

Why is Change Needed?

- Social standards and members' expectations of organisations have changed significantly
- u3a numbers have increased but the structure has remained largely unchanged
- The role of the voluntary and charitable sector in the UK has undergone considerable change –
 - governance and management are more complex.
 - TAT is also subject to company law.
- Members expect compliance, financial and governance issues to be managed in a professional and structured manner where dedicated resources are needed
- Need for clarity on roles and responsibilities

Why is change needed cont...

- Current Board appointment process does not satisfy skill requirements
- RTs have wide range of responsibilities balancing governance, pseudo-operational and representational roles
- Lack of clarity on the Board between governance and u3a issues
- Need for a body focused on u3a matters
 - represent u3a interests and provide innovation.

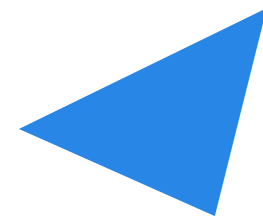
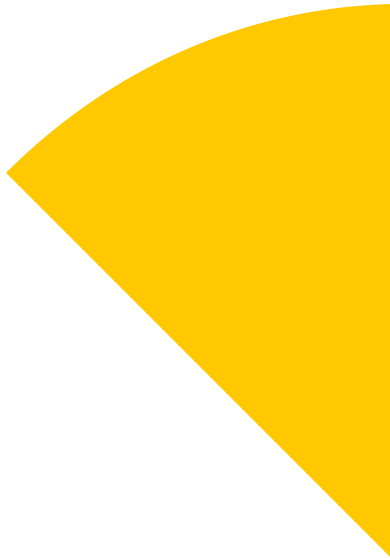
Proposed key changes explored in this period

- **Potential new u3a Council**

- Principal focal point for the voice of the membership, impact assessment, and endorsement of u3a-related matters - comprising regional/national elected representatives
- number per region or nation to be decided

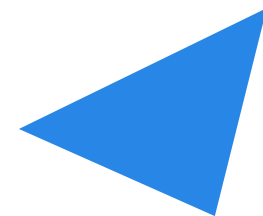
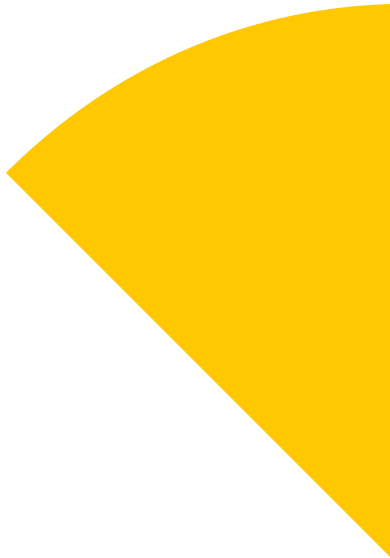
- **u3a Board**

- Focused on compliance and governance



Proposed key changes explored in this period

- **Council election process**
 - to ensure u3as can continue to elect those who they wish to represent them in their region or nation
- **Board appointment process**
 - to ensure elections/appointments in core skill requirements.
- **Protocols and Working arrangements**
 - to ensure clarity of roles and accountability between the u3a Board and the u3a Council



Summary of aim

- The creation of a u3a Council will ensure that the development of u3a-related matters receive constant consideration and will ensure that all decisions will have been subject to a u3a impact assessment
- The creation of a small u3a Board with specialist input, will assure members that compliance requirements are being met
- A representative u3a Council will introduce clarity, and allow space for a u3a focus, and will act as a communication conduit between u3a members, council members, TAT staff and u3a board.

Progress

- A Pilot Council steering group has been set up to report on progress to the Board
- This recommended that different formats of Pilot Council be tried and tested with u3as
- A smaller Council meeting of 12 regional trustees and the Chair of Network Link initially took place
- Two larger Council meetings of 2 reps per region /nation and the Chair of Network Link along with 2 further reps from Network Link will have taken place as of today

Progress cont...

- Communications were initially sent through the current regional/ national trustees only
- For this meeting a mailing was also sent to u3as – which generated the agenda for today
- An evaluation is being sent to those attending the Council after each meeting
- Updates from the Pilot Council meetings will be sent to ALL u3as
- A dedicated email address council@u3a.org.uk has been used successfully with u3a engagement.