



Report from the Membership Committee Meeting of Tuesday 26th November 2024 at Carpenters Hall at 1130

Members attending: Renter Warden Janet Rivers (Chairman), Charles Brooks (Master), Sandra Raine (Upper Warden), Liverymen Jason Clark and James Dalton.

In attendance: The two Clerks, Adrian Mumford and Debbie Abergil

Apologies for Absence: Past Steward Ken Newnham, Liveryman Barbara Cooper (to join next meeting).

It was noted that the Committee is rather light on members, so the Chairman will conduct a needs analysis and approach suitable candidates.

Item 1: Membership Numbers

- Total number of Liverymen at end of October was 346 Liverymen, with a pipeline of 28. A further 8 have been awaiting Freedom and Clothing over 18 months and will be followed up, ideally by their proposers.
- There have been 4 resignations since the last meeting which is lower than normal
- **Admissions Panel**
- 5 are scheduled for interviews on 27th November (3 women and 2 men)
- There are two block bookings for Freedom ceremonies at the Guildhall in Q1 & 2. These have been very successful, and a further opportunity for new Liverymen to meet the Master and Senior members.

Item 2: Recruitment and Retention

- **Recruitment:** there is now an annual plan for this. The first item to be implemented is a recruitment email from the Master.
- **Engagement and Retention**
- A one-sheet guide, for new Liverymen, on how to engage with committees is to be produced following the feedback from the 17 September induction evening.
- Also, the FAQ guide for new Liverymen will be updated and provided as a PDF
- The 2025 objective is to engage the group of Liverymen who do not often attend events

Item 3: Women in Livery (WIL)

- WIL plans are: celebrate International Womens' Day (8th March 2025), attend the HIP (female plumbing) Skills competition in Q1 '25, attend Installer Show (June '25)
- WIL welcomed a new application for membership from Air Cdre. Wendy Rothery who is deputy head of Diversity and Inclusion in the MOD.
- WIL is to be known as WILD, Women in Livery and Diversity. To explicitly broaden its diversity objectives

Item 4: New Members

- 13 new Liverymen attended the 17th September induction evening and this will be repeated approximately annually, depending on admissions. See engagement group for resulting action from 17 September.
- There have been 84 hostings since the scheme began three years ago in October 2021. From now, the Office will cc proposers, to jog them to support their proposes in correspondence such as Freedom, interviews etc.

Item 5: Plumbing Professionals Development Scheme (PPDS)

- There are 13 potential candidates for the 2025 cohort. Lvy Michael Spencer has replaced Dan Tranter.
- One female mentee has been helped to find a job.
- PM Nick Jones will be delivering a Professional Development session in January 2025 "How to set up your own business".

Item 6: Corporate Membership

- PM Hodkinson is talking to each of the 6 Corporate members to understand what they want.
- Lvy Kim Howell and Lvy Peter Smith have been recruited to assist with the scheme
- Four of the six Corporate members will be attending the Corporate Lunch at Haberdashers on 28th November.

Item 7: Any Other Business

- **Terms of Reference:** A short paper re-evaluating the appropriateness of International, Overseas, and Family membership categories will be prepared for the next meeting.
- **Almoners Report:** The new Almoner has sent 11 cards and flowers and received 5 sets of positive feedback
- **Climate Action Plan:** A draft is to be finalized and sent to Damon Reynolds.

Janet Rivers
Renter Warden
& Chair of Membership
3rd December 2024