Report from the Membership Committee Meeting Tuesday 21st May 2024 at Carpenters Hall at 1130am

Members Attending: Senior Assistant Janet Rivers (Chairman), David Adams (The Master), Sandra Raine (Renter Warden), Assistant Gary Wingrove and Liverymen Jason Clark.
In attendance: Asst. Damon Reynolds and the Clerk
Apologies for Absence: Charles Brooks (Upper Warden), Past Steward Ken Newnham, Liverymen James Dalton and Dan Tranter.

Item 1: Membership

- **Numbers:** The total number of Liverymen is 339. This follows a reconciliation between the database and financial record of quarterage. A drop of fifteen was discovered due to the database counting named corporate representatives as Liverymen. This has been corrected. Twelve Clothings are due at the July Court so the year would still record a net gain. In future the reconciliation will be undertaken not less than every second year.
- The Clerk reported that membership in International and Overseas categories has been blurred. So, it will be discussed with the aim of rationalising them into 1 category.
- **Admissions Panel:** 2 panels in March interviewed 8 candidates. There are 3 candidates for the next panel on 22 May and further panels planned for July and September.
  There have been three block bookings for Freedom ceremonies at the Guildhall. All were excellent opportunities for new Freemen to meet the Master and other senior members of the Company. This will continue.
- **Demographics:** Two-thirds of Liverymen live within 50 miles of the City; 32 (10%) are under 50 and two-thirds are over 60.

Item 2: Recruitment and Retention

- **Recruitment:** The aim of the Working Party is to create a 'culture of continuous recruitment' in the Company. Two new members have agreed to join the group, Lvy Jamie Fisher and Elise Maynard. Lvy Clark described the range of tasks which would be progressed at the next meeting of the working party.

- **Retention and Engagement Working Party**
  Following on from the 'brain-storming' day an analysis of the last four years events attendance showed that - a third of members had been to no events in that period while there was a core of membership that attend most events.
- The next task is to repeat this for the last ten years with a view to better:
  • Understanding our market; finding out what members are thinking and, in the process, engage with them.
  • Specific ideas on ways we can involve our members.

• Ideas on ways to recognize our members to create a sense of belonging.

Item 3: WIL

- RW Raine has started planning for the World Plumbing Conference in (if elected) her Master's year 2025/26. It will take place at The Installer Show in June 2026.
- WIL members staffed our stand on every day of Installer 2024.

Item 4: New Members

- **Induction/social event for new Liverymen:** The next event will be in the Aldermanic Dining room in the Guildhall (as before), early evening on Tuesday 17th September. Invitations will be sent in June to all new Liverymen and recent Liverymen who were not able to attend the 2023 event.
- **Integrating new Liverymen:** Since inception, in October '21, 58 Liverymen have been hosted. Those who have not attended a second event within a year of joining would be contacted.
- **New member WhatsApp Group:** has been very quiet. All new members are invited to join and the trial will be evaluated at the end of 2024.

Item 5: PPDS (Plumbing Professionals Development Scheme): Recruitment for the next cohort will start soon and mentoring workshops have started. Sadly, just two of the first cohort attended the annual lecture in May.

Item 6: Corporate Membership

- There are 6 corporate members. A wine tasting event at Vintners Hall is planned for 13 June but few have signed up to date: members will be chased
- The current format of Corporate membership has run its course and discussions are in progress about a new model for the scheme. Possibly a wider range of smaller organisations with a lower annual subscription and events tailored accordingly.

Item 7: Strategy Day Priorities: progress on priorities was discussed. The chair noted there should be two extra columns: how to measure outcomes and delivery dates.

Item 8: Creating a Company Climate Action Plan: This was presented to the committee.

Janet Rivers
Chairman/Renter Warden Elect
9 July 2024