



IBM Quarter Century Club Victoria Inc.
President: Ed Greenaway
Vice President: Jenny Anderson
Secretary: Judy Horman
Treasurer: Tom O'Dea

IBM Quarter Century Club Victoria Inc

To: Ed Greenaway, President IBM Quarter Century Club Victoria Inc

23rd January 2020

Dear Ed,

I wish to advise you and your fellow Committee Members that I plan to stand down as Secretary of IBM Quarter Century Club Victoria Inc at the next Annual General Meeting.

I have enjoyed being part of the IBM QCC Victoria's Committee since July 2014 and, in particular, my term as Secretary since we became a Registered Association. Under your leadership, much has been achieved in the transition from the old QCC which was totally dependent on IBM's funding to deliver it's annual agenda. The professionalism, teamwork and sheer enthusiasm of the Committee Members have enabled this newly formed entity to gather the support of the wider membership in establishing a new Constitution with rules, systems and processes to ensure good governance going forward. I am proud to have been part of the evolution of a new body to engage with our members and facilitate their ongoing access to information and events of mutual interest to all.

While an unexpected health scare prevented my participation in the last AGM and impacted my availability for a few weeks, this incident has not prompted me to stand down as Secretary. I am in good health and sound in mind, if not in body, and will make myself available to continue as a Committee Member should the opportunity exist when the AGM comes around.

While our Constitution does not prescribe any limit on tenure for IBM QCC Victoria office-bearers, I have long held the view that such positions should have limited tenure to encourage other members to step forward and maintain or drive new programs where appropriate. This does not mean that I am nudging other Office Bearers to stand down at this AGM, as any major turnover could be detrimental to the smooth management and delivery of events and communications over the coming year. Each must look to their own futures and any concerns with workload or conflict with family or other ventures. Collectively, thought should be given to succession planning and exit strategies which would enable others to take the baton with minimum disruption to the overall operation of IBM QCC Victoria.

It has been a great pleasure to work with you, Tom and Jenny over the past 6 years and more recently with Jim and Mike coming on board. I look forward to continuing to support you in whatever way I can as a QCC Member or Committee Member in the years to come.

Regards,

A handwritten signature in black ink, appearing to read 'Judy Horman', written in a cursive style.

Judy Horman

Secretary, IBM QCC Victoria Inc