

## Response re Fees for Retired Members

### PESA Membership Committee, April 2025

PESA membership fees were increased in December 2023 after having been kept steady since 2018. As a result, the fee for retired members went up from \$99 to \$120 per annum. The active and associate membership fee went from \$137.50 to \$165. Students remain free and graduates have a half price membership fee.

PESA NSW branch has put a motion forward for the 2025 AGM, based on feedback from their members, to reduce the fee for retired members to \$50. They acknowledge the existence of a "financial distress" category but wish a permanent reduction of membership fee for retired members.

#### Number of Retired Members

PESA has, as of 31st March 2025, 938 members, of which 84 are in the retired category paying \$120 per annum. This is 9% of our membership base and is a slowly increasing category.

At the end of March 2025 we had 25 student members, who are not required to pay any fees, and 38 Graduates who pay half fees (\$80).

#### PESA 2024 Membership Survey results

A total of 36 of the 227 respondents of the 2024 membership survey identified themselves as retired (16%). It is interesting to see that the majority of the members who define themselves as retired are still part of the more expensive (\$165) Active Member category. The majority of retired members have memberships to other societies and find our membership fee about right.

The six respondents who find our membership fee too expensive do also have a membership of the AAPG (4), ASEG (1), SEG (2), SPE (1) and SEAPEX (1). Two of the respondents who find PESA too expensive live in NSW, 1 in QLD and 3 in WA.

Topic	Category	number of responses
Identified as retired		36
membership category	Active	28
	Distinguished	3
	Fellow	3
	not defined	2
Membership of other societies	members defined as retired with multiple memberships	27
Membership Fee Pricing	about right	29
	cheap	1
	too expensive	6
State Branch	NSW-ACT	11
	QLD	2
	SA-NT	6
	VIC	2
	WA	15

### The cost of a PESA membership to the organisation

There are a set of base costs that are generated by being a member of an organisation, this includes admin support, insurance, finance & audit and website expenses.

This base cost, as per 2024 Audited financials, comes down to \$189 per PESA member. The society budgets on a zero profit and the difference between the average membership fee and the actual costs are currently covered by the interest we receive on our cash reserves (effectively \$65 per member!).

2024 Audited Financial Report	2024	member No's March 2025	cost per member	Notes
<b>Expenses</b>				
admin	\$ 130,101			includes insurance costs
finance cost	\$ 6,178			
website and other expense	\$ 41,104			
total	\$ 177,383	938	\$ 189	
<b>Expenses excluded</b>				
education expenses	\$ 23,581			covered by Functions income
function expenses	\$ 244,435			covered by Functions income
publication expense	\$ 49,065			covered by Publications revenue
<b>Income</b>				
Membership subscriptions	\$ 118,283	938	\$ 126	
Function Revenue	\$ 281,077			
publications revenue	\$ 30,961			
Interest income	\$ 60,749			can't rely on this!

### Comparison with other organisations

A number of organisations have introduced membership tiers based on the World Bank's Classification of income economies, rather than member categories. The following table provides an overview of current (April 2025) membership dues for retired members.

Association	2025 Fee	AUD	Definition
PESA		120	retired member category, same access and rights as active members
AAPG	USD 31.25	49	no retired category, but income based, this would be for the lowest income group which needs to be applied for on a yearly basis. No printed explorer.
ASEG		91	need to have been a member for 10 years minimum and over the age of 60
AIG		120	no retired category
SPE	USD 130	204	no retired category
SEG	USD 60	94	emeritus status, need separate confirmation, restricted access
AUSIMM		275	50% discount for retirees on member grade fee
EAGE	Euro 40	71	retired member category, available for members with over 10 years of membership
PESGB - now GESBG	GBP 85	177	no retired category

Geol Soc	GBP 131	273	retired fellow member, GBP 0 for fellows with over 50 years' continuous fellowship
GSA		120	retired fellow

### Summary

On balance, and as supported by our 2024 membership survey, PESA is still providing value for money for its members, including retirees.

It should be noted that if interest rates drop significantly, our current membership fees will become insufficient to cover our basic ongoing costs. Dropping the membership fee of 10% of our members by 60% would need to be offset by a (larger) fee increase for all our other members.

We acknowledge that there is a small group of members, amongst which are retirees, which are experiencing financial distress following our membership fee increase. We invite those to apply for the confidential "financial distress" membership fee discount.

Drs Janny Spilsbury-Schakel MAICD

Chair PESA Membership Committee

April 2025