



Mount Beauty & District Men's Shed Inc.

Strategic Plan (2021/22 – 2025/26)

1. Introduction

This is the fifth revision of the 5 year plan for the Mount Beauty & District Men's Shed. The Shed was formed in October 2011 and now has 54 individual members and three organisations as members. The new 24 metre by 9 metre Shed, in Tennis Court Avenue, was officially opened by the Member for Benambra, Bill Tilley, on the 19th February 2016. An extension of 12 metres by 9 metres was added during 2020/21, with a move in during September 2021.

The concept for the Mount Beauty & District Men's Shed is similar to the other 1000+ Sheds established across Australia. There are over 100,000 Shed members nationwide. The Shed is affiliated with the Victorian Men's Shed Association and the Australian Men's Shed Association, and also received support from Alpine Health. Since inception, the Shed has received wonderful support from Federal, State and Local Governments, AGL, local banks, many local businesses, community organisations and members of the community.

The main purpose of the Shed is to support the health and well-being of men, particularly those aged over 50, who live in the Upper Kiewa Valley. The age profile from the 2016 census indicates that 50% of the local population are aged 50 and older, compared to the Australian average of 33%. Approximately 49% of the over 50 are men. The median income for this area is well below the State and National average. Many of the members have lived in the area for decades and previously worked on the Kiewa Hydro-electric Scheme or in the now defunct logging and tobacco farming industries. The members come from a wide variety of backgrounds. Mount Beauty is a remote locality and does not have many of the facilities and activities that larger centres are able to offer older men. The Shed provides workshop facilities and a multi-purpose resource for other community organizations in Mount Beauty.

Over the past three decades Mt Beauty and the surrounding communities have experienced continued hardship with drought, industry demise, floods, bushfires and the COVID-19 pandemic. In recent times the dairy industry has undergone significant restructuring. The Shed program provides the opportunity to assist our local men through transition processes.

The Mount Beauty & District Men's Shed provides men with a safe and busy environment (i.e. it encourages them to be physically and mentally active) and by doing so improve their physical, mental & social health, productivity, self-worth, value to the community, connectivity to friends & purpose in their lives. The Shed currently has regular activities for members including monthly BBQ's, and health and other

information sessions. Currently it is open for members on Tuesday's and Wednesday's. The range of activities is increasing.

The primary focus of this 2021/22 – 2025/26 Plan is to ensure the sustainability and improvement of the established Shed. During the past nine years much effort has been put in to building and fitting out of the Shed. An increase in the range of activities available in the Shed has required us to increase our floor space. Over the next months there will be substantial relocation of equipment to reshape the woodwork and bike maintenance facilities, and to set up the metalwork/welding facilities in the new west wing extension. We then need to move to a period of consolidation and retention of members. Over the next five years we will look to grow our membership in parallel with further expansion of the range of activities available.

This five year Plan (2021/22 – 2025/26) has been drafted in a similar format to previous Plans.

2. Mission Statement

To provide members with a safe, friendly and inclusive environment where physical, mental and social health, self-esteem, productivity, community value, life purpose and fellowship are promoted and supported.

3. Objectives

The need for the Shed is demonstrated and supported by the experiences of established men's sheds throughout Australia. Most older men in rural areas feel comfortable in a shed where they can socialize, use their practical skills and contribute to the community, which in turn leads to their better health and well-being. To some extent the workshop activities are the means to the end which is supporting men's health.

Specific objectives for the Mount Beauty and District Men's Shed are;

- To provide a venue for on-going social interaction among members;
- To develop a range of activities in which all members can participate;
- To develop and run programs that will contribute to better health and well-being of the members;
- To conduct a safe, well managed, and well operated community based Men's Shed;
- To maintain the sustainability of the Men's Shed;
- To retain members, as this is an important indicator of success
- To undertake community development and support activities;
- To organize mentoring opportunities
- To actively welcome new members and to be inclusive for all members.

4. SWOT Analyses

As part of the planning process, the Mount Beauty & District Men's Shed undertook another SWOT analysis. The output was recorded and summarised below;

Strengths

- Now have a good Shed in an excellent location
- Long term lease for the Shed site (effectively to 2054) with the Alpine Shire
- Have an MoU with the Shire for the storage shed until 2025
- Enthusiastic & proactive committee
- Variety of skills & experience amongst members
- Good teamwork generated on larger projects
- Excellent website and good communications with members
- Regular participation by up to 50% of members in BBQ's and morning teas
- Have a good working relationship with the Neighbourhood Centre (MOU)
- Well supported by Alpine Health whenever requested
- Positive relationship with the Alpine Shire and AGL
- Active in the community and have good support from the community
- Holding a stock of tools and materials
- Proactive in sourcing funding opportunities
- Variety of income sources e.g. Westpeak raffle
- Good financial position
- Successful Women in the Shed program

Weaknesses

- Limitations because of the age of members
- Average age of members is increasing
- Relatively low percentage of members involved in Shed attendance
- Range of activities for members focused on workshop projects
- The number of health support events has reduced in recent years
- Learning of new skills not offered to members
- Activities and meetings held during normal work hours, excludes men in the workforce
- Some expectations of more "social capital" through volunteering in the community should be achieved
- Some non-compliance with agreed health & safety procedures
- No succession planning for leadership/committee roles
- Space limitations for any future expansion
- Unable to attract many new (particularly younger) members
- Some critics/sceptics in the community
- Decrease in community awareness

Opportunities

- Increase health support activities
- Attract new members who are not interested in workshop activities
- Initiate events/media coverage to increase awareness and assist member recruitment
- Ongoing assistance from the Shire
- Loans/gifts from benefactors and philanthropists possible
- Have Deductible Gift Recipient status to encourage donations
- Grants from Governments, Banks, AMSA, Banks, etc may be available
- A range of fund raising activities including joint ventures with other clubs
- Manufacture and renovate items for sale

- Invite special needs groups to participate (maybe separate sessions)
- Provide out of normal work hours opening times
- Run specific skills sessions, maybe outside the Shed's normal work hours
- Large potential membership in the community
- Expand Shed space by extensions involving AGL, Shire and the NHC
- Increase community awareness
- Hire out facilities to other organisations

Threats

- Serious accident occurs in the Shed
- Serious OH&S non-compliance
- Vandalism or theft of shed/equipment
- Average age of members is increasing
- Risk of member to member friction unable to be resolved
- Risk of reputation trashing in the community
- Overlap with a commercial operator causing problems
- Opposition to the Shed's activities eg noise
- Major reduction in membership numbers
- Unable to get enough volunteers for critical activities
- Health problems with key members
- Burn out in Shed leaders resulting in the Committee folding
- Lack of succession planning
- Shire support could disappear/diminish
- Loss of key income streams
- Competition/overlap by Mt Beauty Neighbourhood Centre, Alpine U3A, etc
- Funding shortfalls, Shed becomes unviable
- Loss of the use of the Storage Shed beyond 2025
- Unable to fund the planned Shed extensions
- External and/or internal fire damage

5. Key Elements

Following on from a review of the Mission Statement, Objectives and then updating the SWOT Analysis, a range of new initiatives have been listed.

(a) New Initiatives

- *Implement more health support programs*
- *Expanded social activity space,*
- *Provide more facilities for non-workshop activities e.g. passive games.*
- *Rationalise storage of materials,*
- *Reconfigure the workshops when the West wing is completed,*
- *Set up bays for new workshop activities*

(b) Capital Works Program Schedule

2021/22 – Shed cooling, paving, landscaping, fitout etc	\$15,100
2022/23 – Additional equipment.	\$5,000
2023/24 – Additional equipment	\$3,000
2024/25 – New equipment	\$2,000
2025/26 – New equipment	\$2,000

(c) Expenditure Budget (Capital & Operating)

The following budget estimates indicate the capital and operating costs associated with the Shed. Operating expenditure includes insurance, water rates, site & building maintenance, power, telecommunications, lease rental, events & activities, consumables, affiliation fees, and administration costs.

Year	Capital Expenditure	Operating Expenditure
2021/22	\$15,100	\$9,500
2022/23	\$5,000	\$9,500
2023/24	\$3,000	\$9,500
2024/25	\$2,000	\$9,500
2025/26	\$2,000	\$9,500
Totals	\$27,100	

(current day dollars)

(d) Funding Opportunities

To continue as a sustainable organization the *Mount Beauty & District Men's Shed* needs to generate ongoing revenue to at least cover the annual operating costs. In regard to the capital funds required to complete the planned extension, the Shed has some cash reserves at present but further grants will be sought to supplement the Shed's fundraising and in kind contributions to the proposed capital program.

The Shed will continue to be active in seeking funds from all three tiers of Government. It is recognized that because of the rapid growth in the number of Men's Sheds across Australia, there will be strong competition for funding.

The Shed will also source funds from philanthropic organisations such as *The Foundation for Rural & Regional Renewal, Into Our Hands Community Foundation*, from residents and businesses via donations, membership fees, fees the Shed charges for its services (restoring, repairing and making) and as well as a range of fundraising activities such as garage sales.

6. Outcomes

Men's sheds have been particularly successful in attracting older men including those who have proved difficult to engage through conventional health, employment, education and training initiatives. The Upper Kiewa Valley with its large demographic of elderly men is no different to other parts of Australia. There are a number older men in the community who are facing issues associated with significant change, including ageing, health, retirement, isolation, unemployment, disability and separation. The shed facility provides the venue to share those life experiences in a more relaxed environment.

The development and local management of a Shed in Mount Beauty aims to provide the following outcomes:

For the Men

- A place to be yourself and do what you want, when you want, how you want;
- Pursue hobbies, pastimes and interests;
- Meet other men to whom you can relate to;
- Ideas exchange;
- A place to learn;
- A place to teach;
- Someone who will listen and not judge;
- Someone who understands;
- Talk shoulder to shoulder;
- Find mateship, camaraderie and fellowship.
- Appreciate being a valued member of the community

For the Community

- Utilising skills that may have been hidden and unused;
- Construction of community projects that may have been unaffordable;
- Some of the problems that older men suffer can be addressed and referred;

Measurement of Outcomes

The Shed Committee has introduced a number of Key Performance Indicators in an attempt to measure the success of the Shed in achieving the stated outcomes;

- Number of members – 80+
- Number of members who do not renew membership - <5
- Number of health support events – 3/year
- Number of new activities added – 1/year
- Financial viability – Minimum cash reserves held > 3 years of annual operating costs
- Maintain fundraising sources at least to previous year's levels.

The KPI's will be assessed at the end of each financial year and a report presented to members at the Annual General Meeting.

7. Programs & Activities

The Shed conducts four main categories of workshop based activities:

- a. Personal projects;
- b. Shed improvement projects;
- c. Projects for individual people in the local community;
- d. Community involvement projects.

Members are invited to become involved in any or all of these according to their own capability or interest. Alternatively, they can just come to the shed and have a chat with friendly guys as they go about their tasks or share a bit of company, either over a cuppa, or working on a project.

Good health is based on many factors including feeling good about yourself, being productive and valuable to your community, connecting to friends and maintaining an active body and an active mind.

Becoming a member of a Men's Shed gives a man that safe and busy environment where he can find many of these things in an atmosphere of old-fashioned mateship. And, importantly, there is no pressure. Men can just come and have a yarn and a cuppa if that is all they're looking for.

Members of Men's Sheds come from all walks of life - the bond that unites them is that they are men with time on their hands and they would like something meaningful to do with that time.

Examples of activities conducted to date by the Mount Beauty and District Men's Shed include;

- Woodwork
- Metalwork
- Lathe work (wood & metal)
- Gardening
- Community, Personal & Shed improvement (ongoing) projects
- Helping other community organisations by providing manpower. (music festival, half marathon fun run drink stations, erecting/dismantling street Christmas decorations and helping to set-up the Easter Hospital Fete).
- Information Technology – Casual one on one sessions with members to improve their digital skills.
- Quiet activities like cards, board games etc
- Good company and fellowship
- Monthly BBQ's – opportunities for members to socialise, to keep members updated on Shed developments and to show members that the committee is very proactive in further developing the Shed;
- Conducting a Community Market Street Stall & Garage Sales.
- Occasional Health and Safety sessions by experts incl. guest speakers
- 'Spanner in the Works' (health checks)
- Film nights (we have a 65" TV in the Shed)
- AFL Grand Final viewing social afternoon on the big screen.

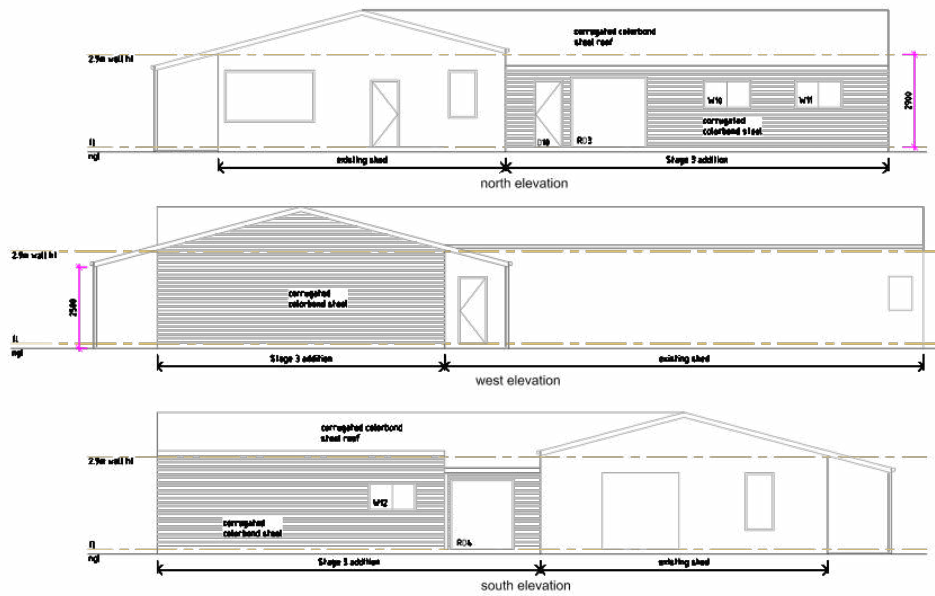
- In conjunction with our next door neighbour the Mount Beauty Neighbourhood Centre a 'Women in the Men's Shed' program is conducted twice per year.

The drawings below show the layout of the extended Shed.



Dr. Roy, 162 MI Bldg., Victoria, B.C. V8V 1X1, Canada
 Tel: 250/363-8111 Fax: 250/363-8112 Email: roy@uvic.ca

Floor plan 1100@A3
Stage 3 Extension 27.07.18
y & District Men's Shed 1810
Tennis Court Avenue
Mt Beauty A03



Schematic Issue



Elevations 1:100@A3
 Stage 3 Extension 27.07.18
 Mt Beauty & District Men's Shed 1:10
 Tennis Court Avenue
 Mt Beauty A05



Schematic Issue



Location plan 1:500@A3
 Stage 3 Extension 27.07.18
 Mt Beauty & District Men's Shed 1:10
 Tennis Court Avenue
 Mt Beauty A01

Date of adoption by the Committee on 11th October 2021