

STRUCTURE OF THE THIRD AGE TRUST

National Executive Committee

Structure Consultation Working Group

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INTRODUCTION TO THE CONSULTATION

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

Our remit is to consult the membership about the structure of the Trust, its decision-making capability and the representation of its members within the NEC

Although we are aware of concerns, our remit does not include the statutory functions of the Trust, the activities of the member U3As or their relationship with the Trust

SOME BASICS

that cannot be changed

- **The NEC is accountable to the Charity Commission for ensuring that every U3A is managed according to a Trust-approved Constitution.**
- **U3As are independently-managed members of the Trust, but must:**
 - **abide by the legal requirements of the Charity Commission for England and Wales (CC), the Office of the Scottish Charity Regulator (OSCR), and the Charity Commission for Northern Ireland (CCNI);**
 - **operate under the Trust's charitable objects contained in the Trust's Memorandum and Articles of Association and its Guiding Principles;**
 - **comply with the agreed terms of Trust membership and all resolutions made by the Trust's AGM.**

Third Age Matters

John Russell, Issue 22, Summer 2016
Let's not solve a problem
that we do not have

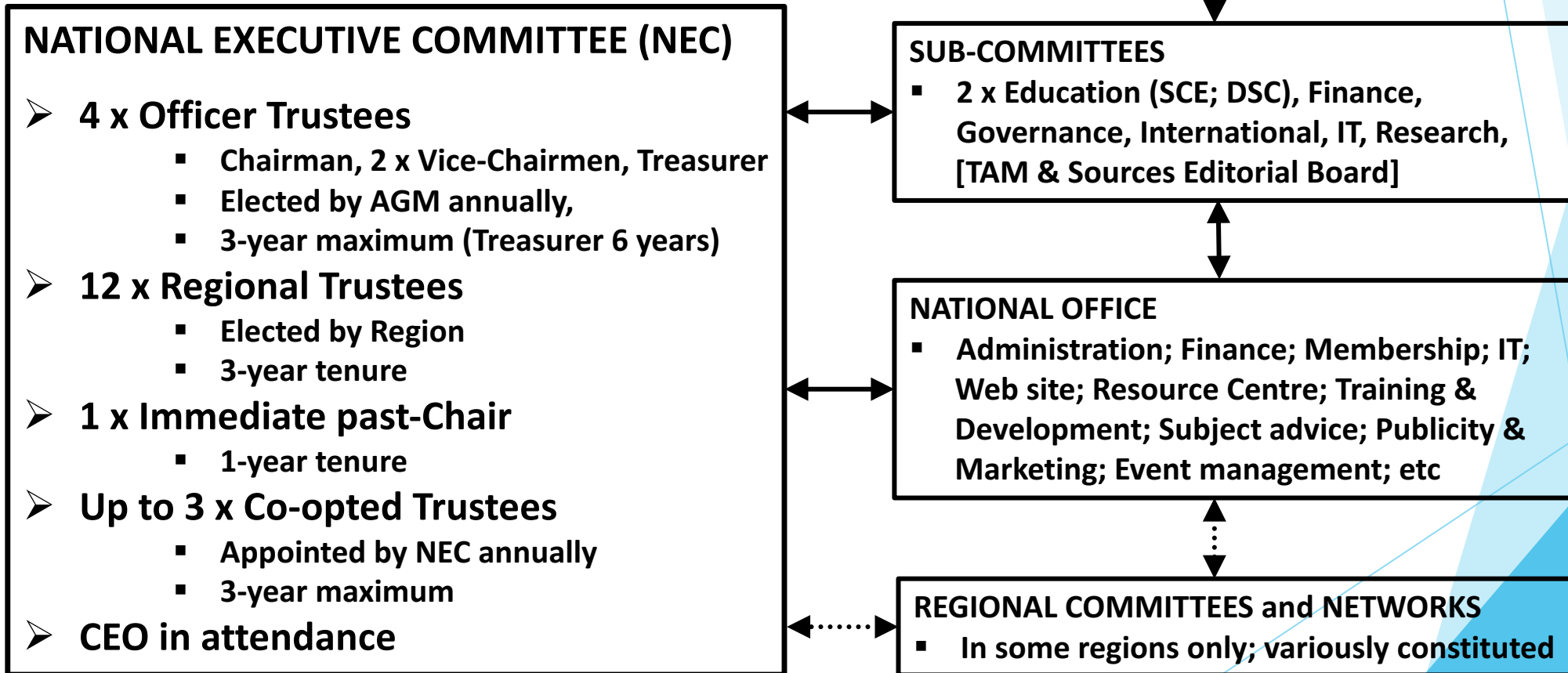
Pam Jones, Issue 23, Autumn 2016
Do we need change? And how much?

*Len Street, Keith Richards &
Ian Searle, Issue 20, Feb 2016*
We need a new system
of governance for
the U3A movement

Pam Jones, Issue 21, Spring 2016
I wouldn't start from here

STATUS QUO

Current Management Structure



STATUS QUO

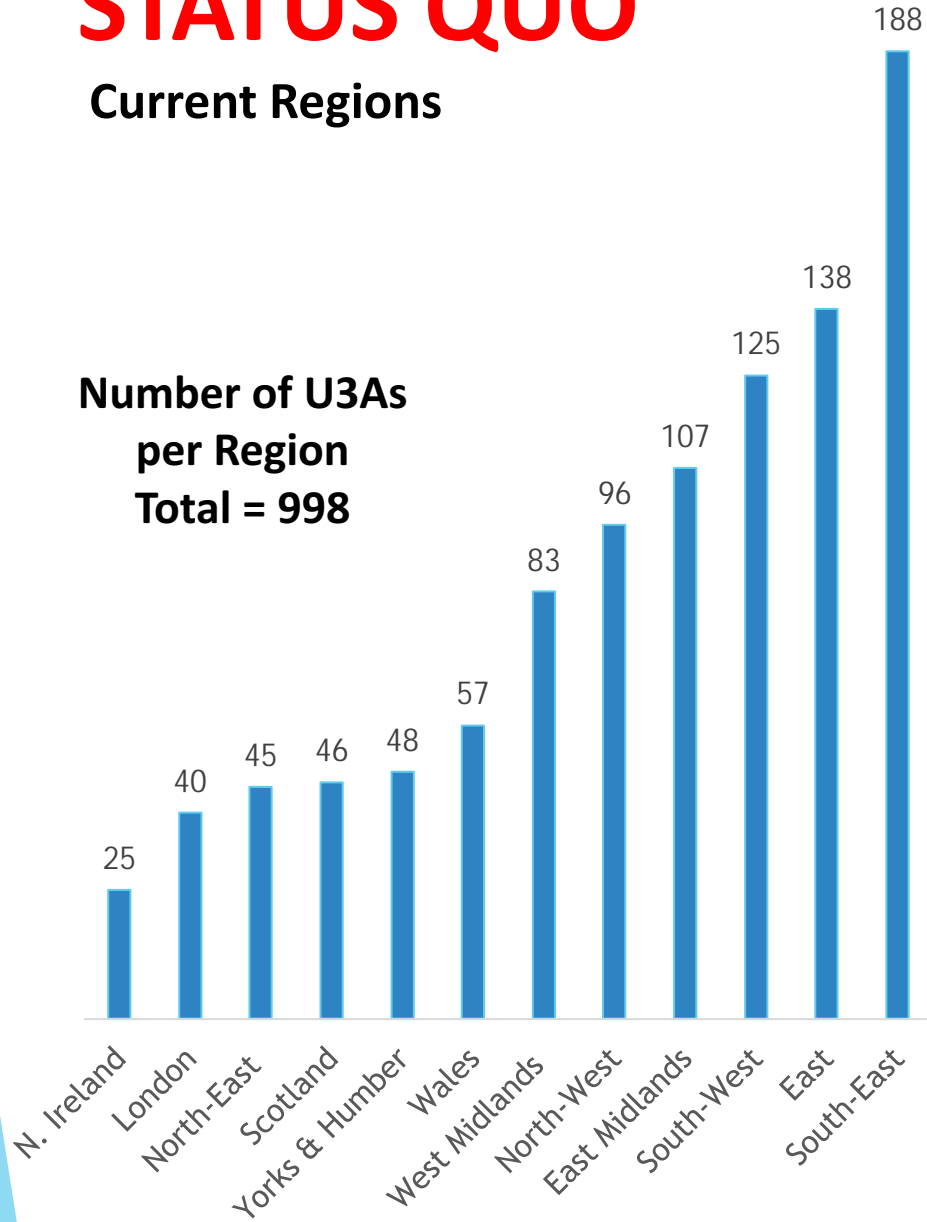
Current Regions



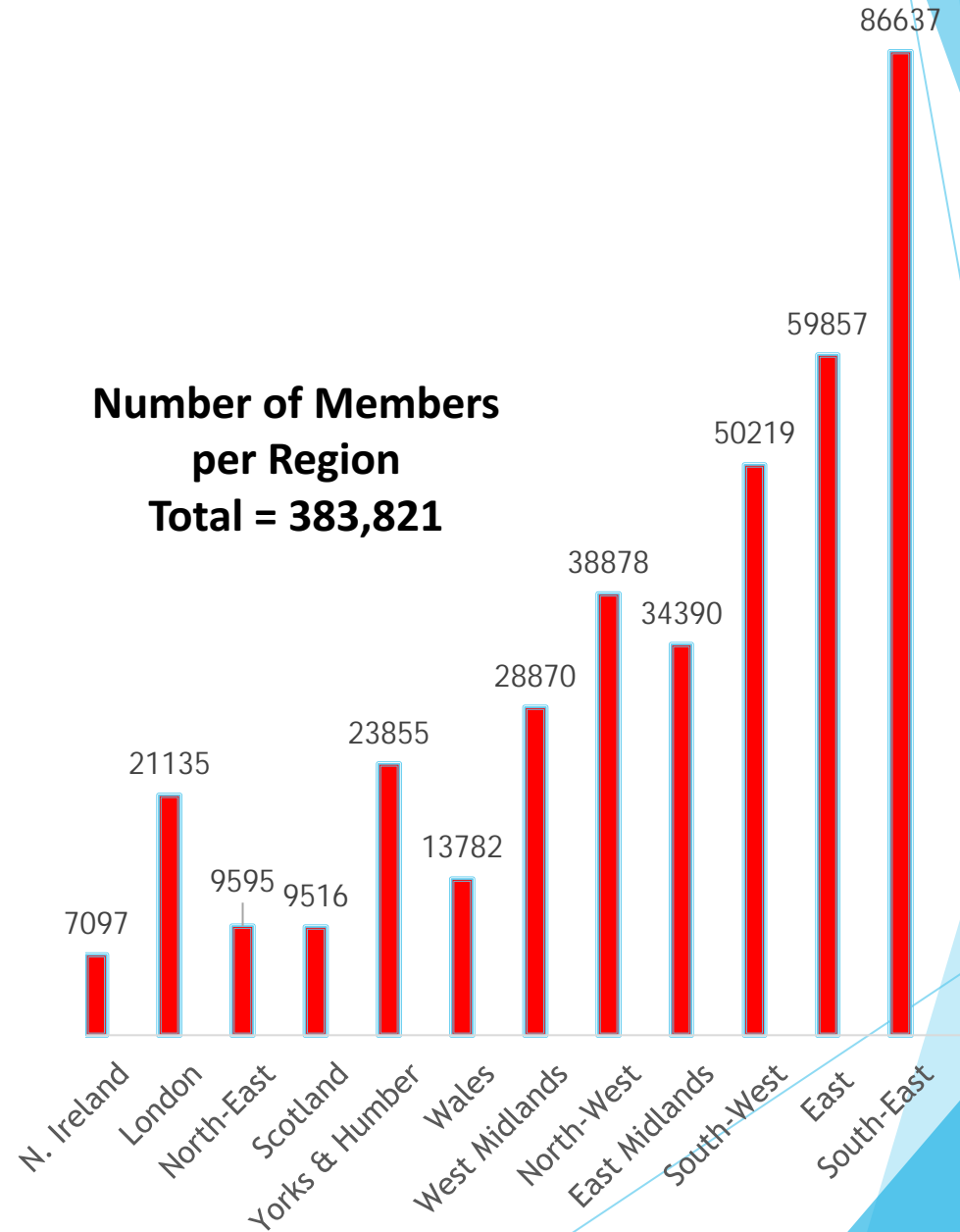
STATUS QUO

Current Regions

**Number of U3As
per Region
Total = 998**



**Number of Members
per Region
Total = 383,821**



STATUS QUO

Some issues that have already been raised

- **Variable regional 'sizes'**
 - Numbers of U3As/members ('democratic deficit')
 - Geographic factors ('demographic deficit')
 - Trustee workload
- **NEC membership criteria**
 - Unmanaged balance of expertise, skills and experience
 - Conflicting national and regional loyalties of Regional trustees
 - Numbers and roles of Officers
 - Limited 'grassroots engagement' of trustees
- **Size of NEC**
 - '4 + 12' composition; too large/small
 - Tenure and annual turnover (continuity)
- **Status of networks**
 - Variable sizes; some cross administrative boundaries

SOME IDEAS

that have already been suggested

➤ Do Nothing

- It works well enough, so don't change it
- Make 'minor' changes

➤ Create an Advisory or Consultative Forum/Council

- 30 - 40 members (not Trustees) elected by 'geographic constituencies'
- Function and powers; elects/nominates trustees to a reduced NEC

➤ Change NEC electoral system

- Re-specify 'tenure' and 'continuous service' periods
- Introduce 'criteria' for NEC trustee candidature
- Introduce proportional representation

➤ Increase or decrease NEC size

- Relate numbers of trustees to existing Regional 'size'
- Create new larger/smaller 'geographic constituencies'
- Formalise and enhance the role of Networks

➤ Other

- Review the range of activities/services undertaken by the Trust
- Separate NEC trusteeship from Regional 'duties'

WHERE DO WE GO FROM HERE ?

➤ Extended consultation period (to end-February 2017)

The Consultation Group will meet with interested regional committees, networks, other U3A groupings, etc

➤ Report to NEC (initially mid-March 2017)

- If only 'minor' structural changes are proposed, constitutional amendments 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

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

THANK YOU FOR LISTENING

**We would really appreciate your comments and ideas,
please!**