted that we didn't have the full picture. Debbie mentioned that Carole's application for Secretary had included the suggestion to start to gather and analyse membership data in more detail, which might help to start to answer some of these questions. Carole confirmed that this was something she would do as part of the role moving forward.

Claire also mentioned that the benefits of having more full members was not just better finance in general, but also cash flow would be improved due to reducing the amount of monthly invoicing for PAYG members. However it was acknowledged that Full membership might not be right for everyone and individual circumstances and financial situations must be respected.

5. Review of the Year

Debbie presented a summary of the topics covered at meetings over the last 12 months, and it was agreed that there had been a broad and balanced offer, based on the Group's goals and members' requests.

6. Group Goals

This item created a lot of discussion and thought; the main ideas are summarized below.

6a) Review of last 12 months' goals

It was agreed that the first 2 goals had been met

With regards to goal 3 the question was asked: *Have we created ways to encourage and facilitate collaboration during and beyond meetings?*

There was a range of responses and suggestions:

- There is some responsibility on members to take it up with each other outside of meetings.
 - Claire gave the example of the Client Attraction collaboration work she has done with Rebecca, which she highlighted had combined the strengths of very different coaches and significantly improved the offer. There was also the benefit of having tested the work with members during a meeting, in a safe and supportive environment, and as a result further improvements in delivery made. As a result of this work and taking it online there had been a 300% increase in take up.
 - Rebecca has also proactively met with other members and found it useful
- Sue F raised the point of how it might be possible to build relationships in order to be comfortable with doing this. Usually there would be face-to face opportunities during meetings; could we now use zoom breakout rooms instead. Janet suggested that the exercise she put together as a follow-up to this evening's presentation 'Understanding and Engaging the Levels of Learning and Change' would help and support this idea
- Susan suggested a speed-dating type event where members have a chance to get to know each other by providing information about themselves using a given format to down and then have a speed dating thing where we can make use of zoom opportunity to share in a variety of ways because some ways are easier for others
- Bev suggested spotlight sessions
- Claire mentioned a skills analysis exercise was completed during working party meetings 3-4 years ago and could be re-visited
- Jonathon suggested coaches offer sessions based on their preferred modality

It was agreed that this goal should be kept for next year and some of the suggestions put in place, but more time and research on members' views would be needed.

6b) Setting of the next 12 months' goals

Debbie put up and re-shared the Group's Mission and Values and asked for views on whether the members were still happy with them or whether they needed to be changed or modified.

Sue F on the back of her and Ian's recent Team Coaching session asked the questions:

How might the Group be holding itself back and, if we did want to take the group's collective endeavor to the next level, what would we do?

She pointed out that we are a group and not a team so it might be sufficient not to have a collective endeavor, but it might be useful to contemplate the difference if there was one.

At this point, Debbie gave a brief history and summary about how the vision of the group and this goal had evolved, explaining that when she joined the 3 Shires Coaching Community it was led by Vicky Yates whose vision was to offer services as a bigger entity to organizations, by joining forces and using the diverse range of skills and qualities within the group. This vision, where organizations could purchase the services of the 3 Shires Group, was one of the driving forces behind all the work Debbie has done as Group Leader/Chair in professionalizing the look of the group and raising its profile on social media; and Debbie illustrated how she has taken this principle forward for her own company by bringing members of the group on board as associates when appropriate.

Members appreciated this information and whilst it was identified that, for some people, the way the Group functions at the moment is enough, it was acknowledged there may be others interested in doing something bigger and more collaboratively, and a working party could be set up.


A range of views and questions around being creative and collaborative were put forward e.g.

- Was the use of the word creative holding us back
- Members referring clients on to other members better suited to their needs is a form of collaboration and playing to individuals' strengths
- How could there be a move beyond simple introductions
- Perhaps there is a need for a several pronged approach
- Creating a 3 Shires LinkedIn Organization which we could all join
- Identifying what it actually is that people want to explore

GOAL 1

It was agreed that as part of the Secretary's development of the role, opinions of the members would be sought to enable a plan to be made, however this goal from last year would be taken forward in some way, taking into consideration the suggestion that it is re-worded and developed, by including something on collective endeavor.

It was also suggested that exploring social media opportunities would be something that whoever takes on the role of Marketing could feed into.



As a result of the discussion around Goal 1, there would also be a second goal around the creation of a working party to explore the offering of the group as whole, which could have different strands within it e.g. education, corporate

GOAL 3

It was agreed that the third goal would be around the content of meetings.

Again several points were raised and questions answered:

- The opportunity for members to deliver at meetings was liked and considered very worthwhile by those who had taken it up
- It was confirmed that the process for deciding who internally would deliver meetings and what the content would be was informal; members either volunteered themselves or were approached by other members
- External, paid for, presentations were commissioned as a result of requests from within the group and also recommendations by members having seen them elsewhere, or their relevance to the group's goals
- Content should be based on both business and coaching related needs
- In light of the pandemic it would be useful to consider what the needs of clients might be in the future and how they might have changed
- There was a desire for proactive coaching practice to be held at least twice a year in triads (this could be done on zoom as well). Despite Debbie and Claire pointing out that they had noticed a drop in attendance when triads were put on the agenda, the exact reason as to why was unknown and the consensus was that such practice should be calendared.

7. Next 6 months meetings / ideas for future meetings

Already in place for next year's meetings are a session in June with Claire and Marceline, and the 3 Shires social in December

There will be no meeting in August, and a decision on the usual social event during that month will be made nearer the time, to take into account the changing situation regarding the pandemic, lockdown and social distancing.

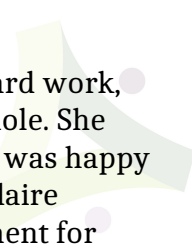
Debbie reported a request from Beverley that, as part of the ICF International Coaching Week, May 2021, an activity to help others is planned for ahead of time and published on the website.

Invites were requested for ideas for future meetings and it was reiterated that the opportunity to volunteer to deliver at a meeting, with all the associated benefits outlined earlier in the meeting, is available to anyone

At this point it was also discussed and agreed that once lockdown is lifted 2 out of every 3 meetings will be online

AOB

Jonathon offered to run a coaching triad practice in July in the format of: Introduction to a modality (CBT), Demonstration of modality and a practice in breakout rooms followed by feedback.



At the end of the meeting Janet thanked Debbie and Claire for all their hard work, Rebecca who introduced her to the group originally and the group as whole. She said she will keep her LinkedIn profile as a means to stay connected and was happy to be contacted and asked further questions on tonight's presentation. Claire suggested arranging a proper leaving party when there was no requirement for social distancing!

Karen Allan also thanked the management committee for all the work done over the last year.