STRATEGIC PLAN
2022-2024

U3A

BANYULE

UNIVERSITY OF THE THIRD AGE

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U3A Banyule

U3A - the University of the Third Age - is an international movement that fosters lifelong learning for pleasure. It is a body of volunteers interested in their own and community education. There are no prior qualifications or exams, and no degrees awarded; the only requirement is that members are aged 50+, retired or semi-retired.

U3A Banyule is an incorporated not-for-profit organisation which commenced in 1986. It offers members a wide range of educational courses, creative and physical activities, excursions and social events. Approximately 120 courses and activities are offered each year.

U3A Banyule operates from a range of venues within the municipality of Banyule with Ivanhoe Library and Cultural Hub (ILCH) being the main facility. Venues in Heidelberg, Heidelberg West, Watsonia, Macleod and Bundoora are also used.

There are over 700 members and U3A Banyule is the largest seniors' group in Banyule.

U3A Banyule is financially stable generally producing a small operating surplus each year.

Governance

U3A Banyule operates according to its Constitution (updated 2018). The Committee of Management (CoM) is drawn from members elected at an Annual General Meeting. Members of the committee are unpaid volunteers representative of the broader membership.

The Committee of Management comprises 17 positions and there are 13 additional supporting roles to facilitate the operations of the organisation. There are seven Sub Committees and several teams which manage the organisation.

U3A Banyule Statement of Purpose

- To establish and operate an Association to provide learning opportunities for people over 50.

- To make full use of members' personal skills and abilities to teach and learn together.

- To organise and conduct courses for lifelong learning.

- To provide venues, facilities and services for these purposes.

- To act as a body of volunteers interested in their own and community education.

Context of this Strategic Plan

This is the third strategic plan prepared by the U3A Banyule Committee of Management. It was prepared at the beginning of 2022 supported by a Banyule City Council Community Grant which enabled the CoM to engage a consultant to facilitate the preparation of the plan.

The context for this plan was influenced by the preceding two years of disrupted operations due to the Covid 19 pandemic. The lockdowns and restrictions in Melbourne required an agile response from the Committee of Management to ensure the organisation continued to provide courses and activities, moving to online learning and supporting members in the use of technology such as Zoom.

The U3A Banyule Strategic Plan 2022 - 2024 builds upon the work of previous CoMs and has been informed by member surveys undertaken over the last year.

The process to develop the Strategic Plan commenced in October 2021 by seeking members' feedback on U3A Banyule's Mission and Values through an online survey.

Members of the CoM, and others with roles supporting the organisation contributed to the strategic planning process by participating in workshops during February 2022.

Thank you to the members who worked diligently and those who provided valuable feedback and suggestions.

Appreciation is expressed to the Strategic Planning Reference Group.

During the second half of 2022, the CoM will prioritise the actions and develop a three-year action plan based on what is most needed and what is possible within the current resources of the volunteers' time and the organisation's funds.

This Strategic Plan is intended to be a living document.

Vision

U3A Banyule will be a dynamic, inclusive and valued provider of lifelong learning.

Mission

U3A Banyule is a volunteer organisation that provides learning opportunities for over 50s by creating a community whose members embrace lifelong learning and positive ageing by sharing knowledge and life skills within a culture of respect, friendship, and goodwill.

Values

Learning
We encourage the engagement in lifelong learning.

Respect
Members interact with each other with courtesy and respect.

Integrity
Our organisation operates with honesty, fairness and transparency.

Community
Our members come together to learn, create friendships and support each other in a spirit of goodwill.

Inclusion
We welcome and embrace diversity of culture, ethnicity, sexuality, religious beliefs and all abilities.

Learning
Respect
Integrity
Community
Inclusion

Values

Key Focus Areas and Goals

1

Governance

To effectively govern and manage the organisation to enable us to remain viable and vibrant.

2

Membership

Manage membership growth to reflect more closely the demographics of the Banyule community, with a focus on increasing male and multicultural membership.

3

Courses

Our courses aim to meet the needs of our members, by providing high quality learning, activity and social opportunities, in a welcoming environment.

4

Facilities

To provide safe and 'fit for purpose' venues that enable us to be highly responsive to the accommodation needs of members, courses and the organisation.

5

Technology

To be highly responsive to the technological needs of members and the organisation.

Priority Actions

1 Governance

To effectively govern and manage the organisation to enable us to remain viable and vibrant.

1.1 Strengthen our relationships with community organisations.

1.2 Utilise and upskill our members and volunteers to support CoM and organisational processes.

1.3 Develop processes of induction for new appointees.

1.4 Clarify lines of communication and communication processes between CoM and supporting role members.

1.5 Build a culture of teamwork for CoM and supporting roles.

1.6 Introduce increased processes to ensure transparency of financial and governance processes.

Priority actions

2 Membership

Manage membership growth to reflect more closely the demographics of the Banyule community, with a focus on increasing male and multicultural membership.

2.1 Develop a strategy, including targets, to increase the number of men within our membership.

2.2 Implement a strategy to increase the number of men within our membership.

2.3 Develop a strategy to attract members and tutors from a multicultural background, through greater community engagement.

2.4 Implement a strategy to attract members and tutors from a multicultural background.

2.5 Retain and attract new members by re-designing the website.

2.6 Develop and administer an online member survey to identify satisfaction with services and resources and needs of members, with a focus on courses.

2.7 From findings of the survey, identify action and who is responsible.

2.8 Facilitate cross advertising of activities for U3A Banyule and other seniors' groups.

Priority actions

3 Courses

Our courses aim to meet the needs of our members, by providing high quality learning, activity and social opportunities, in a welcoming environment.

3.1 Develop a system of rationalisation of the courses and enrolments.

3.2 Implement a system of rationalisation of course enrolments.

3.3 Develop a strategy to modify the program quickly due to adverse events.

3.4 Identify opportunities for greater socialisation where possible.

3.5 Identify the course needs of members, including emerging technologies.

3.6 Implement the findings of course needs' survey.

4 Facilities

To provide safe and 'fit for purpose' venues that enables us to be highly responsive to the accommodation needs of members, courses and the organization.

4.1 To ensure the membership are effectively informed about the facilities.

4.2 Monitor tutor and member satisfaction with venues.

4.3 Source more venues to accommodate new classes and expanding needs of popular courses.

Priority actions

5 Technology

To be highly responsive to the technological needs of members and the organisation.

5.1 Ascertain interest and offer regular classes on technology.

5.2 Offer training for CoM members to better navigate MyU3A systems.

5.3 Expand the technology trainers' group to train the membership.

5.4. Research the equipment

required to run hybrid classes.

5.5 Monitor tutor need for more training.

5.6 Monitor member need for more training.

LEARNING RESPECT INTEGRITY COMMUNITY INCLUSION

Acknowledgements

Thank you to current and former U3A Banyule members who provided valuable feedback and suggestions relevant to U3A Banyule's strategic directions through the Mission and Values Survey (October 2021).

In particular, a sincere thank you to the U3A Banyule Committee of Management and those in supporting roles for their full participation in this project.

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The strategic planning process was facilitated by Cathy Fyffe of CMF Consulting. We thank U3A Mirboo North & District for permission to draw upon their Strategic Plan formatting.

Endorsed by the U3A Banyule Committee of Management

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U3A Banyule

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