

PSC AGM 2022

President's Report

September 14th, 2022

This report will cover the time from our last AGM on October 26th, 2021 to the present.

Board Matters

It has been another very productive and active year for the Board. We were very aware after the last Board meeting in 2021 that we needed to recruit new members to our Board. This was important for the following reasons:

- We only had 5 members elected to the board at the 2021 AGM, and one of those people had let us know she would like to step down from the Board once we were able to recruit new Board members.
- We were aware that we needed to diversify the skills matrix of people holding Board positions. We needed new members with legal, social media and administrative skills.
- PSC had made a change to the PSC Rules to allow us to have up to 8 members on the Board.
- Our current Board members had been part of the organisation for a long time; some from the very beginning 11 years prior, and some were realising they needed to look at winding back their active work.

We advertised and were pleased and pleasantly surprised with the response we received with a large number of very skilled and potentially suitable people applying. We interviewed and chose 3 people we thought would offer PSC the valuable skills and experience we were seeking as well as having the ability to work well with our existing team.

I am very pleased to report that the three people we invited all accepted our invitation and as well as being delightful people to get to know and work with, have all brought with them renewed energy and valuable and varied skills and experience from the corporate world. They were introduced to the existing Board and to each other at the Board meeting on 2nd April this year and then became voting members on 7th May.

Their respective bios which will be updated on the PSC website are as follows:

Yalcin Adal is a cybersecurity professional working for the Bureau of Meteorology. He is committed to the health and well-being of people and communities and to contributing to the Bureau's mission of zero lives lost from climate hazards. He has a PhD in science, is an advocate for data driven policy responses and believes deeply in PSC and the work it does. Yalcin is proud to be the Secretary of Board.

Tim Fisher is Head of Engagement with the Energy Efficiency Council, and is also a board member of the Emerging Writers' Festival. For two decades Tim has worked as a journalist, editor and educator for the ABC, SBS, RMIT, Broadsheet and elsewhere, and now devotes much of his time to storytelling and communication around climate change.

Monica Taylor is a lawyer who works across the community legal, university and social service sectors. She is passionate about the need for fair and just adaptation in the face of the climate crisis, and is undertaking a PhD to examine how climate change affects the civil legal needs of vulnerable members of our community. Monica is humbled by the incredible work that PSC does, and believes that emotional

engagement with feelings of climate distress is vital to supporting better mental health, and ultimately harnessing action on climate change.

Other Board member news

Libby Skeels stepped down from the Board once the new Board members had been invited in order to focus on other priorities in her work for PSC. Libby continues her work as a facilitator and presenter. She is one of the founding members of PSC and we have missed her presence on the Board. During meetings Libby had the ability to hone in on an issue being grappled with, and offer valuable insights. She was a compassionate, kind and considerate presence as part of the team and was a delight to work with.

Anne Clancy has let us know that she will not continue as a Board member after this meeting. Anne has been a longstanding volunteer for PSC, first as a Committee member and a facilitator in workshops and then as a Board member. She has been very supportive in the role of Deputy Chair of the Board this year, particularly as it has been a time of settling into this new role for me. We will miss Anne's warm presence and her valuable and wise counsel. Anne thinks deeply about issues and has made valuable contributions to Board decision making. Her interviewing and recruiting skills and experience have been invaluable this year. She has generously offered to provide her interviewing expertise in the future should the need arise.

Role of ED

Carol Ride has been working full time as a volunteer in this role. It has been an extraordinary contribution from Carol who has been the driving force of PSC since its beginning. Under her guidance the organisation was originally formed and has steadily grown in recognition by climate groups and the wider community for the important work it is doing in supporting people emotionally to face the climate reality. Carol has a unique combination of skills which make her very effective in engaging others and forming solid lasting relationships with a wide range of people and organisations. She is a very creative and innovative thinker and is able to encourage others and bring them along with her.

Carol has let PSC know that she would like to step down from the position of ED by April next year. In the meantime for family reasons she will be reducing her work commitment to two days per week. Carol has said she would like to stay involved in the work of PSC in other ways, particularly in Programs.

The Board has planned a half day planning day to be held on Sunday 16th October on zoom to explore the options available to the organisation to fill this role. Funding options and possibilities will also be on the agenda on the day. We had been hoping to be able to all meet in person but the last wave of omicron meant we decided to wait a little longer before doing that.

Other employment- Office and Administration Manager

Maria Brett had been employed in 2021 as Outreach Manager. Her task was to set up the Outreach Program. Carol spoke of her work in the last President's report. Maria's contract was due to expire in February and we realised at that time we were not going to have sufficient finances to employ an Executive Director as we had hoped to do. We decided instead to advertise for a part time Office and Administration Manager to assist with the office administration.

Avril Charbra joined PSC in March. Avril was employed for 16 hours a week initially and has been an incredibly supportive person in the role. In addition to her allocated tasks she has worked tirelessly to rectify IT issues, and has researched a CRM and engaged a company to administer it for PSC. Sadly Avril needed to cut back her hours and then leave the position in August. We re-advertised and have recruited Maria Griffin for the position. Maria commenced her work in August. Maria is multi skilled in a

range of management areas as well as being a writer. We feel very fortunate to have her join us and look forward to working with her and getting to know her better.

Membership

Our current membership as at the end of August:

- Full Member : 51
- CAP Member : 26
- Student Member : 13

Documentation

Board members have been working hard to write policies and add to those Maria Brett compiled, in order to complete a PSC procedures manual. Board Privacy and Confidentiality and new Board member appointment to Board documents have been compiled by Monica, and a comprehensive Risk Strategy policy has been worked on over a period of time and is near completion. Yalcin has experience in risk assessment and was able to skillfully lead us in this endeavour. Detailed individual role descriptions for Board members and the Management team are currently also being written and updated

2022 Programs + CAP + Communications AGM Report

**Provided by Beth Hill,
Program Development Coordinator**

Programs

It has been a busy year in Programs. Beth, Carol, Charles, Carol-Ann, Libby and Christie continue to meet fortnightly to set the strategic direction of PSCs program offerings, review and evaluate workshops, and plan for upcoming offerings. There has been some new workshop content created as well as a new consistent offering of a monthly climate cafe. We have three new facilitators joining us and have successfully signed up one organisation for a PSC support package. We need to think strategically about how we sustain program offerings going forward (especially how we value and account for the enormous contribution of volunteers in this space) and Beth and Carol have been working hard to develop a strategic Programs plan that aligns with fundraising for the coming 3 years.

Summary of Programs Event Offerings in 2022

- We currently have a total of 41 events that have been planned from January-December 2022. These events will generate an estimated \$25,000.
- These 42 events break down to around 74 hours of delivery time. While it is hard to provide an accurate estimate of the design, prep and delivery time across the differing workshops and differing number of facilitators required for each offering, it is estimated that total prep/follow up time amounts to roughly 600 hours. The vast majority of these hours are attributable to our dedicated team of volunteer facilitators.
- 4 of these events were run for PSC staff, volunteers and board members. 8 of these were longer form workshops for organisations, 7 of these were interactive seminars for organisations, 4 were panel discussions with organisations or conferences, 9 of these were talks given to various organisations, community groups or conferences, and 6 were Climate Cafes.
- This year we reached a wide spread of groups and organisations including engineers, GPs, artists, psychiatrists, psychologists, social workers, counsellors, psychotherapists, health

professionals, climate activists, highschool students, teachers, environmental campaigners, local councils, scientists, social researchers, policy makers, mental health professionals, sustainability educators, universities and the insurance industry.

- It is estimated that by the end of 2022 we will have reached around 1200 people through our various events.

New Offerings

- Climate Cafes - Carol-Ann Allen and Christie Wilson have led a wonderful initiative running monthly climate cafes for the general public on the fourth Sunday of each month. They have been well-attended so far, and have been very useful follow up spaces for participants of other workshops that PSC is running. Christie is currently putting together a Climate Cafes Australia website that will be separate but connected to the PSC website.
- Carol-Ann and Beth recently designed a new section for our burnout workshops which they ran for the Australian Conservation Foundation (ACF). It was very well received and will be run again in September.
- Christie and Beth designed and ran a new workshop 'Intro to Facilitation with PSC' which was run under the CAP PD program, but which is related to the recruitment and training of PSC facilitators.
- Programs initiated a new series of 'PSC in Conversation' events with leading thinkers in the field of climate psychology. In 2022 there are four: George Marshall, Blanche Verlie, John Wiseman and Glenn Albrecht. It is hoped that these events have a wider appeal than our usual workshops, widening our audience and also generating new ideas and reflections in this area that will feed back into how we think about the development of our programs. At the time of writing three of these events are still to take place.

Organisational Support Packages

This year we designed and began offering Support Packages to organisations who we have consistently worked with in the past. So far we have been in discussion with Climateworks and the Climate Council, DEA (Doctors for the Environment Australia) and ACF (Australian Conservation Foundation). We feel that re-starting these conversations for the year 2023 will be useful and hopefully we'll have at least one or two sign up for an annual support package in 2023.

Tipping Point signed up for an PSC support package that will run from October 2022 till May 2023, generating around \$11,000 in revenue.

Facilitators

This year Beth has been putting a lot of time and effort into expanding our group of PSC facilitators. It can take time to find the right people who are experienced enough, a good fit with PSC and available to volunteer-facilitate enough hours each month. We now have a clear system of orientation and training involved for new facilitators which will hopefully help with retention and consistency across our offerings. Some of these new facilitators have come through the CAP program which has been a really fruitful source of skilled and experienced psychologists and facilitators and an unexpected benefit of the CAP program.

In 2022 we have three new trainee facilitators: Andrea Breen, Bianca Crapis and Frances Sutherland. There are another 3 possible facilitators who Beth is currently working with to determine what might be possible in 2023.

The Programs team is currently in discussion about ongoing training for existing facilitators that explicitly addresses issues of welfare, inclusion and intersectionality as well as further tech training.

Working Groups

There are currently two working groups operating in the Programs area.

- The AEGN (Australian Environmental Grantmakers Network) Working Group is made up of Beth, Carol, Tim, Carol-Ann, Charles and Christie and has been working together to strategise and put together an interactive seminar for the Australian Environmental Grantmakers Network.
- Burnout WG is made up of Beth, Andrea and Sally and has formed to build new content for workshops and writing around burnout.

Evaluations

Workshops are regularly evaluated by facilitators following their delivery and debriefed in the fortnightly Programs meeting. A fuller evaluations report needs to be prepared in 2023 that collates all the evaluations from 2022. A brief summary of the facilitator evaluation reflects that our workshop attendees are still majority white and majority female, and this is something that Programs is hoping to address further in 2023. Some feedback highlights include:

"I really enjoyed this workshop- The presenters were fantastic and wonderfully identified some of the fundamentals of self-care and burnout and how to manage. Would love to be able to offer something similar with community groups." (Burnout workshop)

"I saw it as a worthwhile and informative session. It was eye-opening if for no other reason than realising the feeling of burn-out is more widespread than I would have envisaged (and therefore quite rightly requires interventions such as this)." (Burnout workshop)

"I liked being able to share openly and safely with others about my grief and fear around the climate emergency. It made me feel less alone." (Grief Workshop)

"Taking away a stronger connection to this team. Seeking to work on techniques to speak mindfully about emotions" (Interactive Seminar)

"Taking away how actually we are hungry to share how we feel and that it's very important in this work environment" (Interactive Seminar)

"Comradery with fellow staff – great to share our feelings and views." (Grief/Burnout Workshop)

CAP Professional Development and Membership Network

Summary of CAP Professional Development Offerings in 2022

- There were 16 Professional Development Offerings in 2022 (including monthly CAP intervention groups).
- This amounts to 38 hours of delivery time. Again, while it is challenging to accurately estimate the total facilitation time associated with the PD, it is estimated to be around a total of 105 hours of

design, prep, delivery and follow up time by facilitators, again the vast majority of which is undertaken by our dedicated volunteer facilitators.

- These offerings are estimated to generate around \$11,000 by December 2022.
- Overall we had 51 people attend PD1, 34 people attend PD2, 28 people attend PD3.
- 14 people attended the first Intro to Facilitator training (the second is yet to run in November, we estimate another 10 people attending).
- The geographic reach of the CAP Professional Development program extended to almost every state in Australia (except the NT), (as well as) Canada, USA, NZ and the UK.

CAP Stats

- There are currently 24 CAP Members
- There have been a few applications to be CAPs that require the attention of Beth, Carol and Charles. It is possible that we need to review the application system to account for irregular applications, it is also possible that this may just be a part of the work entailed in running the CAP network.

Pilot CAP Intervention Group

Christie Wilson has started a pilot of a CAP Intervention Group. The current group of 8 CAP members will meet once a month until December. Christie is evaluating each session and hopes to run a longer-term formal group starting in 2023 for CAPs who are seeking further professional development and peer support in this emergent space.

Evaluations

PD offerings are regularly evaluated by facilitators following their delivery and debriefed in the fortnightly Programs meeting. A fuller evaluations report needs to be prepared in 2023 that collates all the participant evaluations from 2022. Some feedback highlights include:

"I hope you hear this a lot, but that honestly was one of the best-facilitated and structured webinars I've ever done (and boy have we all done a lot these past few years)." (PD1)

"Thank you, such an amazing session! I have learnt so much in such a small amount of time. Incredible work you are doing." (PD1)

"Thank you, this was really helpful and well put together..." (PD1)

"I'm taking a love for and a feeling of connection with others. A changed sense of purpose." (PD2)

"Better understanding of my own emotional reactions and responses to the climate reality. Funny how it all comes out differently when we draw it and bypass the 'thinking filter'!! I know I need more mindfulness and self compassion practice, this was a lovely reminder of that as well" (PD2)

"I am so happy to be able to continue working with you all - that we can shoulder each other up" (PD3)

"Thank you for providing such a safe space to discuss with like-minded people." (PD3)

"Thank you so much! Very moving, energising and helpful." (PD3)

"It was all very good - I enjoy the intimacy and trust in breakout groups... the information and learning in the whole group presentations was wonderful too" (Intro to facilitation)

"I felt this was a lovely introduction. Enjoyed the participator / facilitator / co-contribution opportunities."
(Intro to facilitation)

Newsletter

- Starting in June this year Beth and Bianca switched the newsletter format to include longer blog pieces from PSC volunteers and members with the longer term idea of the usefulness of creating our own content for cross posting with the website and on social media. We also gave the newsletter a fresh new look and began more proactively planning ahead for different editions.
- In August Beth attended a series of 4 Professional Development seminars on newsletter writing, and is incorporating her learnings from these into plans for 2023.
- The newsletter currently reaches 1296 subscribers, and has an open rate of 46.3% and a click rate of 4% over the last six months. (For reference, the average non-profit open rate according to Mailchimp is 25.17% and the average click rate is 2.79%)

Social Media

- Our social media volunteer stepped down in April 2022, and regular posting and monitoring of social media has been on the back burner since this time. We currently have accounts with Facebook, Linked-in, Twitter and Instagram. We are only active on Facebook.
- We have 79 followers on our PSC Linked-in page, 181 followers on Twitter, 1443 Facebook Likes.
- In June, Beth, Jess and Tim met to discuss a plan for social media going forward and came up with some concrete action points to improve our reach and use of social media in the interim before we have a proper social media strategy.
- Beth and Maria Griffin are now working on implementing these action points and developing a social media strategy for 2023.
- Beth has been experimenting with Facebook advertising for some of our events, there is no appreciable value in terms of ticket sales, however it does seem to boost overall engagement with our page.
- Sally Gillespie was recently involved in a Twitter takeover on Croakey Health Media website (15,000 followers) on behalf of PSC.

PSC in the Media

We currently do not have a centralised place where we track our media mentions or interviews so this is not a complete picture of media engagement this year.

- Beth did an interview with Channel 10 News regarding people choosing to not have children in light of climate change
- Rolling Stone September 2022 'Climate of Fear: how Inaction is Taking a Toll' Beth quoted and interviewed on climate distress.
- The Age/SMH Sept 2021 Beth interviewed and quoted for 'Having kids in the climate crisis, would you do it?'
- The Age/SMH November 2021 Charles interviewed and quoted for the article " IPCC report 2021: How ordinary people handle climate distress".
- News.com.au Charles interviewed and quoted in "How young Australians just got screwed over-and it's not housing"

- Canberra Times and other Fairfax outlets - Charles and Sally wrote an article " The importance of acknowledging climate distress"
- Sally was interviewed and quoted in this report just released
<https://home.greenerspacesbetterplaces.com.au/four-plant-trends-to-embrace-in-2022/>
- Sally writes a monthly blog for Kiddipedia where she is listed as PSC member
<https://kiddipedia.com.au/how-young-people-feel-about-the-climate-crisis/>

PSC Writing Working Group

- Sally Gillespie has started a Communications Working Group whose main focus is on supporting PSC volunteers with writing projects related to climate psychology.

That ends the Programs, CAP, and Communications Report from Beth.

Conclusion

Thanks to Beth and the Management team for the impressive amount and quality of work undertaken this year. It is a phenomenal output to be achieved especially by just 2 part time paid staff and a dedicated group of volunteers.

Volunteers do, and always have, played a pivotal role in first the formation of PSC and then its ongoing work. Apart from the Board members and volunteers working in Programs and already mentioned in Beth's report, there are two other volunteers who have offered their time and expertise. They are Brenda Dobia who does presentation work for PSC from time to time and Elise Bryant, our resources volunteer.

Sincere thanks to all volunteers for your wonderful work. PSC would obviously not be able to operate without your commitment and contribution.

It has been an incredibly productive year for PSC. Thanks to you all for your dedication, expertise and commitment. I look forward to working with you all during the coming year as we build upon what has already been created.

Rosemary Crettenden
Chair of Board
14th September 2022

