



## Mount Beauty & District Men's Shed Inc.

# Strategic Plan (2019/20 – 2023/24)

### 1. Introduction

This is the fourth revision of the 5 year plan for the Mount Beauty & District Men's Shed. The Group was formed in October 2011 and now has 65 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 19<sup>th</sup> February 2016.

The primary focus of this Plan is to ensure the sustainability and improvement of the established Shed. During the past seven years much effort has been put in to building and fitting out of the Shed. The increase in activities available has meant that we have now outgrown our existing Shed. Our primary focus now is to extend the Shed so that members, and the wider community, can safely enjoy the activities that we provide. We are now in 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 our facilities.

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 receives support and guidance from Alpine Health.

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 58% of the local population are aged 45 and older. Approximately 49% (580) of the over 45 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. 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 also provides a workshop facility 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 and three bushfires. In recent times the dairy industry has suffered from falling milk prices. The Shed program provides the opportunity to assist our local men through the transition processes.

The Mount Beauty & District Men's 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.

This 5 year Plan (2019/20 – 2023/24) has been drafted in a similar format to previous Plans.

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.

## **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.

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 analyses. The output was recorded and summarised below;

##### Strengths

- Now have a good Shed in an excellent location
- Lease amendment and Planning Permit for Shed extension already approved
- Enthusiastic & proactive committee
- Variety of skills & experience amongst members
- Good teamwork generated on larger projects
- Excellent website and good communications with members
- Good participation in regular BBQ's and morning teas
- Have a good working relationship with the Neighbourhood Centre (MOU)
- Well supported by Alpine Health
- Positive relationship with the Alpine Shire and AGL - Energy
- Active in the community and have good support from the community
- Holding a stock of tools and materials
- Proactive in sourcing funding opportunities and have a solid financial base
- Steady income sources e.g. Footygate, Christmas decorations.
- Successful Women in the Shed program

##### Weaknesses

- Limitations because of the age of members
- Average age of members is increasing
- Low percentage of members involved in volunteering
- Limited range of activities for members
- Lack of growth in membership numbers year on year
- Learning new skills not offered to members
- Activities and meetings held during normal work hours, excludes men in the workforce
- Not building up "social capital" through volunteering in the community
- Some non-compliance with agreed health & safety procedures
- No succession planning for leadership/committee roles

- Space limitations, particularly for storage
- Unable to attract many new (particularly younger) members
- Some critics/sceptics in the community

### Opportunities

- Ongoing assistance from the Shire
- Loans/gifts from benefactors possible
- Grants from Governments, Banks, AMSA, etc may be available
- Support from Rotary, Lions, U3A, Senior Citizens, etc
- 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
- Facilitate recruitment of men with limited confidence in their workshop skills
- Run specific skills sessions, maybe outside the Shed's normal work hours
- Large potential membership in the community
- Expand Shed space by extensions

### 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
- 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
- Loss of key income streams e.g. Footygate
- Competition/overlap by Mt Beauty Neighbourhood Centre, Alpine U3A,etc
- Funding shortfalls, Shed becomes unviable
- Loss of the use of the Storage Shed
- Unable to fund the planned Shed extensions

### **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*

- *Increased storage area,*
- *Provide for more welding/blacksmith space,*
- *Small engine repair bay*
- *Expanded social activity space,*
- *Provide more facilities for non-workshop activities e.g. passive games.*

#### *(b) Program Schedule*

2018/19 – Foundation and plumbing	\$5,000
2019/20 – Contract for extension, plumbing, framing	\$73,000
2020/21 – Electrical and fit-out	\$9,400
2021/22 – Paving, landscaping etc	\$1,100
2022/23 – Additional equipment.	\$2,000
2023/24 – Additional equipment	\$1,000

*(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.

<b>Year</b>	<b>Capital Expenditure</b>	<b>Operating Expenditure</b>
2018/19	\$5,000	\$9,500
2019/20	\$73,000	\$9,500
2020/21	\$9,400	\$9,500
2021/22	\$1,100	\$9,500
2022/23	\$2,000	\$9,500
2023/24	\$1,000	\$9,500
<b>Totals</b>	<b>\$91,500</b>	

(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 sizable capital funds required to deliver the planned extension, substantial grants will be needed to supplement the Shed's fundraising and in kind contribution to the proposed capital project.

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.

#### **4. 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;

## 5. Community Support

The Mount Beauty & District Men's Shed has received very good support from many organizations and businesses to date. This has been in the form of donations, a loan of facilities/equipment, promotion, etc.

*Supporters include:*

- Alpine Health
- Alpine Shire
- Bendigo Community Bank
- AGL Energy (Kiewa Hydro-electricity Scheme owners)
- Parks Victoria
- Beechworth Correctional Services
- Upper Kiewa Valley Lions Club (member)
- Rotary Club of Mt Beauty (member)
- Mount Beauty Senior Citizens Club
- Alpine U3A
- Alpine Radio 96.5 FM
- Probus Club of Mount Beauty
- A.L.P.S. (Local women's group)
- RSL
- Friends of the Clover Arboretum
- Kiewa Valley Historical Society
- Mt Beauty Medical Centre (member)
- Mountain Creek Architecture
- Mt Beauty Supermarket
- Mt Beauty Hardware & Drapery
- North East Home Improvement Co
- Alpine Warehouse & Storage
- Mt Beauty Sawmill
- Mt Beauty Neighbourhood Centre (MoU)
- Kiewa Valley Fishing Club (member)

In addition, many local people have donated equipment and materials to the Shed.



## 6. Membership

The Mount Beauty and District Men's Shed has 58 members. The target is to increase this number as we increase the size of the facilities.

Most members are individual (58) but we also have four local organisations/businesses that have also joined.

## 7. Programs & Activities

The Shed conducts *four main categories of activity*:

- Personal projects;
- Shed improvement projects;
- Projects for individual people in the local community;
- 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

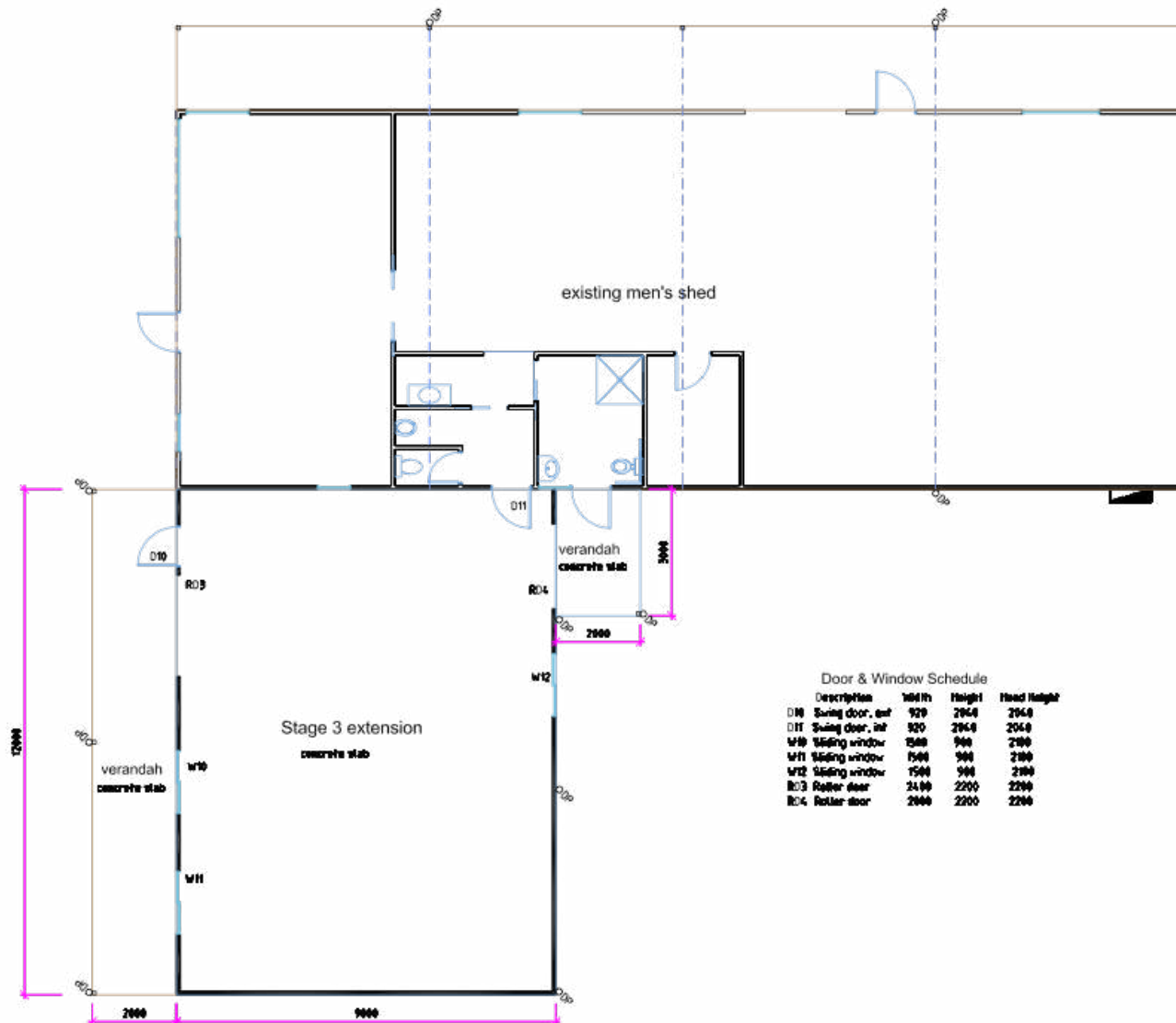
- Community, Personal & Shed improvement (ongoing) projects
- Helping other community organisations by providing manpower. (music festival, half marathon fun run drink stations, erecting/dismantling street Christmas decorations and helping to set-up the Easter Hospital Fete).
- Information Technology – Casual one on one sessions with members to improve their digital skills.
- Quite 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.
- Trips (using members 4WDs) into the Victorian High Country which is our backdoor.
- Annual Christmas Luncheon
- Tools Day social morning

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.

### **8. Design of 12 metre by 9 metre Extension**

The proposed Shed extension will increase the Shed's floor area by 50%. Importantly it will allow us to separate the woodworking and bicycle maintenance activities from the metalwork/welding activities. This is a critical safety issue which will be alleviated by the Shed extension.

The sketches below show the proposed Shed extension.



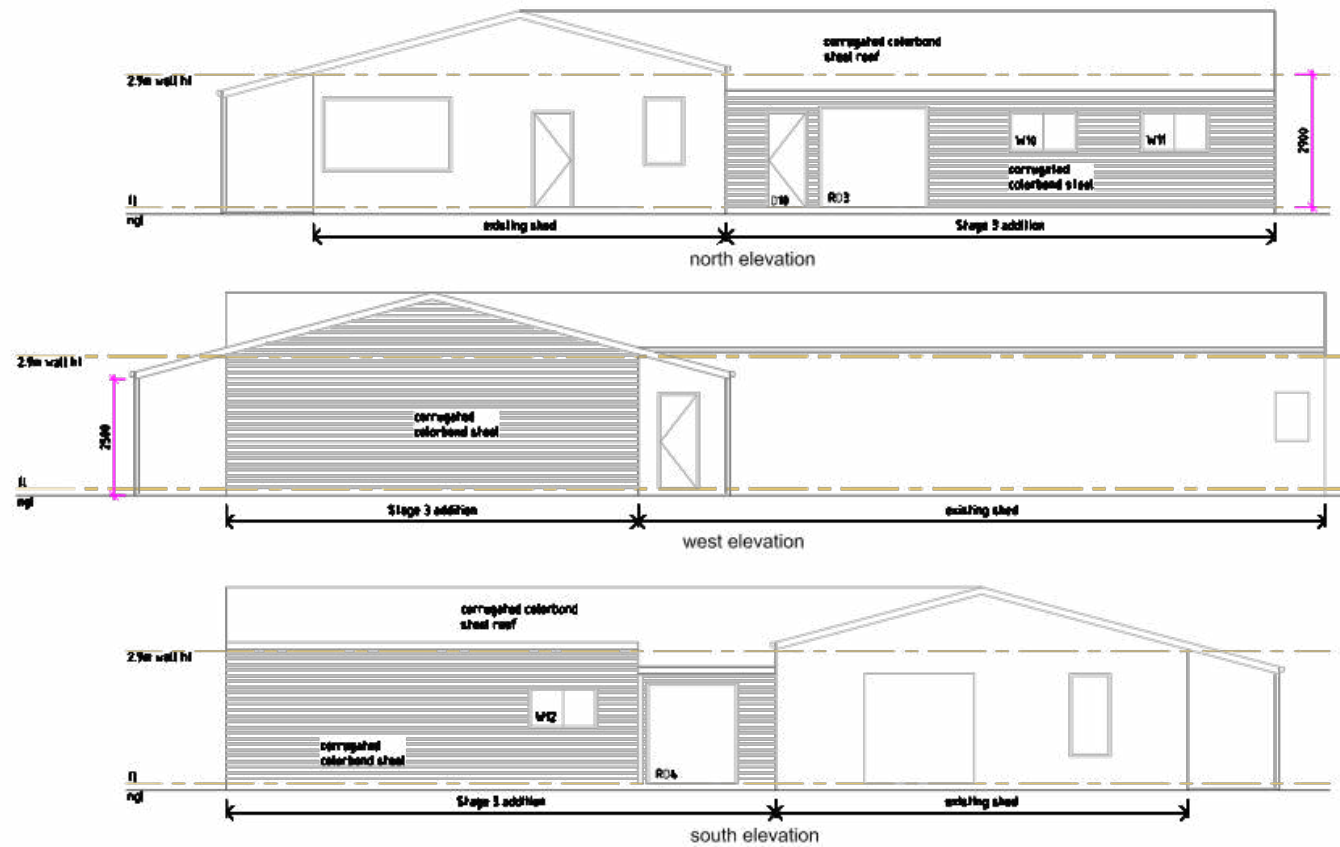
Schematic Issue



Floor plan  
Stage 3 Extension  
Mt Beauty & District Men's Shed  
Tennis Court Avenue  
Mt Beauty

1:100 @ A3  
27.07.18  
1810

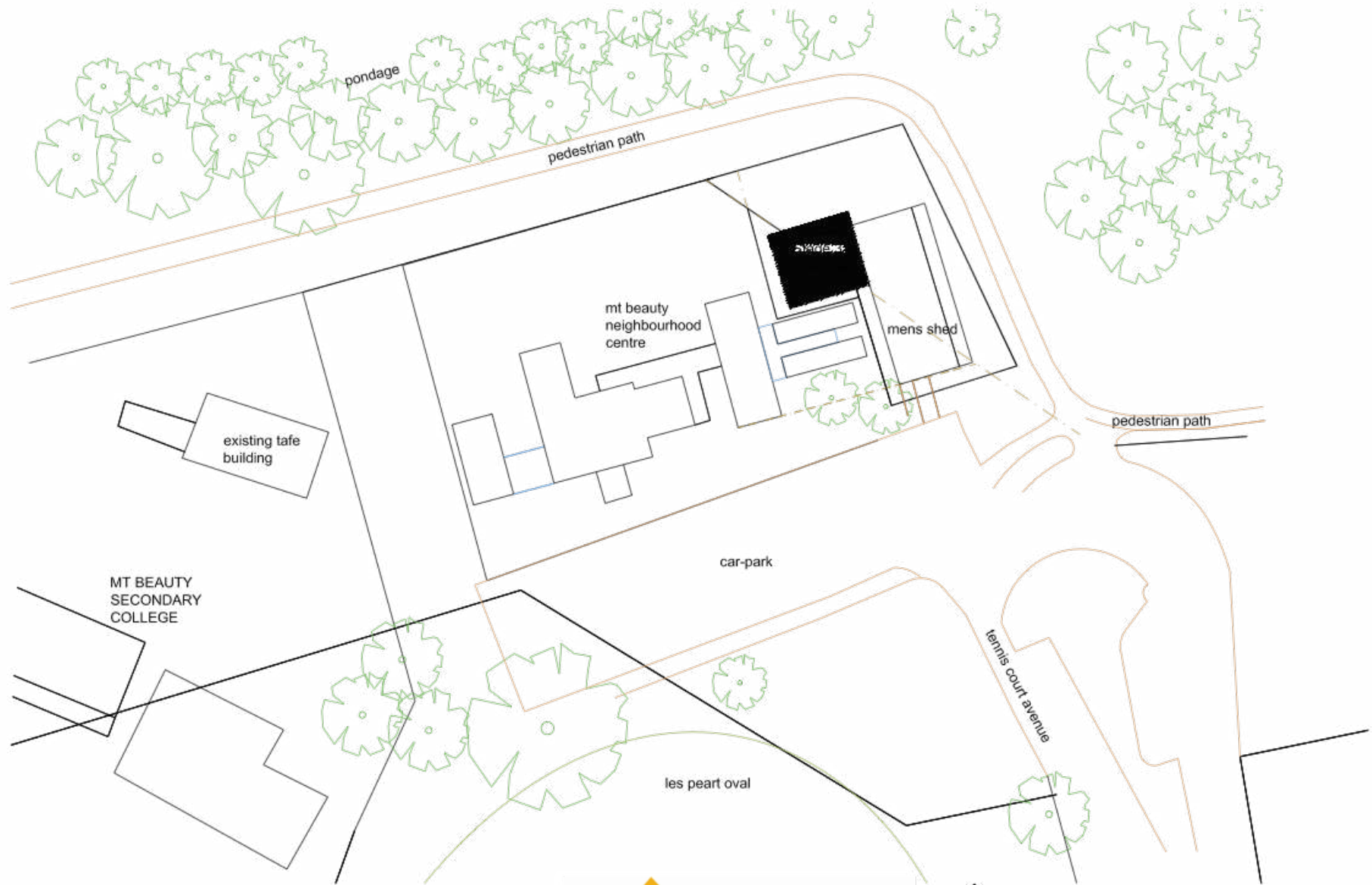
A03



Schematic Issue



**Elevations** 1180 @ A3  
**Stage 3 Extension** 27.07.18  
**Mt Beauty & District Men's Shed** 1810  
**Tennis Court Avenue**  
**Mt Beauty** **A05**



Schematic Issue



**Location plan**  
Stage 3 Extension  
Mt Beauty & District Men's Shed  
Tennis Court Avenue  
Mt Beauty

1500@A3  
27.07.16  
1810

**A01**

## 9. Capital Program – Cost Estimate

The current estimate of cost for the Shed extension is at a “preliminary estimate” quality.

Permits, etc	\$2,000
Building Contract	\$62,500 ( <i>Gentile Steel Fabrications</i> quote)
Foundation Preparation	\$4,800
Electrical	\$7,800
Plumbing	\$5,800
Frame and Lining	\$5,600
Floor Treatment	\$400
Paint	\$600
Landscaping/Paving	\$1,100
Security	<u>\$900</u>
Sub-total	\$91,500
Contingency @15%	\$13,725
<b>Total (Cash requirement)</b>	<b><u>\$105,225</u></b>
<b>+ Members labour 600 @\$25/hour</b>	<b>\$15,000</b>
<b>Total Extension Cost</b>	<b>\$120,225</b>

## 11.Action Plan — May 2019 to 2023/24

<b>Item</b>	<b>Recommended Action</b>	<b>Responsibility</b>	<b>Year*</b>	<b>~Cost</b>
	Submit application for State Government grant	Paul L'Huillier, Ian Howley	2019	
	Undertake foundation work	Ian Howley	2019	
	Construct Shed extension (if grant successful)	Ian Howley, Contractor	2020	
	Fit-out inside of Shed	Ian Howley, Shed members	2020/2021	
	Electrical wiring	Contractor	2020/2021	
	Paving, landscaping	Ian Howley, Shed members	2021/2022	
	Acquire & install additional equipment	Ian Howley, Shed members	2022/2024	