

## **From the Chair: Committee Programme of Activity for 2023 and Progress over the first three months (as reported in the April 3<sup>rd</sup> April Newsletter)**

The Crawley u3a Committee is always active, if at times it doesn't show! While the leaders of the various pursuits are striving to present and manage their individual programmes, the committee engages in some degree of necessary oversight and planning to ensure the resilience and continued success of our organisation. There is, of course, the seemingly routine, but vital, work of maintaining financial discipline, orderly membership, clear communications, and legal compliance, which proceeds continually, but there is also a necessary look to the future, and I thought I ought to share some of the objectives the committee is planning to tackle during 2023 and beyond, and to describe progress made so far.

### **Growth**

We aim to increase our total **membership**, including associates, to 600 **by 31 March 2024** (current level 562, up from 543 in December 2022). We will also continue to encourage the development of new interest groups.

### **Organisation**

Once all committee roles are filled, we will continue the development of the new sub-committee organisational structure and establish/document essential procedures for (i) Membership (ii) Main committee procedures ways of operating and (iii) Reporting of sub-committees to main committee.

We hope to increase the number of members volunteering for Committee, support, and sub-Committee roles to be commensurate with the number required by the new structure. We are also trying to make better use of the Beacon system and IT generally to improve our service to members and Group Leaders.

### **Governance and Compliance**

We are updating the full set of prescribed policies and instigating a system whereby each policy is assigned to a Trustee who ensures it is embedded as far as possible across all Crawley u3a activities and reviewed by the Committee at least every two years.

We have, for the first time, adopted an Equality, Diversity and Inclusion (EDI) and Accessibility policies and are currently reviewing our compliance with the GDPR (General Data Protection Regulation) legislation.

### **Activity Groups**

We hope to increase the number of volunteers helping to organise and run activity groups, through developing a recruitment and succession planning approach. The methodology laid out in the Third Age Trust Recruitment and Retention toolkit should prove pertinent.

We will support Groups to review the nature and content of their activities and to enhance the learning component. This is an important objective but there is a need to restrict it to only some of the groups (Poetry, Earth Matters, Painting & Drawing etc but not Amblers, Bridge, Tennis etc where you are learning through practice). We should aim to trial this with, say, three groups.

We have also recently set up an Out and About (O&A) Working Group to look at ways to resolve the current shortage of Group Leaders for the Out and About Groups.

### **Communications**

We will complete the redesign of the web and establish procedures so that all pages are kept up to date. We also intend to increase the use of the Crawley u3a Facebook account to display our activities, and to finalise the Communications Strategy.

### **Local Profile**

We will develop a strategy designed to raise awareness of our existence in the locality and so stimulate recruitment.

The Midsummer's Eve Celebration event is to form part of this, together with a publicity campaign, for which a new Crawley u3a leaflet will be available soon.

### **Links with Larger u3a Movement**

We aim to develop stronger links with neighbouring u3as, especially Horley. Participate in the Sussex networks and engage fully with the Third Age Trust.

### **Financial**

We seek to be fully financially self-sustainable. This is a longer-term aim. The Treasurer already has a clear set of programmed activity.

### **Jim McGough, Chair Crawley u3a**

**It would be a pleasure to receive comments on this programme and your suggestions on how we might continue to develop**