

**The Constitution**

**U3A Calpe**

**The University Of The Third Age**

**Suite 416, Total Postal**

**Calle Corbeta 10**

**Calpe 03710**

**[www.u3acalpe.org](http://www.u3acalpe.org)**

# The Statutes

## Chapter 1: Denomination, Address, Scope, Aims and Activities

### Art: 1 Denomination

The Association known as the U3A de Levante in Calpe ( U3A Levante) is constituted for an indefinite period, an **ASSOCIATION** the provisions of the Statutory Law the “Ley Organica” 1/2002, of 22<sup>nd</sup> March, which regulates the **Right of Association**, under the protection provided in article 22 of the Spanish Constitution.

### Art: 2 Legal Entity

The Association has its own legal identity with full authority to act to administer and to have assets and to fulfil the aims proposed.

### Art: 3 Location and Area of Action

The Association establishes its social address in Calpe, Calle Pinarmar 1B C.P. 03710 Alicante.

The association will carry out its main activities within the Valencian Community.

### Art: 4 Aims

The existence of this association has its aims:

- a) To facilitate, by means of a joint learning, the cultural and intellectual interests of its members.
- b) To improve the lives of its members by promoting and sharing the knowledge and experiences between them.
- c) To encourage members to develop their intellectual, cultural and social potential through formal activities and recreation.

All this by means of classes of diverse topics taught by the members of the Association to other Associate: These matters could be, as a declarative but none restrictive, example:

Spanish Language, History, photography, computer science, gardening, trips, bridge, yoga, meditation, art etc. but not limited to these subjects.

### Art: 5 Activities

To realise the aims outlined in the previous article, the following activities will be developed:

- a) To organise several groups of interest.
- b) To establish contact and to make interchanges with other groups with similar aims.
- c) To obtain books and materials necessary to fulfill the aims.
- d) To carry out all types of activities that the law allows in order to better to fulfill the social objectives, such as meetings, cultural training groups, conferences, colloquia, excursions, trips and visits.
- e) To communicate between the members, to make publicity to attract more members.

## **CHAPTER II. THE MEMBERSHIP**

### **Art: 6 Capacity**

All physical and legal persons of their own free will and who have an interest in furthering the aims of the Association in accordance with the following principles:

- a) Physical persons with legal capacity and who are not subject to any legal condition which prevents them from exercising their rights.
- b) Minors of more than fourteen years of age must provide a written consent by a person authorized to do so.
- c) Legal entities, by prior arrangement by a competent authority.

They will have to present a request in writing to the Management Committee who will consider the application at its next meeting; if the applicant meets the statutory requirements, the Management Committee presentation cannot membership to the applicant.

Membership is not transferable.

### **Art: 7 Rights of Members**

The rights of members are as follows:

- a) To participate in the activities of the Association and the management thereof to exercise the voting right; as well as to attend the General Assembly in agreement with the Statutes. A member of the executive must be of legal age and must have full legal capacity.
- b) Must be informed of the composition of the management committee of the Association, of its financial state and the development of its activity. They will be able to access this through elected representatives of the Association.
- c) To be heard prior to the adoption of disciplinary measures and to be informed about the cause for such measures, providing the justification for imposing a penalty.
- d) To oppose the agreements or decisions taken by the General/Extraordinary Assembly and the Management Committee of the Association that members consider being in violation of the Law or the Statutes.

### Art: 8 Obligations of the Members

The duties of the members are:

- a) To share the purposes of the Association and to work together in achieving them.
- b) To pay the Membership fees, special taxes and other contributions that, in accordance with the Statutes, can correspond to each partner.
- c) To fulfill the rest of the obligations according to the Statutes.
- d) To submit to and fulfill the agreements validity adopted by the Association.

### Art: 9 Reasons for resigning

Reasons for resigning from the association:

- a) By a member's decision to resign, communicated in writing to the Management Committee.  
The resigning member will be entitled to receive a portion of the initial initiation fee and a portion of any other financial contributions but not a portion of the Association's tangible assets and whenever the patrimonial reduction does not damage third parties.
- b) Not paying the fixed membership fees, for a period of nine months after they are due.

### Art: 10 Sanctioning Fines

A member will be dismissed when they commit acts that make them unworthy to continue belonging to it. It will be presumed that this type of act exists:

- a) When a member deliberately prevents or sets up obstacles to the fulfillment of the social aims.
- b) When a member deliberately in anyway prevents the working of the Management Committee of the Association.

In any case to effect a forced resignation or dismissal it will be necessary to open a disciplinary file that includes a hearing of the affected member.

### **Chapter III. The Government Body**

#### **Art: 11 The General Assembly (General Meeting)**

The General Assembly is the supreme body of the association, where members belong by irrevocable right and in absolute equality, where a body adopts its agreements by the principle of majority or of internal democracy.

All the members will be subject to the agreements of the General Assembly, including those not present, those opposing and those present, but having abstained.

#### **Art: 12 Meetings of the Assembly**

The General Assembly will meet in ordinary session as a minimum once a year, in November.

The General Assembly will meet in extraordinary session whenever it is necessary, if requested by a minimum of ten per cent of the total membership.

#### **Art: 13 Convocation of General/Extraordinary Meetings**

The convocation of the General Assemblies, not only ordinary but also extraordinary, will be made in writing. The announcements of the convocation will be made in the customary places fifteen days prior to the meeting. Whenever it is possible members are notified individually. The notification indicates the day, the hour and the place of the meeting, as well as the agenda.

The meetings of the General Assembly will be presided by the President and the Secretary.

The Secretary will write up the minutes of each meeting and these will reflect a summary of the deliberations, the text in the agreements that have been adopted and the numerical result of the voting. At the beginning of each General Meeting or Assembly, the minutes of the previous meeting will be read in order that they may be approved or not.

#### **Art: 14 Competencies and validity of the agreements**

The General/Extraordinary Meetings will be validly constituted in the first call with the attendance of a minimum of a third of the members present or represented by proxy; and in a second call, whatever the number present will begin half an hour after first call and in the same place.

In the meetings of the General Assembly, each member has a vote.

The competencies of the General Assembly are:

- a) To approve, in its case, the management of the organisation.
- b) To examine and to approve or to reject the annual budgets of income and expenses, as well as the Annual Report of activities.
- c) To establish the main activities that allow the Association to fulfil its aims.
- d) To dispose all the directed measures to guarantee the democratic operation of the Association.
- e) To fix the ordinary or extraordinary membership fees.
- f) To elect and to dismiss the committee members of the organisation.
- g) Expulsion of members, as proposed by the Management Committee.
- h) Constitution of federations and integration in them.
- i) Request of declaration of public utility.
- j) Dissolution of the Association.
- k) Modification of statutes.
- l) Disposal and selling of assets.
- m) To decide the remuneration of the members of the Management Committee, that will have to appear in the annual accounts approved in Assembly.

Decisions or agreements will be taken by simple majority of votes by those present or by proxy, when the affirmative votes surpass the negative vote. However, agreements or decisions with respect to dissolving the Association, modifying the Statutes, disposing of or selling the assets and remunerating members of the Management Committee will require a qualified majority (quorum) of those present or represented by proxy when there is a majority in favour of such an action.

#### **Chapter IV. The Management Committee**

##### **Art: 15 Composition of the Management Committee**

The Association will be governed, administered and represented by a Management Committee comprising the President, Vice-President, Secretary, Treasurer and a minimum of two committee members (vocals).

The election of the members of the Management Committee will be chosen by free and secret vote by the members of the General Meeting. The candidacies for President, Vice-President, Secretary, Treasurer and at least two other Committee members (vocals) will be open, that is to say, any member may be a candidate for office, if of legal age, in full use of the civil rights and is not otherwise disqualified under existing laws. The vocals, a minimum of two, receiving the largest number of votes will be elected.

The position of President, Vice-President, Secretary and Treasurer must be held by different people.

The positions of the Management Committee that are remunerated are: none.

Art: 16 Duration of the Mandate of the Management Committee

The members of the Management Committee, will discharge their duties during the period of one year and may be re-elected indefinitely.

Relinquishing an elected position before the prescribed term expires for reasons of:

- a) Voluntary retirement by means of a written application in which the reasons for retirement are:
- b) Ill health that incapacitates the office holder.
- c) Resigning as a member of the Association.
- d) Penalty imposed by committing an error of his/her duty.

The vacancies that take place in the Management Committee will be filled in the first General Assembly following the vacancy. However, the Management Committee may appoint provisionally, until the next General Assembly, a member of the Association to fill the vacant position.

Art: 17 Competencies of the Management Committee

The Management Committee has the following faculties:

- a) To represent the Association and to carry out the direction and the administration to the full extent permitted by the law and to carry out the decisions taken by the General Assembly and in agreement with the general norms, instructions and directives that this General Assembly establishes.
- b) To decide or agree upon presentations or appearances before government and other public agencies, in the pursuit of all types of legitimate activities and to provide adequate resources for this purpose.
- c) On admission of new members, updating the membership list.
- d) To propose to the General Assembly the amount of fees/dues that the members of the Association must pay.
- e) To convoke the General/Extraordinary Assemblies and to ensure that the agreements that are adopted there, are fulfilled. Especially where it refers to the agreements of modifications to the Statutes, the contents of which must be forwarded in writing to the Registry of Associations within a month from the date of meeting of the summoned Assembly.

- f) To present a financial statement (incomes and expenditures) for the current year for approval at the Annual General Meeting and to prepare and propose a budget for the following year.
- g) To take an accounting according to the specific norms that allows to obtain the faithful image of the patrimony, the result and the financial situation of the organisation.
- h) To carry out the inventory of the assets of the Association.
- i) To prepare and propose an annual memorandum of activities for approval by the General Assembly.
- j) To resolve provisionally any case not foreseen in the present Statutes and to give account of it in the first subsequent General Assembly.
- k) To name and dismiss honorary members and any partners collaborating with the Association. Such members and partners will not enjoy the privileges as per Art: 21 and related articles, but they will be shown in the membership register in their honorary capacity and will not be obliged to pay the membership dues.
- l) Any other faculty not specifically attributed to the General Assembly in those statutes.

#### Art: 18 Meetings of the Management Committee

The Management Committee, called by the President or the person who replaces him, will meet in ordinary session with the regularity that their members decide, at minimum every six months. It would meet in extraordinary session if a third of its members request it.

The representation organ will be validly constituted with previous notification and a quorum of half plus one of its members.

The members of the Management Committee are obliged to attend all the meetings that are called except when excused by just cause. In any case, the President and the Secretary or their substitutes are required to be present.

The Management Committee agreements will be adopted by simple majority of the participants. In the case of a tie vote, the President will cast the decisive vote. The decision of the Management Committee will be recorded in the Book of Minutes. At the beginning of each meeting the Minutes of the previous session will be read, corrected if necessary and approved.

#### Art: 19 The President

The President of the Association will also be President of the Management Committee.

The functions of the President are as follows:

- a) Directing and legally representing the Association, by delegation of the General Assembly and the Management Committee.

- b) Presiding over and directing the discussion of the General/Extraordinary meetings and the Management Committee.
- c) Calling General Assembly/Extraordinary Meetings and the Management Committee.
- d) Signing and certifying the records produced by the Secretary of the Association.
- e) Discharging responsibilities assigned to him/her by the General Assembly or the Management Committee.

The President will be replaced in case of absence or illness, by the Vice President or the longest serving member of the Management Committee.

#### Art: 20 The Treasurer

The Treasurer will safeguard and control the resources of the Association, as well as prepare an annual budget, maintain and balance the accounts, in order to present them to the Management Committee, as stipulated in Article 17 of the Statutes. He/she will sign receipts, membership fees and other financial documents. He/she will pay the invoices approved by the Management Committee, which will be reviewed and signed by the President. Article 25 pertains to expending funds.

#### Art: 21 The Secretary

The secretary must maintain the records of the Association, write up and sign the Minutes of the Annual General Meeting and Management Committee, to write up and authorise the certifications that must be issued, as well as maintain the membership register.

### **Chapter V. The Financial Regime**

#### Art: 22 Initiation and Financial Resources

The initial assets of this Association are five hundred (500.00) Euros.

The annual budget will be approved every year in the Annual General Meeting.

The financial resources of the Association will be raised from:

- a) Membership fees fixed at the Annual General Meeting.
- b) Official or private grants.
- c) Donations, inheritances and or bequests.
- d) Income from assets or other resources.

#### Art: 23 Profit from Association activities

Activities yielding income, including services rendered by the Association, will be used exclusively to support the goals of the Association. In no case should association funds be distributed to Committee members, to members of the Association, their relatives or to other physical or legal entities with an interest in making a profit.

#### Art: 24 Membership fees

All the members of the Association are obliged to support it financially, by means of membership fees or special contributions, in a manner and in a proportion proposed by the Management Committee approved by the General Committee and approved by the Annual General Meeting.

The General Assembly may establish monthly entrance fees, periodic membership fees and extraordinary membership fees.

The financial year will close on 31<sup>st</sup> December each year, which is why the first financial year will only be of nine (9) months.

An application to open current or savings accounts in the name of the Association are to be made by the President, the Vice-President, the Treasurer and the Secretary.

To access funds in the Association's bank accounts, two of the four signatures opening the account will be required, of which one must be of the President or Treasurer.

### **Chapter VI Dissolution of the Association**

#### Art: 26 Causes of Dissolution and deliverance of the remaining part.

The Association may be dissolved:

- a) If a General Assembly is specifically called for this purpose and with a favourable vote of more than half of members present or by proxy votes
- b) By reasons determined in Article 39 of the Civil Code.
- c) By judicial sentence.

#### Art: 27 Liquidation

Once the dissolution of the Association has been decided and approved, the period of liquidation begins, during which time the organisation continues to retain its legal status.

The members of the Management Committee present at a General Assembly when the decision to dissolve the Association is taken, in effect become the liquidators, unless the General Assembly, or a court order designates others to effect the dissolution.

The liquidators:

- a) To guard the integrity of the assets of the Association.
- b) To settle any outstanding financial commitments and any new ones so specified to dissolve the Association.
- c) To collect any credits the Association may have.
- d) To liquidate the assets and pay any outstanding debts.
- e) To distribute any remaining tangible assets of the Association in accordance with the aims as outlined in the Statutes.
- f) To apply for the cancellation of the Association in the corresponding Registry of Associations.

In case of insolvency of the Association, the Management Committee or the liquidators appointed to carry out the dissolution of the Association, will have to apply for liquidation before the relevant court.

Any surplus funds will be donated to an organisation whose aims coincide with the not for profit character of the organisation, in this case specifically the Civiv Centre of Third Age of Calpe.

Members of the Association are not personally responsible for any debts incurred by the Association.

Members of the Management Committee and members of the Association, or any other persons who have been designated to act in name and representation of the Association, will be held responsible by the Association for any damages or debts incurred by deliberate, guilty and negligent acts.

## **Chapter VII.- Resolution of Conflicts**

### **Art: Resolution of Conflicts.**

In accordance with the stipulation contained within Article 40 of the statutory law “Ley Organica 1/2002”, of 22<sup>nd</sup> of March, which regulates the Right of Association, any court actions arising from any legal actions taken by or against the Association or from its internal operations will be resolved by the relevant Civil Court.

Agreements and activities of the Association could be opposed by any member of the Association with a legitimate interest. The member will be able to oppose any agreements and activities of the Association that they consider in violation of the Statutes, within forty days from the date of adoption of such, urging a correction, cancellation, a preventive suspension, or by following a procedure established in the Law of Civil Judgment.

[Type text]

Despite the forgoing, conflicts of extrajudicial form can also be resolved by means of arbitration, though a procedure regulated by Law 36/1,988 of 5<sup>th</sup> December of Arbitration and with subject in any case, to the essential principles of audience, contradiction and equality between the parts.

### **Additional Disposition**

In matters or issues not covered by the Statutes or in agreements or decisions officially adopted at General/Extraordinary Assemblies or by Management Committee, such matters will fall under the Statutory Law, the “Ley 1/2002” of 22<sup>nd</sup> March and related regulations which determine the Right of Association and complementary dispositions, will apply.

Calpe, at the first day of April of 2003

Diligence: The Statutes of the Association denominated "U3A De LEVANTE EN CALPE (U3A LEVANTE)" of CALPE, have been registered by the General Director of Justice of the "Conselleria de Justica y Administraciones Publicas" in the Registry of Associations of the Valencian Generalitat, Territorial Unit of Alicante, with number CV-01-035911-A of date 29<sup>th</sup> AUGUST OF 2003.

Alicante, 10<sup>th</sup> of October 2003

TERRITORIAL DIRECTOR OF JUSTICE AND PUBLIC ADMINISTRATIONS

Manuel Cerdan Pardo

## **Addendum**

### **Policy Changes and Amendments Implemented by the 2009/210 Committee**

19/10/2009: Any U3A member with a grievance or query may be invited to discuss it with the committee in private with the committee's prior approval.

A notice board will be provided, for members to advertise events which are not U3A events, which may be of interest to members. ( Strictly no business cards).

Committee Members do not all need to sit on the stage, nor are reports needed from all office-holders at every meeting. Thus freeing up more time for speakers/demonstrations, etc.

03/11/2009: Financial reports only need to be produced at the AGM not every meeting.

01/12/2009: The Group Leaders "Thank You" meal will not include partners, although these will be welcome to attend if they pay for themselves.

12/01/2010: If one or more free places are available on trips organised by the Travel Team they should be given to those who lead the trip.

02/02/2010: The Travel Team have decided that small amounts of cash/and or deposits for trips will in future be collected at the monthly meetings, instead of having to be taken individually to the bank.

04/05/2010: In future a 50 Euro returnable deposit will be required when borrowing baby-loan equipment, to ensure its safe return, in good condition.

01/06/2010: In future Group Leaders can designate their group as a "Red-Star" group, which is open to members of other U3A Groups as well as to the Calpe members. This to be decided by individual group-leaders and is indicated on the groups lists and website.

If the purchasing of necessary equipment is hampering the setting up/development of a new group, the item[s] may be purchased from U3A funds. [with the Committees prior approval]

02/09/2010: It was agreed that an external auditor should be appointed to examine/approve the figures of the General Account and the Travel Account.

05/10/2010: Trips will be thrown open to members of other U3A Groups, one month after first being advertised to our own members.

02/11/2010: Small Christmas gifts will be purchased for some of the Casa de Cultura staff, and will be presented to them by Mary Anderton and Peter Hardcastle.

### **Policy Changes/Amendments Made By The 2010/2011 Committee.**

15/11/2010: Subscriptions should remain at 6 Euros for the next year but economies should be made. E.G. In spending on social events, ADL/website provision etc.

30/11/2010: The Newsletter will appear on the website one week after the General Meeting. Also that non-commercial advertisements and events could be placed in the Newsletter.

04/01/2011: The amount allocated for a speaker from outside Calpe U3A will be up to 30 Euros only and 10 Euros for a Calpe U3A member.

04/01/2011: The amount of 25 – 30 Euros should be allocated to buy a drink for each Committee Member.

01/02/2011: Donations would not be made for deceased members (except maybe for one or two founding members) but details of funeral arrangements etc would be put on the website and in the Newsletter if the family requested it.

01/02/2011: E-Mails which sometimes lead to policy changes and 'rulings' to be sent to the Secretary for keeping on file in hard copy.

01/02/2011: Correspondence over 15 months old could be destroyed although minutes would be retained.

01/02/2011: Only selected Committee Members would receive the membership list every month.

01/02/2011: A new membership form has been designed asking members' permission to hold their personal data and to send e-mails to them.

05/04/2011: A 'Helping Hands' list has been drawn up for helpers who do not want to be full-time Committee Members.

31/05/2011: Apologies for absence will be read out for Committee Members only.

30/08/2011: None.

11/10/2011: Retiring Committee Members will receive a small gift of wine or chocolates to the value of around 10 Euros.

25/10/2011: None.

## **Addendum (continued)**

11/11/2011: Committee Members would have 'business cards' to hand out as required.

22/11/2011 : In future the computer records of finances would suffice as a permanent record.

## **Policy Changes/Amendments Made By The 2011/2012 Committee.**

03/11/2011: (AGM) Discussion on subscriptions to be increased to 10 Euros to cover any possible increase in costs of the Casa de Cultura imposed by the Town Hall. Proposed by Joan Bryan and seconded by Peter Lally. Motion carried unanimously despite motion by Mary Anderton and seconded by Barbara Turner that decision should be deferred until further information became available.

11/01/2012: Funding For New Groups Having been suggested by the Committee, the following the following forward as a good solution for new groups requesting funding to get under way:

- Funding should only be offered to new groups to help them to get up and running.
- Any member seeking funding should make a written application, briefly stating the nature of their proposed new group, the equipment needed and the use to which the U3A funding would be put.
- This application should be sent to Sandy Bianco, the Groups Co-ordinator who will then present it at a Committee Meeting, for the Committee to decide whether funding will be granted.
- Any such funding will be in the form of a loan, with a maximum value of 50 Euros. The loan will be repaid within twelve months from Group Members' contributions.
- Should the group fail to repay the loan, or cease to operate, any equipment bought with U3A funding would remain the property of U3A Calpe, to be disposed of as the Committee sees fit.

07/12/2012: None.

06/03/2012: Grievance procedure drawn up (see15/05/2012)

23/02/2012: None.

15/05/2012: Grievance Procedure agreed and voted upon at General Meeting:

- Grievances may come from Members only, in writing to the Committee, accompanied by membership number and will be discussed at the first opportunity.

- These grievances must be substantiated and witnessed by a member and contain their membership number.
- Grievances must be written to our PO Box number: not verbally, no emails or telephone calls and a record will be kept.
- There will be no appeal unless new information is received which may alter the case.
- This code of practice will be put on our website.

Proposed: Betty Gower and Seconded Liz. Lodge

Unanimous vote in favour.

05/06/2012: None.

04/09/2012: None.

02/10/2012: Appointment of Assistant Webmaster.

### **Policy Changes/Amendments Made By The 2012/13 Committee**

07/02/2013: The Newsletter will be emailed to Members. Those without computer to be given a printed copy as per the list currently held by Tina.

April 2013: New venue accepted by the Members present: the Sol Ifach Hotel for which although we have to pay offers much more suitable accommodation and user-friendly booking and atmosphere.

09/05/2013: Now that we have a rolling membership the month you pay is the month for renewal. For the future we will impose a three month period beyond which membership will lapse if not renewed. Members may re-join at any time and will be given a new number. 100% vote in agreement at the General Meeting.

09/05/2013: Charitable events (such as Lions) may be advertised in the Newsletter if space permits.

10/09/2013: New Bank. After research by members of the Committee during the summer Kutxabank has been chosen as our banker following the closure of Barclays in Calpe. All monies have been transferred to the new bank.

10/09/2013: Committee reports to be circulated before the meeting to cut down on Committee time.

## **Policy Changes/Amendments Made By The 2013/14 Committee**

January 2014: None.

February 2014: None.

March 2014: In Committee decided to raise the level of the choir out of 'Groups' to get around the need for a subsidy outside the normal group level.

We will not read out minutes now they are available on the website. 100% of members present in full agreement.

May 2014: David Stockton appointed as 'Official Photographer'.

June 2014: There was no interest from the members in appointing a Committee/Members liaison person as they have in the Moraira U3A.

September 2014: In website domain changed to u3acalpe.org

October 2014: None.

## **Policy Changes/Amendments Made By The 2014/15 Committee**

January 2015: None.

February 2015: Amendment to previous policy on lapsed memberships dated 09/05/2013.

- It is a requirement that Membership fees are renewed on time but a period of 30 days leeway which covers illness, holidays or any other good reason will be accepted.
- Membership will have been deemed to have lapsed after this 30 day period and the member will have to re-join if they wish to continue to belonging to Calpe U3A. Only paid-up members will be allowed to take part in the U3A group activities or social events and trips without paying a 'guest' surcharge where this applies.

Members were asked if there were any objections to this ruling and there were none.

In Committee agreed that Table Tennis could open a bank account provided they agreed to be audited. Treasurer, Groups Co-ordinator and Secretary met with the bank to set this up. Maybe the choir would like a similar facility.

In Committee agreed that when applicable, everyone will receive the same refund which will be distributed by the appropriate event organiser. In the event of there still being a dispute the matter will be run past the Committee at the next suitable meeting.

March 2015: None.

April 2015: None.

May 2015: None.

June 2015: Liability release form for those playing sports to be signed by those participating.

September 2015: None.

October 2015: None.

November 2015: None.

### **Policy Changes/Amendments Made By The 2015/16 Committee**

January 2016: Reinstated the suggestions box at General Meetings.

Scrapbooks now mothballed and will be kept at the Ifach.

February 2016: None.

March 2016: None.

April 2016: AOB in General Meetings to be altered. Members wishing to raise an item, to put it in writing to the Committee giving name and membership number either to the Secretary or to our Postbox.

Change to the minimum age (40) for new members: not to affect current members.

May 2016: None.

June 2016: None.

September 2016: Terminate the Grievance Procedure introduced in 2012 and rely on the Statutes to air disputes.

Discontinue red star groups in line with other local U3A Groups who do not have this facility.

## **Policy Changes/Amendments Made By The 2016/17 Committee**

February 2017: It was decided to introduce new officers on the Committee at the next General Meeting on 23<sup>rd</sup> February 2017. The retiring President will introduce the new Committee at this meeting making a visible introduction.

The Committee voted to dispose with PayPal to save costs to the Association.

The Vice Presidents to meet to discuss the possibility of an Annual Newsletter.

Retiring officers to be taken off the bank signatory list and new officers to be introduced at BBK Bank.

Pat and Missouri to be appointed representatives of the Calpe U3A and co-ordinators on the Red Cross Project.

David and Maureen Elford to produce a team to spread publicity. RTN Newspaper has been taken on board with a view to produce an article publicising Calpe U3A.