



## **IHBC Member *Eletter*: ISSUE 35 – September 2019**

### **Looking ahead: Something old... but much more new...**

This IHBC *Eletter* updates members on recent meetings of - and reports to - IHBC trustees.

The current issue covers the period from our highly successful Nottingham School, and attendant AGM, to our most recent Board meeting, in mid-September. Trustees then noted and agreed on a plethora of developments, all building on a legacy of planning even though most included some very new details, including:

- New trustees, roles, staff consultants and volunteers
- Framework and schedule for a new constitution
- A draft of IHBC's *Corporate Plan* for 2020-25
- Our new charitable fund, the 'IHBC's CREATIVE Conservation Fund'.

### **Trustees' general business**

#### **New officers and faces**

Trustees nominations to the Chair and Vice Chair roles - of David McDonald, and Lone Le Vay, our Legal Panel Convenor and also an active officer on the South East Branch (and School) Committee - were confirmed at the [AGM](#), alongside the other standing officers.

Our Board meeting noted these AGM elections, with its main duty here being to ratify the roles of other national officers as Committee Chairs, the operational responsibility they undertake in our current Constitution.

#### **New President**

The meeting also elected Mike Brown - formerly IHBC Vice President - as the IHBC's new President. As past Chair, and also a very active as a [longstanding and leading volunteer](#) - especially in our cross-sector work in England - Mike is well known to many as an active player across the entire recent history of the IHBC.

#### **New consultants: Professional Development (PD) support**

Regarding our [professional development \(PD\)](#) and related training support services, centred most recently on the much-lauded [MATE](#) (Membership Application Training Event) sessions, two new consultants have been appointed to part time roles to replace the stellar work of Kate Kendall and expand this critical area of our professional support.

[Dr Ramona Usher](#) will lead first on delivering the MATE sessions, as our Professional Development (PD) Officer, extending our reach to new constituencies as well as valued existing ones, such as our [HESPR](#) members. Working two days per week will allow Ramona to develop the

wider training models linked to our [SelfStarter](#) and the evolving – and overarching – ‘TeamStarter’ programme. This includes developing wider support for applications for IHBC accreditation across Branches and stakeholders, an area that is already under way following a recent presentation to c.25 + surveyors and more in the National Trust in London. Other planned MATE sessions hosts (and hosts of what we fondly call ‘Mini-MATE’ sessions, as the 30-60 minute summary of the programme) include Branches, charity sector, government, and other bodies still only looking at IHBC links.

[Sarah Cheng](#), as Training Advisor, will lead on developing the training plan and strategy for the institute as a whole. The challenge is described in our existing Corporate plan, [CP20](#), under the ‘Aim B2’: a ‘training priorities framework [to operate] across committee, Branch and other infrastructure’. The planned framework will accommodate the distinctive character of our professional support and operations, in particular the unique interdisciplinary profile of our membership and of our accreditation processes, as well as the voluntary nature of so much of our core capacity.

Again the IHBC’s voluntary Branch network will be central to these plans. Already Sarah’s impact is clear as her work has enabled us to offer key data in our response to one of the more abstruse – if still very relevant – of consultations, that from the Office for National Statistics on prospective changes in the [Standard Occupational Classification \(SOC\)](#). If interested, you can see that on our [Consultations Page](#) when submitted.

Tied also to the evolving suite of support staff in this area - and adding essential capacity and skills – is Michael Netter, extending capacity in our professional services. Michael continues to underpin and extend Carla Pianese’s historic role in the National Office. Significantly however, over the recent transition period following Carla’s departure, he has become increasingly focussed on our professional activities as well as our volunteer operations.

### **New training pilot: nationally led, locally delivered**

The arrangements noted above align closely with our commitments in our Corporate plan, [CP20](#), in particular ‘Aim B2’: to ‘Lead and support heritage sector learning, education training and standards’ and, for the overarching TeamStarter programme, ‘Aim A3’ (‘Influence and empower non-specialist and lay interests’). They also complement another new development also formally welcomed by trustees, a new IHBC pilot programme of nationally-led, locally delivered training.

Following long gestation across committees – especially, of course, our Education Committee – and other internal groups, trustees have agreed to pilot a plan to support locally delivered, CPD-priority training event

through our Branches. These will focus on those practice areas already especially recognised as needing informed and impartial support of the sort the IHBC is best placed to offer. The final arrangements will be detailed, populated and promoted in the coming weeks using the suitably transparent and accessible medium of our [NewsBlogs](#). So, as ever, if interested do keep an eye out there.

### **New Volunteers**

The IHBC is always delighted to welcome new or returning volunteers in any part of our operations, but when they look to fill the 'biggest shoes' in the place, any offer of help is especially appreciated.

The [call for a new volunteer Membership Secretary for 2020](#), to lead on the work of the Membership and Ethics Committee when Membership Secretary David Kincaid stands down, has spurred [Janice Gooch](#) – well known to some as past Secretary of our [Technical Panel](#) – to offer to take on this critical role. Janice will shadow the entire assessment and accreditation process for the next year, in advance of her formal nomination to the 2020 AGM in Brighton. That should offer sufficient time to absorb fully all aspects of this complex and crucial role.

### **New Constitution**

The new governance proposals led jointly by our past and present Chair (and past President) – James Caird and David McDonald respectively – and [approved by the 2019 AGM](#), are also progressing apace. Those governance proposals are now with our solicitors, [Knights](#), who are undertaking a detailed review process in advance of scrutiny by the regulators. To date no issues have been raised with our broad strategy, and we will bring members up to date as soon as we have any substantial feedback to offer.

Trustees – and many members – are keen to keep up momentum, so the Board has agreed to aim for implementation of the new constitution at the 2020 AGM in Brighton, if at all possible. That would be a fitting conclusion to mark the approaching end to our current *Corporate Plan 2015-20*, [CP20](#).

### **New (draft) Corporate Plan: 'CP25'**

Speaking of which, at the Board meeting trustees also received the first draft of CP20's successor, the new *Corporate Plan* that will take us from September 2020 to 2025. Provisionally abbreviated to 'CP25', in line with earlier Board agreement this draft [builds on the outcome of CP 20](#). Indeed CP25 is designed specifically to recognise the achievements linked to CP20, and so extend and refine its operations and aspirations.

This development strategy follows established (and hardly surprising) precedent from the IHBC's recent past – [successfully demonstrated in](#)

[CP20](#) for example – to develop any new Corporate Plan by first remembering the old. Usefully, this approach encourages simplification and streamlining of corporate management and trustee oversight. For example CP25 will continue CP20's focus on the three primary charitable objects, of helping people; helping conservation, and helping conservation specialists.

Following further internal review, we will bring the draft of CP25 to members for consultation after the next Board meeting in October.

### **New IHBC charity fund: The '*IHBC's CREATIVE Conservation Fund*'**

A new charitable initiative also has occupied trustees: the establishment of a restricted fund to help focus and extend our charity operations. To be called the *IHBC's CREATIVE Conservation Fund*, it will focus on gathering the diverse threads of our existing charitable activities while also establishing our credentials to ensure their expansion.

To build credibility in the IHBC as a steward and manager of charitable donations, we are keen to secure a critical body of funds early on. So we will prioritise securing contributions from:

- The IHBC's existing charitable funding operations, such as our School bursaries
- Undeveloped sources, including for example facilitating donations by IHBC members and supporters
- Securing new funds, especially funds that might be more effectively managed and disbursed under the IHBC's direction.

The next steps too will promote the new Fund – and explain its early operation – through a dedicated, IHBC-branded web resource, and so secure both a platform for raising awareness and a forum to facilitate its operations.

### **New... APPG**

Trustees in September also received an early briefing on the early stages of the development of a new, conservation-focussed All Party Parliamentary Group (APPG) to be supported by the IHBC.

The IHBC's current and recent corporate reviews consistently have acknowledged the importance of high-level political advocacy. However historically, over the period of 3 major and largely successful Corporate Plans (from 2007 onwards) and despite a huge range of initiatives and investments – most led by our Communications and Outreach Committee –we have largely failed to achieve any significant impact. One clear problem was that such ambitions were hampered by their 'piecemeal' nature.

Recent analysis and outreach identified, and subsequently secured, the opportunity to address these disappointments. The plan now is to establish a new All Party Parliamentary Group, dedicated to investigating and promoting conservation in line with the IHBC's ambitions, standards and objects, and with the IHBC serving as its secretariat.

Fortuitously, tied to this work, the IHBC received an offer of *pro bono*, free support, advice and network access from political advisors [Powerscourt](#). This gives the IHBC a unique opportunity to develop an APPG to help lead strategic political and public discourse, with minimal resource implications.

Powerscourt will advise on and securing the establishment, population and operation of a conservation-tied APPG. IHBC will support the APPG's work through a secretariat and by offering open access to its networks, as we continue to try to deliver these longstanding ambitions more effectively.

### Other updates

Trustee's also noted other general business over the period including:

- [Gus Astley and Marsh Award winners](#) receiving their congratulations and more at the Nottingham School.
- Two new *Contexts* issued - (No. 158, on [Building Services](#): and the [World War 2](#) anniversary)...while our new Nottingham School issue is just out
- The offer of 'Taster' Affiliate memberships to students on the first year of recognised courses has been continued, so for 2019-20 they can again simply [JOIN ONLINE](#) for free
- The new fully functioning online [Yearbook resource](#), covering articles and features from 2007-18
- Record delegates attending our hugely successful [Nottingham School](#), with substantial online CPD support (including IHBC ToolBox-linked Spotlights and IHBC YouTube channel postings) and the new CPD Certificate pilot seeing huge demand
- The new School forward planning strategy mean most arrangements for our 2020 [Brighton School](#) are in place, and good progress is being made for 2021 (Aberdeen) and for Wales in 2022 (Swansea), on technical issues.
- While our December [Council+ is being planned](#), given the Board's keenness to deliver our new constitution, its content may now concentrate on governance
- Our MOU support for COTAC includes promotion of and participation on its [60th anniversary conference](#) in Stirling, 6-7 Nov, also supported by Historic Environment Scotland.

And as ever, in light of all this progress and change over a busy four months or so, if you think we can make even better use of our resources or opportunities, please be sure to let us know.

### **New and newly accredited members**

In line with constitutional procedures, and as recommended by our hard-working Membership Secretary David Kincaid, the Board has agreed the following applications in line with their corresponding membership categories:

#### Full Members (Accredited in interdisciplinary conservation practice)

Mark Clifford (NW), Eleanor Cooper (YO), Tony Gwynne (SW), Lucy Haile (LO),  
Tara Hayek (SO), Jamie McNamara (SC), John Millhouse (EM), Rebecca Styles (EA)

#### Associate Members (Accredited in conservation practice)

Lee Walton (Management) (SW)

#### Affiliate membership (Non-accredited)

Rebecca Barnett (WM), Peter Barrett (RI), Andrew Beardsley (EM), Phill Brady (SE), Katie Bridger (EM), Lauren Butterworth-Taylor (NW), Sophie Button (EA), Helen Carrington (EM), Louisa Catt (LO), Benjamin Clark (LO), Richard Clews (NW), Glen Coltman (WM), Geoffrey Cooper (EA), Francesca Cowell (LO), Rowena Creagh (SO), Charlotte Crossman (LO), James Cullen (NO), Allie Dinnis (SE), Christina Duckett (SO), Nicholas Dutton (EM), Peter Elder (NO), David Ensom (SO), Nicola Foot (NW), Sarah Foster (SC), James Fryatt (NO), Colin Gilmour (SC), Hilary Gould (YO), Niall Hanrahan (LO), Megan Harasymchuk (OV), Graeme Harley (SC), Lian Harter (SE), Neil Higginson (SE), Jenna Johnston (NW), Kayleigh Judson (EA), Christopher Lamb (WM), Christine Leadbeater (SE), Carl Lewis (YO), Daniel Lodge (SC), Brigit Luffingham (SC), Isabel Mar (SE), Francis Maude (LO), Lindsey McCullam (SW), Lucian Minca (LO), Luke Moloney (SC), Alison Montgomery (EM), Rita Mullen (SO), Glynis Neighbour (WA), Joana Nunes (EM), Nina Ogradowczyk (EA), Samantha Pace (NI), Heidi Pearce (LO), Neil Phillips (EA), Keith Quantrill (EA), Lloyd Rockall (SO), Juan Sarralde (LO), Matthew Stevens (SE), Michael Tagg (EM), Paul Taylor (EA), Jonathan Turnock (SW), Chris Vale (NW), James Verner (SW), Maria Viciano (EA), Jennifer Vyse (WM), Monica Warwick (SC), Matthew Wilde (EM), Michael Wood (Z), Robert Workman (SO), Glyn Young (SC), Chris Bradley (YO), Jennifer Campbell (SE), Sophie Clarke (EM), Susan Dibdin Nevo (SC), Neil Hitchin (EA), Ioanna Kokkinaki (SW), Megan McHugh (NW), Jamila Sokunbi (LO), Mark Somerfield (EM), Charlotte Adcock (YO), James Albone (EA), Amir Bassir (EM), Charlotte Dawson (EM), Sam Driscoll (SW), Adrian Hadley (WM), Matthew Maries (YO), Seth Price (YO), Paul Toms (LO), Samantha Borgars (WM), Andrea Brislan (SC), Saul Farrell (EM), Lucy Furniss (NW), Laura Long (NO), Leah



Mew (SO), Charlotte Sexton (SW), Bronte Vivian-Crowder (SW), Lucy Crowther (NW).

All have been welcomed and congratulated on their appointment to the corresponding membership categories and Branches noted above.

### **Branch updates, reports and our Branch Events NewsBlog**

Trustee meetings necessarily focus on statutory, regulatory and related general duties, including corporate plan delivery and oversight of finance and risk.

Recognising these priorities, our new 'Branch Update' NewsBlog is an especially welcome addition to our member support information network, with all such news to be passed to our interim Services Officer, Michael Netter, at [services@ihbc.org.uk](mailto:services@ihbc.org.uk).

Further Branch details can be posted on the relevant Branch pages on the IHBC's website, so Branches should pass more formal reports and updates to the IHBC's IT consultant, Peter Badcock, at [it@ihbc.org.uk](mailto:it@ihbc.org.uk) for posting there.

*NB: All Branches are especially encouraged to announce their activities and publications on the [IHBC's LinkedIn Group](#), and take advantage of this open network to advertise their achievements across our digital networks.*

### **Getting involved**

Remember: The IHBC is always very keen to secure, support and of course benefit from new volunteers – Branch representatives and board members especially – and the best way to prepare your skills for these roles is to join your Branch or National Committees as a volunteer, as discussed below.

## **IHBC Volunteering & Governance: An update**

A cover note from our Chair David McDonald:

The IHBC is a charitable trust with a Board of Trustees - called the Council - responsible for its management. It comprises the nationally elected officers, including officers that chair our national committees, and the members nominated by the Branches. Any full member wishing to become a trustee needs to be well acquainted with the Institute's policies and ways of working. This can be achieved by any, or all, of the ways mentioned below, and by reference to our [Yearbook](#) and our website links from [ihbc.org.uk](http://ihbc.org.uk).

As we all know, the strength of the IHBC lies in the willingness of its members to contribute to its activities. The Institute is always pleased to hear from members willing to contribute their skills, time and experience, either at local or national level.

It is easy to become informed about the IHBC and involved in its processes through our NewsBlogs, Membership Eletter and our in-house publications, Context and our Yearbook all of which offer opportunities for comment and feedback.

A starting point for active involvement for IHBC members of all classes of membership may be at national and regional Branch levels, where we offer programmes of meetings and CPD that many will wish to attend, participate in and advise. There are opportunities, also, to contribute to the governance of our Branches. Details may be obtained from Branch contacts and secretaries listed at <https://www.ihbc.org.uk/branches/index.html>.

Our [Annual School](#) gives members the opportunity to meet members from other regions as well as the Institute's national officers, who use this event to help keep in contact with the wider membership.

Those with particular expertise or interest in aspects of conservation or development of policy might like to consider joining one of the national panels or committees. Participation in a committee or panel can lead to further responsibility in that area or in the general governance of the Institute.

The IHBC has reviewed its corporate structure and introduced a mechanism to extend interest in and engagement with the governance of the Institute. Operating under the title 'IHBC+', this establishes a process of 'experimental evolution' in our governance, as our Past President Trefor Thorpe titled the process. It includes an expanded half-yearly meeting called 'Council+' that widens access and representation. Participation in Council+ is one way of tasting the responsibilities of the Institute's Body of Trustees, our constitutional Council.

In line with our current Corporate Plan, our planned new constitution will embed the lessons learned from these and other aspects of the IHBC+ programme. That evolution will take its next substantial step at the 2020 AGM when we hope to implement our new constitution.

Details of the legal duties and obligations of trustees and the various roles of the Institute's officers may be obtained from the IHBC Secretary, Jo Evans, at [ihbsecretary@ihbc.org.uk](mailto:ihbsecretary@ihbc.org.uk).