



**General Council
November 2020**

**Documents required for the Annual Meeting of the General Council
of the Association of Speakers Clubs, November 2020**

Enclosed:

- | | |
|--|-------|
| (a) Agenda | pg 3 |
| (b) Minutes of previous meeting of General Council | pg 4 |
| (c) Motions | pg 10 |
| (d) Reports | pg 11 |
| a. National Treasurer's Report | pg 19 |
| (e) Guidance on using Zoom | pg 23 |
| (f) Rationale behind rejection of amendment | pg 24 |
| (g) Summary of ASC Change Process | pg 26 |

**AGENDA FOR THE FORTY-NINTH ANNUAL MEETING OF THE
GENERAL COUNCIL OF THE ASSOCIATION OF SPEAKERS CLUBS
TO BE HELD AT 1400, SATURDAY 28th NOVEMBER VIA ZOOM**

1. Chair's Opening Remarks
 - 1.1. Remembrance
 - 1.2. Attendance and Apologies
 - 1.3. Minutes of the previous General Council meeting
 - 1.4. Matters Arising
 - 1.5. The Fraser Trophy
2. Reports of the National Officers
3. Report of the National Treasurer
 - 3.1. Capitation for the forthcoming year: effective January 2021
4. Report of the Nominations Committee and Election of Elective Officers
5. Approval of Appointive Officers
6. Conference 2021
7. Motions
 - 7.1. Composite Motion proposed by the National Executive Committee. Proposed by Thomas Scott and seconded by Michael Cox.
8. Installation of the National President and Vice President
9. Introduction of the Incoming District Presidents
10. Close of Meeting

**MINUTES OF THE FORTY-EIGHTH ANNUAL MEETING OF THE GENERAL
COUNCIL OF THE ASSOCIATION OF SPEAKERS CLUBS**

HELD AT 1800, FRIDAY 26 APRIL WITHIN THE MARRIOTT HOTEL, EDINBURGH

National Officers in attendance:

JACKIE MAFI	NATIONAL PRESIDENT
ERIC BAKER	IMMEDIATE PAST NATIONAL PRESIDENT
TONY SCOTT	NATIONAL VICE-PRESIDENT
PAUL TAYLOR	NATIONAL SECRETARY
MALCOLM McKECHNIE	NATIONAL TREASURER/MATERIALS OFFICER
THOMAS SCOTT	NATIONAL EDUCATION DIRECTOR
JAMES McGINTY	NATIONAL DEVELOPMENT OFFICER
JOE JAMES	CONSTITUTIONAL COMMITTEE CHAIR
ANNE BOUGET	NATIONAL MINUTES SECRETARY

1) CHAIR'S OPENING REMARKS

National President Jackie Mafi welcomed attendees.
No other business had been notified.

1.1) REMEMBRANCE

A minute's silence was observed.

The Meeting was reminded of the ASC Book of Remembrance and asked that names of deceased Members be sent for entry.

1.2) ATTENDANCE

The Minutes Secretary confirmed that 67 voting delegates were in attendance and the meeting was quorate.

1.3.1) MINUTES OF THE 2018 GENERAL COUNCIL

Acceptance of the Minutes was proposed by Paul Taylor and seconded by Thomas Scott.

In favour: 67

1.3.2) MATTERS ARISING

Attendance numbers at the two previous AGMs were requested and provided :

Gatwick (2017) 50

York (2018) 65

1.3.3. APOLOGIES

Apologies had been received from:

Peter Bradshaw (Leicester), Tony Cowden (AP Argyll and Clyde), Matt Davis (Inverurie), John Denner (Liverpool), David Faulkner (Felixstowe) , Marion Henderson (Renfrew Ladies), Edwin Mann (Nairn), John McGhee (AP Cotswolds) Peter Minshall (Loughborough), Kathleen Staveley (Morecambe & Lancaster Ladies), Steph Stavert (Garstang Ladies), Roy Sutton (Barwell), Stephen Tuthill (Colchester) and Simon Thompson (North Leeds)

1.4) THE FRASER TROPHY

Jackie Mafi outlined the purpose of the award and the rationale behind choosing a winner.

With a summary of his work for the Association, she announced Nathan Truesdale, Nottingham Speakers Club, as the winner. He responded with thanks.

2. REPORTS OF THE NATIONAL OFFICERS

Reports of the National President, Secretary, Education Director, Development Officer, and Chair of the Constitutional Committee had been put before delegates.

The following points were made in response to questions from delegates:

National President: future reference in reporting to the issue of Diversity and Inclusion would be given consideration.

National Education Director (responding to a question addressed to the National Development Officer): The revised Speakers Guide is to be one of the priorities for the new year with a draft version available for the 2020 Conference in Manchester.

Consideration will be given to feedback on the newly extended Evaluation process.

Acceptance en bloc was proposed by Jackie Mafi and seconded by Paul Taylor.

In favour: 67

3. REPORT OF THE NATIONAL TREASURER

Malcolm McKechnie presented his report, which had been included in the Delegate packs.

He outlined the balance between gain and loss and indicated that the financial future of the Association was good.

He emphasised the need to support and encourage smaller clubs.

He extended thanks to Diana Douglas, previous Membership Secretary, for her collection of Capitation monies in the past.

In reference to NEC Meetings, he explained that further economy strategies were in place.

However, the current Constitution determines that there are 16 NEC members which therefore incurs associated costs.

Acceptance of the report was proposed by Malcolm McKechnie and seconded by Paul Taylor,

In favour: 66

Abstention: 1

Adoption of the report was proposed as above.

In favour: 67

3.1) CAPITATION FOR THE FORTHCOMING YEAR: EFFECTIVE JANUARY 2020

The current capitation fees:

- Full members £25
- Student members £12.50 being 50% of the full member fee
- Affiliated Clubs £50
- Associate members £12.50 being 50% of full member fee.

The above to apply from January 2020

Motion: The National Executive Committee recommends that there are no increases to the Capitation fee.

Proposed by Malcolm McKechnie, seconded by Paul Taylor

In favour:67

4. REPORT OF THE NOMINATIONS COMMITTEE AND ELECTION OF ELECTIVE OFFICERS

The Nominations Committee recommendations for the Year 2019/2020:

National President Tony Scott (Edinburgh SC)
National Vice-President Marilyn Gregory (Stockport Ladies SC)

The above were proposed by Jackie Mafi, seconded by Paul Taylor

The candidates were duly elected

In favour: 67

5. APPROVAL OF APPOINTIVE OFFICER

Approval was sought for the appointment made by the NEC of James McGinty and his confirmation in the office of National Development Officer.

In favour: 67

Appointive Officers for 2019/2010 were announced:

National Secretary Paul Taylor (Horsham SC)
National Treasurer Malcolm McKechnie (Greenock SC)
National Education Dir. Tom Scott (Edinburgh SC)
Minutes Secretary Anne Bouget (Fylde SC)
Materials Officer Malcolm McKechnie (Greenock SC)
Magazine Co-Ordinator Margaret Robertson (Inverclyde SC)
Archivist Sharron McColl (Dunfermline SC)
Webmaster (Vacant)

6) CONFERENCE 2020

Neil Harvey, Conference Convenor for 2020, or Gwyneth Millard to report during the Evaluation Contest Saturday 27 April.

Midlands District has made a formal bid to host Conference 2021; this will be discussed at the next NEC meeting.

7) 2018 MEMBER FEEDBACK SURVEY

Jackie Mafi gave a brief overview of the NEC's discussions about the future development of the ASC commenting that Year 1 of the Three Year Plan would be formally reviewed at the next NEC Meeting. A key action in 2018 had been the decision to undertake a member survey to seek the views of individual ASC members. Paul Taylor delivered a PowerPoint presentation regarding the feedback from the survey and made reference to the overall drop in Club and Member numbers over the last ten years.

The main message from respondents had been that members want the Association to grow and that they recognise the need for change in order to achieve progress.

Questions and comments from the Floor were taken including:

- Is the reduction in Districts simply to reduce NEC numbers and costs?
Response was that the proposals were not driven by costs but there was recognition that the current structure required 36% of the overall Membership to act as Officers. This was excessive and difficult to realise.
- Boundaries are irrelevant – should we not consider the varying needs of individual Clubs (i.e. venues)?
- Have successful Clubs been studied and examples of best practice analysed?
- Larger Districts will mean greater distances to be travelled to District Events and Conferences which could be poorly attended as a result or cost members more.

- A lack of clarity exists between strategic and administrative measures.
 - The present structure deters growth which should be a priority.
 - Responsibility for growth belongs to each member.
 - Concerns are about change - consideration needs to be given to support to be provided to Clubs and Areas
 - Plans exist for the above and to support struggling Clubs: James McGinty is working on a Growth and Recovery plan. The demand for what the ASC offers is evinced by the success of Toastmasters.
- Clubs need to use Social Media, especially Facebook: regular viewing and updating is essential and a specific member should be delegated to regularly update the page. Clubs should also visit one another's pages.
- The Constitution needs replacing with more modern rules
 - Information must reach the general membership.
 - Proposal B, Option 1 presents a challenge to ensure fair debate on Motions
 - Proposal B, Option 2 would be neither just nor workable.
 - Proposal C Option 1 would be potential divisive.
 - One Member One Vote should work well in either option with appropriate technology
 - National Contestants will be funded for travel and accommodation as hitherto.
 - Greater sensitivity to individual Members' needs is paramount.

8) MOTIONS

The competence of the Motion was queried and the Proposer (Tony Scott) clarified that it was an empowering Motion for further development rather than specific immediate rulings.

Joe James, Chair of the Constitutional Committee, clarified that the Motion was competent.

The ruling was challenged but the objection was overruled by the National President.

The Motion below was debated with various speakers in support and against.

8.1 Proposed reorganisation Motion

"In response to the 2018 individual Club members' feedback survey, it is proposed that the NEC evolve one or other of the options in proposals A, B and C, as decided by General Council.

The outcome of this work will be submitted to General Council 2020 for approval"

Proposed by Tony Scott, Seconded by James McGinty

A simple majority was required.

In Favour: 58

Against: 6

Abstentions: 3

The individual Proposals were then voted upon.

A simple majority was required for each.

- Proposal A - Boundary Change
 - Option 1 – 6 Regions
 - Option 2 – 4 Regions

Option 1: In favour – 46

- Proposal B – Voting
Option 1 - One member, one Vote
Option 2 - Club vote based on member numbers
Option 1: In favour – 50

- Proposal C – Term of Office for Elective Officers
Option 1 – 2-Year fixed term; re-election each year
Option 2 – 2-year fixed term.
Option 2: in favour – 35

8.2 Corporate Clubs and Clubs transferring into the Association

“That Clubs formed within Corporate bodies and established Clubs transferring into the Association from another similar Association after 31st December 2018 shall be liable to Charter immediately and shall be liable to pay National and District Capitation for the calendar year in which they Charter”

Proposed by Malcolm McKechnie, Seconded by Eric Baker

It was pointed out by the Chair of the Constitutional Committee that this did not represent an Amendment but was to form an insertion in Rule 2.4, Paragraph G

Any such clubs which had paid capitation to another body could be made aware of the ruling and ‘time’ their switch accordingly.

A two-thirds majority was required.

In favour: 60

Against: 4

Abstentions: 3

9) ANY OTHER CONFERENCE BUSINESS

David Grainger, Blackburn Castle, opined that consideration be given to repositioning the AGM to Saturday morning. He acknowledged that the repositioning to Friday evening at the Edinburgh Conference had not resulted in lower attendance. However, as important decisions would be made at the Manchester 2020 conference Saturday morning would make attendance easier for all members including those who worked possibly resulting in a higher attendance. The NEC would give consideration to the matter.

10) INSTALLATION OF THE NATIONAL PRESIDENT AND VICE PRESIDENT

Jackie Mafi installed Tony Scott as National President 2019-2020

Tony Scott presented Jackie Mafi with the ribbon and badge of Immediate Past National President.

Tony Scott installed Marilyn Gregory as National Vice President 2019-2020

11) INTRODUCTION OF THE INCOMING DISTRICT PRESIDENTS

Tony Scott introduced the following:

Central District	William Taylor (Edinburgh SC)
Eastern District	Ramana Sundara (York RI SC)
Midlands District	Catherine Williamson (Leamington Spa SC)
North Western District	David Heaton (West Cumbria SC)
Northern District	*John McCullough (Granite City SC)

South Eastern District
Western District
South West England
and South Wales District

Keith Dickerson ((Felixstowe SC)
Marilyn Gregory (Stockport Ladies' SC)
Graeme Milnes (Cardiff Men's SC)

*not present.

12) CLOSE OF MEETING

National President Tony Scott closed the Forty-Eighth meeting of the General Council of the Association of Speakers Clubs.

(c) Motions

Item 7.1 Proposed by Thomas Scott and seconded by Michael Cox.

“The NEC proposes that all proposals forming part of the "ASC Change and Improvement Process" be formally ratified by General Council. Each proposal is described below and is presented as a single Omnibus Motion:

- **Clause 1 - That the new Constitution and Rules are adopted by General council**
- **Clause 2 - That the boundaries and management of the Association move from a District model to a Region model**
- **Clause 3 - That the terms for National President and National Vice President be increased from one to two years and the post of Immediate Past President be discontinued**
- **Clause 4 - That General Council replace the current voting system of "one club, one vote" with the new voting system of "one member, one vote"**

(d) Reports

Reports from National Officers and the Chair of the Constitutional Committee

National President: Tony Scott

Well this has been a rollercoaster term of office. From cancelling a conference to organising the Association's first ever virtual conference. The challenges of keeping in touch via Zoom and learning how to use this modern technology have been, as one member said, "a blast". I know using IT is just a walk in the park to many of you, but for me it has stretched the limit of my remaining grey cells.

There is no doubt that without this communication system, many of our clubs would have drifted away. This year, I have visited more places and met more people from different clubs than ever before without leaving home. This pandemic could have closed us down, but we are still here and fighting back, with a new club in Lincoln and the on-going development of a new corporate club in Scotland.

I have watched and listened while members of the Leadership team have presented and answered questions on all of the developments that have been going on. The new Constitution, the new speakers guide, the website, the reorganisation, and the creation of a truly democratic Association empowering all members. These presentations have stimulated debate in Districts, Areas, and clubs; this is how it should be. We now have a well-informed membership to make the decision at General Council.

These changes if accepted will engage our membership in a time of growth and revitalisation. I know for some these changes are a challenge and even a bit scary, but they have all come about because you, the membership, demanded change at Edinburgh. Through high quality effort and constant membership involvement, this NEC is ready to deliver.

I have had the honour of working with an NEC team that I can only describe as stellar. They are committed and enthusiastic, but please remember they are also volunteers. To them all, a big thank you. Your incoming National President has the energy, enthusiasm, and vision to take the ASC to new heights of membership and engagement, I wish her well.

Your National President

Tony Scott

National Vice President: Catherine Williamson

It's true to say I never read the job spec for the Vice President role and even if I had, I doubt it would have ever included just what was required during the last tumultuous months. Zooming aside, being part of a team delivering the most profound change programme this Association has contemplated in 50 odd years brings around its own trajectory of activities and opportunities to step up.

I have also gravitated towards activities and opportunities that have more naturally complemented my gregarious 'make it happen' personality, like getting our first new virtual club up and running in lockdown – Lincoln. Ramana Sundara, Michael Cox, Anne Eldridge and the tour de force that is Josephine Peacock are the team that will get the first club to ever start virtually that will then revert into a venue once we are permitted. I dearly believe it can be a template that will allow us to reignite areas where we were once bold and bountiful of members. We have none of the limitations of venues or set up costs just a willingness to hold a vision and get stuck in.

Social media is also an area of interest and I have been a close supporter of Lucy Pitts as we do what we can to lift the spirits as well as inform and entertain the membership. A particular high being my interview with Dilwyn Scott that I think will set the tone for my Presidency.

I, like Tony, have guested at other club meetings but I take my hat off to him with his output levels as he has zoomed the length and breadth of the Association. I have also been closely involved with the recruitment of new colleagues onto the NEC which I have to say is beautifully poised for a very exciting and pivotal next few months.

My background is in leadership development and I believe we have underplayed how much we develop transferable skills, particularly in that area of Leadership. A quite phenomenal delivery team will welcome the current and future leaders of the Midlands on the 14th November. The recordings and insights will be then made available to the wider Association.

I agreed to take the national role with trepidation because I knew it would test me and develop me. Like all hard-won insights, it's already stretched and challenged me and I haven't even got the gig yet. However, I have already made friends for life in this team. Felt the camaraderie that comes from being part of a hard-working talented group of people led by a kind hearted great spirited visionary. It's quite wonderful and once we are over 'the turbulence' I sincerely hope we can light up and unite this wonderful Association together.

National Secretary: Michael Cox

Having only been in this role for a matter of weeks, it is difficult to write a report in readiness for the most consequential General Council this Association has faced in some time.

I would first like to thank Paul Taylor for the outstanding work he has completed during his term as my predecessor. Paul's readiness to commit to a task, act as an anchor for his team and support his colleagues is wholly admirable and to be congratulated.

My priority as National Secretary in the coming year will be to navigate these tricky waters COVID-19 continues to present to us, in conjunction with the National President, to ensure our clubs and members are supported, recognised and kept afloat in what will be troubling times for some.

It was a joy to join the first 'twinned' meeting of Horsham and Kirkcaldy. I hope such links are forged into the future, recognising how much we can learn from one another to put on a successful Speakers meeting.

As the NEC hopes to soon send out the new Speakers Guide, I am currently modernising our database and filling in gaps. Please do not be alarmed if I reach out to you to check on your details; I would be dismayed if a member was not able to receive their new Guide, such a wonderful document it is.

We are currently trying to move our NEC email addresses (@speakersclubs.uk) over to the new website domain. In the meantime, you can reach me on Michael.cox120@gmail.com or 07467024024.

We have had an interesting, exciting, frequently modernising, yet turbulent year. I hope post November we can come together as one association, supporting our fellow member and ensure the success of our organisation in the long term remains our chief priority.

Michael Cox

National Education Director: Tom Scott

This report is a summary of the activities and outcomes associated with the National Education Director. The 3 strategic priorities this year were:

- Complete the new ASC Speakers Guide
- Support continuing development of the reorganisation of the ASC
- Strengthen our partnership with “World Speech Day”

Work of the National Education Director

New ASC Speakers Guide – Lead author managing a team of contributors that has produced the new guide. It is up to date with all our education improvements, contains the latest thinking on communication, reflects best practice in learning and development, is professionally designed and bound, and includes high quality colour photographs. All this improvement at less than 20% the unit price of our current guide.

Reorganisation of the ASC – Produced a revised six region model for the motion going to conference after incorporating feedback from every area in the Association. I wrote articles for the Speaker Magazine describing how the new leadership and management structure would operate. I wrote the paper describing the background, approach rationale, motion content, amendments process, and consultation process, for the omnibus motion going to the AGM. Finally, I helped organise and deliver the six Zoom presentation and discussion events on the change and improvement process.

World Speech Day Partnership – I organised and hosted a World Speech Day event at Central District Conference, wrote articles for the Speaker Magazine, arranged for Simon Gibson to attend ‘The Hive’ at Manchester 2020 and supported other members to become involved in this global campaign. I have since taken part in a WSD sharing and learning event which has provided ideas for how to promote this work through our corporate clubs.

RNIB Partnership – I continue to liaise with The Royal National Institute of Blind People on the joint areas of activity – Midlands training pilot, a ‘talking’ version of the new Speakers Guide, co-delivering a seminar at Manchester 2020 and doing a programme for Connect Radio. Due to Covid and their ongoing restructure, all work apart from the talking version of the new Speakers Guide has been paused.

ASC Development Pathway – For the second year in a row over 100 certificates were awarded – 78 Foundation, 28 ASC, 4 Diploma and 4 Applied. 114 certificates in total with the increase in Applied Speaking certificates from one last year to four this year, especially pleasing.

Contest Rules and Guidance – All contest rules and guidance documents have been updated, Chief Judge and Timekeeper contest sheets have been revised and a new ‘Notice and Appeals Procedure’ has been created.

Created “Speaking of Impact” – Produced the world’s first public speaking self-evaluation tool for events and training. This tool includes a brief ‘how-to’ guide on evaluating, an outcomes and indicators bank, and an editable PDF evaluation method. This innovation is available to everyone via the website.

Manchester 2020 – I had organised the contests, arranged for Steven Sutherland from RNIB to co-deliver a seminar with me, and supported 'The Hive' by recruiting World Speech Day, Rotary GB&I and RNIB.

The CPD Certificate Service – I held exploratory discussions with Lee Martin from CPD UK regarding a "Five Activity" accreditation offer costing £1,254 per year. This could include our speaking certificates, National Conference, the new leadership awards, the new evaluation / judging awards and one other thing (such as the planned e-learning module on judging or the President's Dinner / National Team Speech Contest / Education Seminar event).

Fife Cultural Trust Speakers Club – I held meetings with Heather Stuart CEO and Sharron McColl that lead to the creation of this new club. Once chartered it will be the first corporate speakers club in Scotland. Progress towards this has stalled due to Covid but ongoing discussions continue.

Midlands Evaluation Event – I co-delivered an evaluation event with special guest and feedback expert Raf Baron for approximately 40 members.

Rotary Youth Speaks – I recruited a full team of six judges for this event at NEC Birmingham in May 2020 and designed a 'learning and exploration experience' focused on public speaking and communication for the contest winners. Immediate Past National President Jackie Mafi and I also recruited members for our stall at the Volunteer Expo and facilitators to deliver the 'learning and exploration experience' for the winning schools. Unfortunately, due to Covid this activity was postponed and then cancelled.

Find Your Voice – All materials from this project were uploaded onto the website for members to use. I also provided written feedback to Past National President Neil Harvey for a project evaluation event with Big Lottery.

Website / Social Media – Created the 'ASC Speech Construction Guidance', 'Body Talk', and 'Using Language Creatively' tools that have been added to the website. I have also continued to manage the @ASC_Education twitter account and ASC Education Blog. Finally, I designed the content for the new Edinburgh Speakers Club website which was shared on the ASC Facebook page and could provide a template for other clubs.

Other Support – Chaired the South East District AGM and organised the Northern District AGM. I worked alongside Verity Eunson Hickey and Stephen Dance looking into our vulnerability in relation to the Equalities Act 2010 and subsequently participated in a Zoom call with our remaining "single sex" clubs. I arranged a Zoom call with every corporate club in the ASC to update them on the change and improvement process, discuss future growth plans, and get their feedback on how to approach other companies.

Next year and beyond

We have a high-quality education offer that members are engaging with. We have contests that have been strengthened through feedback consultations and improvement work. We have a conference weekend that has evolved to creatively celebrate learning and development. We have many partner organisations talking positively about us and looking to us for advice on strategic leadership, organisational change, and innovative practice. We have a new updated Speakers Guide that is tailored for the next generation of ASC members at a fraction of the current price.

If we are to realise the full potential of these improvements, we must be willing to change our systems and our culture. For the survival and growth of the Association this AGM must deliver a reorganised ASC with improved structure, greater member involvement, strategic leadership terms and a more accessible constitution and rules document. Over the past two and a half years the NEC has delivered the most comprehensive, integrated, and consultative process of any kind in the history of the Association. The change and improvement process is almost finished. We have done the diagnosis and taken most of the medicine. There is one final pill before we can look to recovery... outwards and upwards.

I have approached this role from improvement science and change management perspectives. On top of the other work in this report, over the past four years:

1. All our existing education and contest materials have been updated
2. New learning and development resources have been produced
3. Games and activities as learning tools have been generated
4. Awards in Leadership and in Evaluation and Judging have been created
5. The “Speakers Marketplace” was included at Edinburgh 2019 alongside seminars delivered by international thought leaders
6. The annual number of members achieving certificates has quadrupled
7. Connections have been established with important partners including World Speech Day and the Victoria College of Music
8. The “National Conversation on Evaluation” consultation, is still leading to tangible improvements in our feedback processes and culture
9. Communication links with club and area education/training officers has improved
10. Introduced the ASC to Lumen5 videos and created the first ever “national conference website”

The next National Education Director could take many different approaches to the role. They will have resources, partners, and communication channels that were not available to me when I started. The successful completion of the ASC Change and Improvement Process will make deeper and broader engagement with our learning and development offer, a much more achievable goal.

National Development Officer: Lucy Pitts

I took up post in mid-March! Interesting timing indeed. Unfortunately, because of a series of unforeseeable events, I pretty much had to hit the decks running ...but surely that is the best way! However, despite the poor timing, I am pleased to report that in the area of development, the ASC has made some significant progress.

- **Zoom.** With the invaluable help of Marina Roberts, many of our clubs have adapted and adopted Zoom and online meetings during the ongoing pandemic. The ASC has provided Zoom accounts for each district and I've tried to assist members by producing a number of "support and guidelines" documents which have been published and distributed.
- **The ASC Website.** Over the course of the summer, I've worked with our web provider to create a new website. There is still work to be done and indeed, it will be an ongoing project to ensure that the website remains interesting, relevant and vibrant. It was launched in early July. It has a Club Finder feature, is aligned with the new Speakers Guide and has a blog. The old site is still in existence. The next stage is for the old site to be trawled so that we are sure that we have all relevant information and then a re-direct will be put in place.
- **Social Media.** When I took over there were two LinkedIn channels, two Facebook pages, two YouTube channels and the Facebook group. The Facebook group has grown in numbers by 28% (approx.) in the last 6 months and levels of engagement are high. It's a dynamic page. Whilst it's not without issues, I believe it has become an essential part of the ASC comms suite.
- There are now just one Facebook page and LinkedIn page, which have been brought in line with the website branding. There has been a consistent schedule of twice weekly (minimum) posts on both pages since the beginning of July using the Buffer scheduling tool. The result is that the follower numbers for both have doubled and we have had a slow but steady number of enquiries. There is much work to do still but it's a promising start. YouTube is the next port of call.
- **The Speaker.** There is a new and diverse team in place ready to take on the production of The Speaker. There is also a new straightforward process in place to make the gathering, editing, proof reading and design aspects much easier and more efficient by taking advantage of a flat plan and Dropbox. The team are familiar with this. As a holding position while the new team was found and trained, I took on the production of the autumn 2020 edition which is now on the website.
- **Growth.** We've managed to produce and publish two growth guides and assisted Horsham SC with the production of a Zoom assignment guide. These are available on the website and can be found on the ASC FB group page. There is a meeting planned for early December, at which the NE will start to put together a comprehensive plan for growth. Working with others, I see my role as being an important part of this.
- **Other comms.** Mailchimp remains another important method of communication. We've tidied up the template used and open rates remain high.

Despite everything that 2020 has thrown at us, I believe we've made promising and significant progress. We've also identified important areas where we can improve. The other members of the NE / NEC and our members generally have been wonderfully supportive and made me feel very welcome in my new role. Much of the credit for what has been achieved goes to them.

Chair of Constitutional Committee: Jackie Mafi

The focus of the Constitutional Committee this year was solely upon preparing a new Constitution and Rules to support the ASC's major change and improvement process.

The Committee met on numerous occasions by video conference commencing in August 2019 to begin the work on the new Constitution and Rules. Assisting the Committee to provide legal support was lawyer, Verity Eunson-Hickey, also a Horsham Club member. The Committee is extremely grateful to Verity for her experience and knowledge.

The new Constitution and Rules was circulated to members at the end of July 2020 and a video presentation held in September 2020 for members. The Constitution and Rules has had changes made to it as a result of member feedback.

The adoption or not of the new Constitution and Rules will depend upon the outcome of the vote on the change and improvement omnibus motion presented to General Council on 28th November 2020.

Report from the National Treasurer: Malcom McKechnie

<u>Income</u>	<u>2018</u>		<u>2019</u>	
Capitations - Full	27,117	(1,179)	29,475	(1181)
Capitations - Student	426	(37)	488	(39)
Capitations - Affiliated	100	<u>(1,216)</u>	50	(1220)
Profit from Materials Sales	181		-251	
Donations / Bequests	461		292	
Total Income	28,285		30,054	
<u>Expenditure</u>				
National President (s) Expenses	1,970		1,542	
NEC Meetings	8,555		5,060	
Education	1,706		473	
Funding Grants	0		100	
New Club Start Up Grants	150		0	
Meet - Up	0		181	
Development / Publications	349		1,046	
Materials Officer Expense	194		148	
Speaker Magazine	5,831		5,700	
National Secretary	283		187	
National Treasurer	128		80	
Constitution Committee	822		0	
Insurance	457		505	
Archives	18		19	
Sundries	47		166	
Depreciation of Assets	219		199	
Conference Delegates & Contestants	5,184		5,680	
National Conference AGM Contribution	1,000		1,000	
Uncashed cheques				
Total Expenditure	26,913		22,086	
Surplus / Deficit on activities	1,372		7,968	
Conference Surplus	583		1,525	
Presidents Dinner Weekend	42		23	
Net Surplus / Deficit for year	1,997		9,516	

Conference Account

Income

Delegate Fees	8,048
Raffle / Tombola	844
Contribution to AGM Room Hire	1,000

Total Income	9,892
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Expenditure

Hotel Room Hire & Meals	6,021
Printing & Stationery	411
Seminar Presenter Expenses	411
Sound Equipment	500
Contestant Prizes	280
Photographer	200
Miscellaneous Conf Team	544

Total Expenditure	8,367
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Surplus / Deficit on activities	1,525
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Materials

Sales	3,222
Opening Stock	6,679
Purchases	4,665
Less Closing Stock	7,891
Cost of Goods Sold	3,453
	<hr/> <hr/>
Profit from Materials	-231
	<hr/> <hr/>

Presidents Dinner Weekend**Income**

37 attendees at £29.00	1,073
Raffle	88
	<hr/> <hr/>
	1,161
	<hr/> <hr/>

Expense

40 Dinners at £24.00	960
Teas / Coffees 50 x £2.00	100
Team Prizes	28
Hotel Gratuity	50
	<hr/> <hr/>
	1,138
	<hr/> <hr/>

Surplus / Deficit	23
	<hr/> <hr/>

Northern District Finances

Income	364
Expense	310
Surplus / Deficit	<hr/> <hr/> 54

National Lottery - Scotland

Income	6,290
Expense	-3,611
Surplus / Deficit	<hr/> <hr/> 2,679

Fixed Asset Register

	National Trophies	Chains of Office		Regalia	Coulson Scott Presidential Chain	Total
Cost						
As at 01st January 2019	3,172	1,445		702	3,708	9,027
As at 31st December 2019	3,172	1,445		702	3,708	9,027
Depreciation						
As at 01st January 2019	2,144	1,279		586	2,922	6,931
Charge for the year	102	15		11	71	199
As at 31st December 2019	2,246	1,294		597	2,993	7,130
Net Book Value						
As at 01st January 2019	1,028	166	0	116	786	2,096
As at 31st December 2019	926	151	0	105	715	1,897

Depreciation is provided at 10% per annum on the net book value of the asset.

Liabilities

Overpayment of Capitation Fees 728

Pre-Payments

Conference 2020 Website 300
Public Liability Insurance 2020 530
National Conference Hotel Deposit 500

As of 31st December 2019 Assets & Bank Accounts

Main Bank Account 35,158
Conference Bank Account 5,125
Materials Stock 7,891
Fixed Assets Net Book Value 1,897

50,071

I have examined the books and records presented to me for the year ended 31st Dec 2019 and consider the Income & Expenditure Account & Balance Sheet to be a true and fair record.

Signed: _____

(h)Zoom Guidance

Below, I have outlined what I hope is sufficient guidance for those who wish to attend General Council to do so without any major technical hitches. I will be on call and able to assist. I would ask if you are new to zoom that you please login into the call **at least** half an hour in advance so we can try and sort out any issues as soon as possible. I would also encourage that you test this out logging in. by selecting 'New Meeting' and familiarising yourself with MUTE, VIDEO ON/OFF and the 'chat' function.

Voting

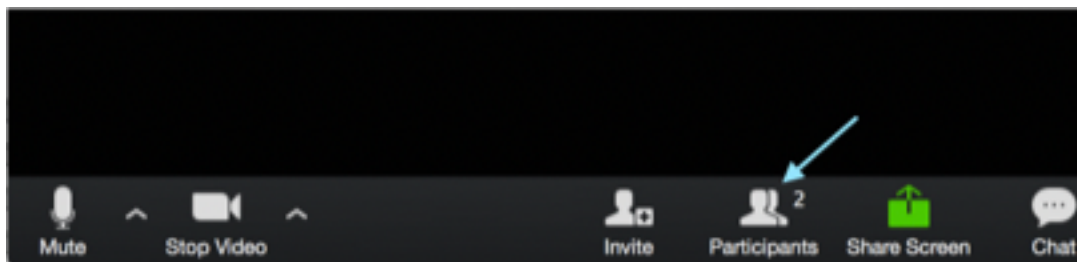
When we come to vote on a motion, voting delegates will remain so that they can vote in the poll. Attending members who are **not** voting delegates will be allocated to the waiting room for the duration of the vote and will be manually returned once it has been completed. On all devices, the poll will flash up automatically. You need only select YES, NO or ABSTAIN.

Raise Hand

If you wish to speak in the meeting, you **must** use the 'Raise Hand' function. If you put your actual hand up, there is a danger the host will not see you and you will not be able to speak.

By Computer: Click "**Participants**" on the Zoom Menu Bar.

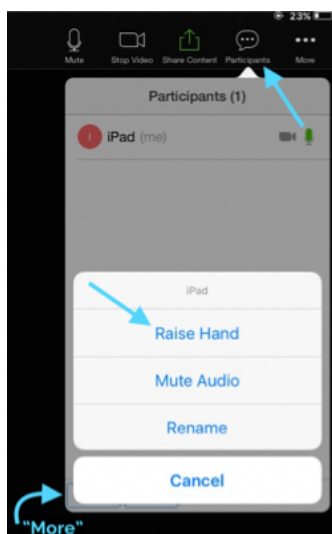
(The Zoom menu bar appears at the bottom of the Zoom window once the meeting begins. If you don't see the menu bar, move your mouse slightly and the bar will appear. The bar disappears after a few seconds when in full-screen mode.) The white Participants box that appears after you do Step 1 has a **Raise Hand** command at the bottom, just click that to raise your hand.



By Tablet:

1. Click "**Participants**"

2. Choose "**More**" at the bottom of the Participants screen 3. Choose "**Raise Hand**"



(f) Rationale behind rejection of amendment

Notification was received by the National Secretary within the required timeframe, of an amendment (as detailed below) to the omnibus motion to be proposed at the General Council to be held on 28th November 2020.

Reasoned Amendment

Greenock Speakers Club welcomes the move to democratise the Association and considers, because of the significant changes contained within the composite motion that, not just the current voting delegates, but every ASC member should be able to vote on them and therefore it is proposed THAT the only item from the composite motion which should be voted on at the November 2020 AGM is clause 4 (namely that the General Council replace the current voting system of one club one vote with the new system of one member one vote).

Proposed: Chris Robertson President Greenock Speakers Club.

Seconded: Ken Crilly President Argyll and Clyde Area.

This amendment was considered by the Constitution Committee under the following basis:

Did it have the required support ?

Was it competent ?

The Committee agreed that the amendment had the required support. However, after careful consideration, the Committee recommends, for NEC ratification, that the amendment from a process point of view as well as from an ASC constitutional point of view is not competent. The following are the Committee's reasons for this recommendation.

1. The stated purpose of this amendment, namely "that every ASC member should be able to vote on them" has already been achieved by the extensive consultation process that has taken place, and the proposed amendment is therefore redundant. Voting delegates are reminded that they are obliged when voting to take into account the views expressed in, and the votes cast, following discussion within their Club.

2. A motion must propose an action that can be implemented. The amendment proposes an action that cannot be implemented if the new Constitution and Rules is not also adopted. Adoption of only the OMOV amendment without constitutional change would be impossible as the current constitution does not allow it; the current Constitution and Rules is based on Clubs being the members. Should this amendment proceed, be supported on the day, and the subsequent substantive motion pass, the NEC would be in the untenable position of being unable to deliver on the will of General Council. Whilst four separate motions could have been presented it has been explicitly pointed out, through various communication channels, that their partial adoption would cause difficulty and disruption.

3. It is acknowledged that motions approved at General Council can mean a change to the Constitution and Rules following approval. However, previous motions have involved minor or few clause changes. The scale and complexity involved in a whole voting system change is impossible without constitutional change. This is not something that can be partially delivered, worked through operationally until the rules caught up. Adoption of only the OMOV amendment, and the subsequent substantive motion if passed, would require the current Constitution and Rules to be rewritten to incorporate much of the new Constitution and Rules. The Constitution Committee considered that this to be inappropriate.

4. Inappropriate style of amendment

The Citrine rules of formal meeting procedure ("The ABC of Chairmanship", fourth edition printed in 1982 and reprinted in 2011, by Walter Citrine) are clear and explicit on when and where it is appropriate to use different forms of amendment. On page 33 it states that there are 5 types of amendment with the fourth one being "To delete practically the whole of the motion and substitute a counter proposal." The proposed amendment meets the fourth amendment criteria.

However, page 44 forms part of a chapter which firstly informs how to deal with amendments in a formal and fairly rigid manner stating this is the right course where the meeting is a large one and where motions have been circulated in writing beforehand. The omnibus motion was circulated to all members with a huge lead in time. The ideas in the motion have been consulted on at length by the membership across multiple communication and discussion channels with feedback already acted upon.

The counter amendments or substitute motions really only come into play during smaller meetings where the wording of motions is difficult to keep track of and Citrine explicitly states that the "correct" forms of amendment for larger, more formal meetings, where motions have been shared in writing are amendment types 1-3 (addition, deletion, substitution)

(g) Summary of Change Process

Summary of the ASC Change and Improvement Process

Rationale and process of delivering change while involving the membership

Situation: Loss of over two thirds of members and clubs over the past 8-9 years with the ASC on a trend to disappear in the next five years. This was before Covid shut down face to face interactions with less than half of clubs embracing Zoom based meetings so far. Our opaque National AGM costs us members every year, current systems promote inertia, and our structure needs over a third of the membership to volunteer on committees. This is unsustainable.

Response: After York 2018 a working group drew up a comprehensive plan for change and improvement. This went out to every club member for consultation and feedback via questionnaire. Presentations and discussions were held at District Conferences prior National Conference. At Edinburgh 2019, the AGM overwhelmingly backed the NEC to evolve the change proposals. Since then numerous re-drafts of the various elements have been completed based on further member feedback. An Omnibus Motion for the whole “ASC Change and Improvement Process” was drawn up to go to the 2020 National Conference that has been rearranged due to Covid. Six zoom presentation and discussion events were organised to involve the membership in refining and fine tweaking the final versions.

Elements of the Omnibus Motion requiring support of voting delegates at the National AGM

- Boundaries and Management – Structure to be simplified requiring almost 100 fewer volunteers on committees with activity focused on sustainable initiatives at club, inter-club, and area level.
- One Member, One Vote – Massively increases the decision-making franchise, giving everyone a stake in the Association beyond their own club.
- Increased Presidential Terms – Enables stronger strategic thinking, higher quality leadership, and more stable succession planning.
- New Constitution and Rules – Written in plain English as far as possible and produced to support all the other changes and improvements.

Elements that have already been delivered

- The new Speakers Guide – Completely re-imagined guide that takes the best of the current version and builds on it with current learning and development theory, communication thinking, professional design, high quality photographs, every education improvement over the past 5 years, and all our partnership working. Where the current 250 page black and white guide has a unit cost of approx. £11, the unit cost of the new 64-page guide is approx. £2. If the change motion is adopted in November this new guide will be given out free to all members who paid capitation in 2020.
- The new website (<https://the-asc.org.uk/>) – Lucy Pitts has totally redesigned and updated WordPress based website that is easy to access and easy for us to maintain... a huge step forward. There is also the new Speaker Magazine, available on the website in an electronic format with a new design.
- Streamlined administration and financial management processes – Paul Taylor (former National Secretary) and Malcolm McKechnie (National Treasurer) have done a huge amount of

improvement work behind the scenes to make our processes far less labour intensive, save a huge amount of money on NEC meetings (even before Covid), and open up further opportunities for better communication through all member emails and other channels.

- Rolling 3 Year Plan – Previous attempts at strategic planning for growth have failed not because of the people involved or the quality of the work, but because they didn't have the communication tools we have now and because planning handover from one National President to the next was challenging without any systems in place. Jackie Mafi (Immediate Past National President) introduced the rolling 3-year plan to solve this issue alongside increased presidential terms.
- Compliance Handbook – Paul Taylor and Michael Cox (former and incumbent National Secretary) have led the work on issues including GDPR (General Data Protection Regulations), bullying and harassment, and safeguarding, to make sure the Association is fit for purpose in the 21st century.
- Equalities Act 2010 – Tom Scott, Stephen Dance, and Verity Eunson-Hickey investigated our operation in relation to this act. They concluded that we were currently operating outside its provisions, putting the Association at risk. All clubs and the entire ASC are now open to all and do not discriminate against any of the “protected characteristics”. There are no longer any single sex clubs in the Association.