

## Olton and District u3a

### Policy relating to 'retirement' gifts

**January 2024**

Our u3a is a mutual support charity and it is hoped that members will contribute their time and expertise as well as receiving the benefits of membership. As such, many members get involved in either formal or informal roles over a period of time. The question then arises as to how to recognise a person's contribution once they step down from that role and the appropriateness of making a 'retirement' gift. The Committee has, therefore, decided that the following guidance should be applied:

- **Committee members and Trustees** – it is not appropriate that they should benefit from Core funds and, so, no gift will be made;
- **Facilitators/Group Leaders** – gifts should be at the discretion of and paid for by the members of the particular group, though no member should feel obliged to contribute; and
- **Others who have volunteered for the benefit of all members** – gifts should be at the discretion of the Committee in consultation with the Treasurer and paid for from Core funds.

Policy review date: Feb 2027