

Payback:

rewards and frustrations



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Rewards

Experience and personal development

'...I think the point is that for all you give, you get heaps. The community sector is a great training ground and you can learn a lot from non-remunerated committee and board experience, which you can then carry on to remunerated positions, so it doesn't all have to be totally altruistic. There are, I think, enormous rewards in personal development, in growth, in networking, and career advancement as well. You give a lot, but you can also take a lot.'

Clare Petre

'Committee involvement provides an opportunity for women to carve their own niche that is separate from their partner or their spouse or their best friend or whatever. This is important because I think that often women have to struggle against being regarded as an attachment rather than a person in their own right.'

Judy Henderson

Satisfaction

'The position I hold is non-remunerated but I have learned a lot through my involvement, and whilst the workload has been large, I have always enjoyed my participation.'

Judy Galloway

Working with others

'I think it has been extremely rewarding working with people who are really committed to the same ideals... men and women who have sacrificed a lot. It is a total commitment to making this world a better place for other people. When you work with a group of people like that, it is very inspirational.'

Judy Henderson

'You are not the sole force, but a member in an interactive environment—someone who can speak up and someone who people listen to. It affects the general outcome. That is the satisfaction. Then you also learn the limitations as well... A general dynamic that I have observed (in committee discussion) is that if you are pushing too hard a barrel, people may become guarded against you.'

Angeline Oyang

Knowing you have made a difference

'Actual achievement is dependent on a lot of other factors that you can't anticipate and yet you can see that, sometimes, some things do work and some things do change. The whole multiculturalism thing—I was involved from the very beginning, so you have the pleasure of seeing how things move at a certain time and how things got stalled at certain times. So you know this is how it is... I think the satisfaction is that you can make a difference in the direction of public policy.'

Angeline Oyang

'Sometimes the achievement is holding back the tide. It is sort of "stopping the forces of darkness and trying to maintain the forces of light" and that is an achievement, but it is an achievement by default.'

Clare Petre

Achievements

'A good task or a good outcome would be inclusive of different diverse elements and I suppose you have to look at the global more than the specific. But the specific is just as important because it constitutes the global.'

Angeline Oyang

'I would like to think that I might be seen as a role model, especially to some of the female scholarship holders, and that this may encourage their ongoing participation in sport. Sometimes female sports participation "drops off" as women get older and they follow, as spectators, the more male-dominated sports, such as football.'

Judy Galloway

Frustrations and limitations

Change can be slow

'If there is any frustration, it is knowing the amount of input, and often, really good recommendations and reports that come out of many committees, and seeing nothing happen. There have been many good reports that I have been involved in, but I can't say that they have changed the world. Change is a slow and frustrating and agonising process I am afraid.'

Clare Petre

The limitations

'In my younger days my outlook was more radical. You'd see that this has to be changed or that has to be changed, and again, in my younger days you didn't realise your limitations. I am now more aware of the limitations. There is no omnipotent decision maker . . . A lot of things depend on the opportunity, the climate and the resources available to the organisation.'

Angeline Oyang

