

GOVERNANCE OF THE THIRD AGE TRUST

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Chair of Governance Committee, Scotland Trustee (2013-16)

and

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A SHORT HISTORY

- **Third Age Trust – 1983**
 - **Registered Charity and Incorporated Charitable Company**
 - **Memorandum & Articles of Association (M&A)**
 - **Governing Body of Elected Trustees - National Executive Committee (NEC)**
- **M&A amendments - 1989, 2008 and 2013**
- **Major revision of NEC structure in 2008**
 - **NEC trusteeship linked to ‘Government Regions and Countries’**
- **Approaching the 1000 U3A ‘milestone’ in 2016**
 - **Is the current NEC still *‘fit for purpose’* ?**

Third Age Matters

Pam Jones, Issue 21, Spring 2016

I wouldn't start from here

John Russell, Issue 22, Summer 2016

*Let's not solve a problem
that we do not have*

*Len Street, Keith Richards &
Ian Searle, Issue 20, Feb 2016*

*We need a new system
of governance for
the U3A movement*

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'STATUS QUO'

NATIONAL EXECUTIVE COMMITTEE (NEC)

- **4 x Officer Trustees**
 - Chairman, 2 x Vice-Chairmen, Treasurer
 - Elected by AGM annually,
 - 3-year maximum (Treasurer 6 years)
- **12 x Regional Trustees**
 - Elected by Region, 3-year tenure
- **1 x Immediate past-Chair**
 - 1-year tenure
- **Up to 3 x Co-opted Trustees**
 - Appointed by NEC annually, 3-year maximum
- **CEO in attendance**

'STATUS QUO'

COMMITTEES

- 2 x Education (SCE; DSC),
Finance, Governance,
International, IT, Research

WORKING GROUPS

- Third Age Matters & Sources
Deaf Awareness
Beacon

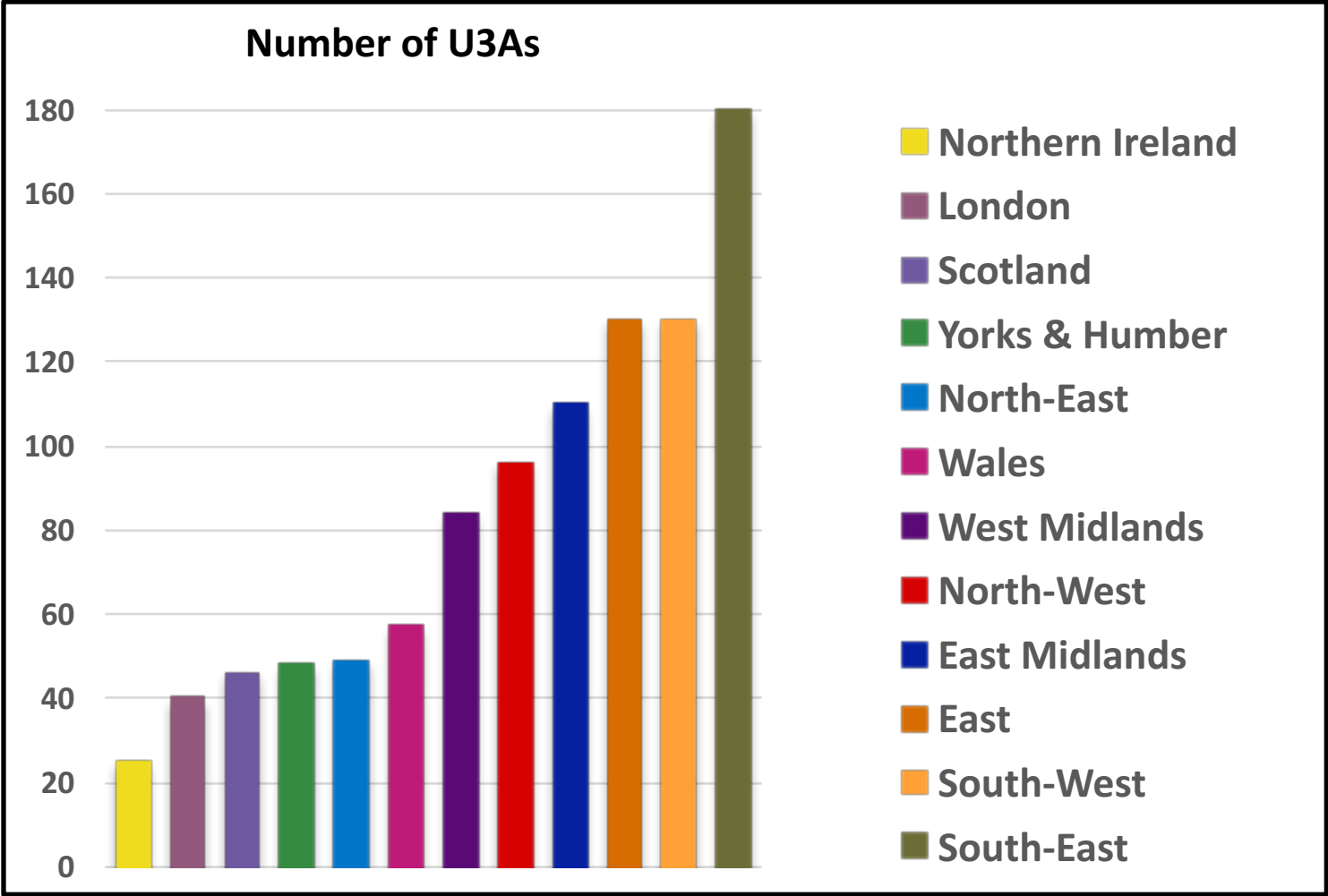
REGIONAL COMMITTEES and NETWORKS

- In some regions only; variously constituted

NATIONAL OFFICE

- Administration
Finance
Membership & IT
Resource Centre & Subject advice
Training & Development
Third Age Matters & Sources
Publicity & Marketing
Web site
Event management

'STATUS QUO'



Current Regions

SOME '*STATUS QUO*' ISSUES

- **Variable regional 'sizes'**
 - Numbers of U3As/members ('democratic deficit')
 - Geography ('demographic deficit')
 - Trustee workload
- **Trustee role**
 - Balance of expertise, skills and experience
 - Regional trustees' dual loyalties
 - Election methodologies
- **Size of NEC**
 - Effect on decision-making
 - Officer roles
 - Tenure and turnover (continuity)
- **Status of networks**

SOME IDEAS FOR CHANGE

➤ Create an Advisory or Consultative Forum/Council

- 30 - 40 members (not Trustees)
- Elected by 'geographic constituencies'
- Elects trustees to a reduced NEC (or 'Cabinet')

➤ Change NEC electoral system

- Introduce proportional representation
- Re-specify 'tenure' and 'continuous service' periods (*eg* to 2 x 2 years)
- Introduce 'criteria' for NEC trustee candidature
- Election vs Nomination

SOME IDEAS FOR CHANGE

➤ Increase or decrease NEC size

- Raise numbers of trustees from larger regions, based on 'size' criteria
- Create new larger/smaller 'geographic constituencies'
- Reduce by 1 x Vice-Chairman and immediate past-Chairman
- Re-instate Hon Secretary officer post
- Constitute CEO as a trustee

➤ Other

- Use more Consultants, eg to assist with the Trust's educational mission
- Lessen the regional duties required of regionally-elected trustees
- Formalise and enhance the role of 'geographic constituencies'
- Review the range of activities/services undertaken by the Trust

WHERE ARE WE NOW ?

- **Some members desire a change of governance structure**
- **A consultation process has commenced**
- **Initial ideas and outline proposals have been put forward**

***The NEC has no pre-conceived proposals for change
- the 'status quo' is not excluded***

WHERE DO WE GO FROM HERE ?

- **NEC Consultation group has been formed**
- **Extended consultation period (to Easter 2017)**
 - This presentation will be published in TAM and/or Website
 - Further articles to encourage participation will be published in TAM
 - Previous respondents will be requested to provide details of their proposals
 - A series of consultation meetings will be held

*We want to meet with interested
Regional Committees, Networks, other 'U3A groupings', individuals, etc*

- **Report to NEC (May 2017)**
 - If only 'minor' structural changes are proposed, constitutional amendments to M&A may be submitted to 2017 AGM
 - If 'major' structural changes are proposed, these will be debated at 2017 AGM. If there is consensus, constitutional proposals will be submitted to 2018 AGM

THANK YOU FOR LISTENING

**We would really appreciate your comments
please!**

**This presentation will be available for download on
the national website.**

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