

A group of elderly people are shown in a circular frame, high-fiving each other outdoors. The scene is bright and cheerful, with trees and a wooden building in the background. The people are smiling and their hands are raised in a celebratory gesture. The image is partially obscured by a large blue circle on the left side of the page.

STRATEGIC PLAN 2025-2028

New Interests,
New Friends!

TOOWOOMBA



THE UNIVERSITY OF THE THIRD AGE

www.u3atoowoomba.au

VISION

U3A in Toowoomba Inc will encourage positive active ageing through lifelong learning, physical wellbeing and social interaction.
New Interests – New Friends.



VALUES



VOLUNTEERS

Tutors, Management Committee, Administrative support and other volunteers are the core of our organisation.



RESPECT

We treat people with dignity and courtesy. We promote individual strengths. We value difference and diversity.



WORKING TOGETHER

We work together towards shared goals and outcomes.



CONTINUOUS QUALITY IMPROVEMENT:

We are committed to improving all aspects of our organisation, including our courses and administrative processes.



OBJECTIVES

These are written into our constitution.



To provide programmes of learning activities, including recreational, academic, social and cultural pursuits which offer stimulation and development to people who are in the “third age” of their lives.



To create an organisation wherein co-operative investigation of a topic or area of mutual interest is a major focus of activities and experience and expertise are freely shared.



To realise the potentialities of older adults to follow new pursuits and to increase community awareness of the fact that older people retain the capacity to absorb and use new information and knowledge throughout their lives.



To act with others to improve the status and position of the elderly in Toowoomba, surrounding communities and rural towns in the Toowoomba Region.



To exchange ideas and resources with other University of the Third Age organisations or similar bodies, both within Australia and overseas.



To ensure activities and courses discuss, but do not promote the religious, philosophical or political views of any spiritual leader, master, teacher or politician.



To do all such things as may be incidental to the attainment of the above objectives.



OUR GOALS



GOAL:

Encourage, Appreciate, Maintain and Support a strong cohort of Tutors willing to offer a varied selection of interests to Members.



ACTIONS:

- ✓ Develop a partnership between U3A in Toowoomba Inc. and UniSQ. Explore possibilities of recruiting new Tutors.
- ✓ Pursue and encourage personal interaction between Management Committee, Tutors and Members. Create a 'Friends of U3A' Group.
- ✓ Identify long serving Tutors and Volunteers and present Certificates of Appreciation.
- ✓ Hold a Tutor and Volunteer Appreciation lunch every year.
- ✓ Provide workshops/information days as planned.



GOAL:

Offer to Members a varied/changing selection of Classes/Groups being mindful of changing preferences/interests of both women and men.



ACTIONS:

- ✓ Offer opportunities for Members to have a say in positive planning: variety of class choices including online and Zoom options.
- ✓ Actively recruit new Tutors from within the membership by encouraging Tutors to speak to classes about the interests of class members.



GOAL:

Offer to Members a varied/changing selection of Classes/Groups being mindful of changing preferences/interests of both women and men.



ACTIONS:

- ✓ Tutors to Mentor prospective new Tutors or offer to prospective new Tutors the opportunity to 'sit in' on a class.
- ✓ Encourage present Tutors to have a Succession Plan if they are thinking of retiring.
- ✓ Entry in Newsletters asking the Members if they would like to share their interest and skill with others.
- ✓ Reinstate 'Dynamic Life Lectures' or similar fortnightly.



GOAL:

Create regular communication with Members and prospective Members giving them a broader understanding and appreciation of U3A.



ACTIONS:

- ✓ Develop a partnership between U3A in Toowoomba Inc. and UniSQ. Explore possibilities of recruiting new Tutors.
- ✓ Communicate with Members through the 'Friends of U3A' group.
- ✓ Post a broad selection of classes/groups on Facebook for members to comment on activities and share ideas with others.
- ✓ Friends of U3A members to visit classes.
- ✓ The 'Friends of U3A' to share information with their networks.



GOAL:

Create a more prominent profile for U3A in Toowoomba, local communities and towns of the Toowoomba Region.



ACTIONS:



Create colourful Brochures/Flyers to display in strategic locations including Information Centres, shopping centres, Retirement villages.



Attend Expos each year. Explore other opportunities available at Community events, festivals, markets, shopping centres, shows and permanent advertising boards on major highway entries.



Post on Community Facebook Pages.



Talks on local radio and at Retirement Villages.



Speak at Clubs with an older membership base.



Groups to perform at functions in Toowoomba and surrounding towns.



Develop a Merchandising Plan to offer U3A in Toowoomba Inc. labelled items for general promotion and as gifts to guest speakers.



Recruit an Advertising/Promotions/Social Media person onto Committee.



GOAL:

Ensure good corporate governance of U3A in Toowoomba Inc.



ACTIONS:



A skilled Management Committee capable and willing to volunteer in areas of their skill/expertise. Offer support and appreciation to members of the Management Committee.



Walking Group end of year party



GOAL:

Ensure good corporate governance of U3A in Toowoomba Inc.



ACTIONS:



Be accepting of the necessity for change particularly in updating Technology. Continue to promote the Membership Management System – Member Wizard.



Ensure financial sustainability and good financial management for the present and for the future including the outsourcing of certain procedures.



Regular review of Corporate Policies to ensure compliance with Government authorities, as well as the effective/safe running of the organization.



Maintain Public Liability Insurance and ensure SportsCover is available for activities that require it. Review on a regular basis.



Review and update Position Descriptions, Roles and Responsibilities of the extended Administrative Team.



Update the Operational Procedures Manual to accurately record and store operational information.



Update Asset register to record new acquisitions and to delete disposed assets.



Appoint a Grants Officer to secure funding for capital items.



GOAL:

Provide facilities/venues commensurate with the established and growing needs of the organization.



ACTIONS:



Maintain the major venue Hub of the Philharmonic Performance Centre in Matthews Street.



Lobby Toowoomba Regional Council, UniSQ, U.Q. and Business leaders for an additional second Hub at a sponsored rate to offer more class space for new and continuing Tutors.



TOOWOOMBBA



THE UNIVERSITY OF THE THIRD AGE

A thank you and appreciation to all those members who provided positive feedback in a recent survey. Many of your suggestions have been included in this plan either directly or as inspiration.



**Contact Us Today to
Find out how you can join classes in
Toowoomba, Pittsworth and Crows Nest**

 07 4687 7659  info@u3atoowoomba.au  [toowoombau3a](https://www.facebook.com/toowoombau3a)

 Philharmonic Performance Complex  www.u3atoowoomba.au
7 Matthews St, Harristown QLD 4350

 **Office Hours:** Monday to Friday 9am – 4pm (During Term Times)

We'd love to welcome you to our vibrant U3A community!