

**THE INSTITUTE OF  
HISTORIC BUILDING  
CONSERVATION**

**www.ihbc.org.uk**

Registered as a charity in  
England and Wales number  
1061593 and in Scotland  
number SC041945

Company Limited by  
Guarantee

Registered in England  
number 3333780

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These documents were  
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# COUNCIL'S REPORT

The trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of The Institute of Historic Building Conservation (the company) for the year ended 30 September 2014.

The trustees confirm that the annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The institute is governed by an elected council of trustees with up to 22 voting members consisting of up to nine elected officers (chair, vice-chair, secretary, treasurer and five officers serving as committee chairs) and up to 13 trustees appointed by regional and national branches.

Council is also advised by non-voting officers co-opted by council, including the president, and by five committees, each chaired by its corresponding elected officer: Finance & Resources, Membership & Ethics, Education Training & Standards, Policy, and Communications & Outreach. These committees help oversee a range of advisory subcommittees, representatives and panels.

Council and committees are supported by a small national office executive team responsible for organisational management, including the director, projects officer, administrator, membership services officer and, since September 2014, our Learning Education Training and Standards ('LETS') Liaison Officer, alongside other operational support.

The trustees confirm that, in exercising their powers and duties, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

## OBJECTIVES AND ACTIVITIES

The IHBC is a company and a charity registered in England and Scotland, and exists to promote, for the benefit of the public, the conservation of and education and training in the conservation and preservation of buildings, structures, areas, gardens and landscapes which are of architectural or historical value in the UK insofar as it lies within the duties and responsibilities of any person whose principal professional skills are to provide specialist advice in such conservation and preservation.

### The IHBC's key activities are:

- setting standards for conservation practice and improving education and training in conservation

- raising the profile of conservation and promoting its role in economic and social regeneration
- supporting excellence in all aspects of conservation, whether in the identification, analysis, repair and reuse of historic buildings or in new design in historic settings
- stimulating debate on how the role of conservation should develop
- organising training events and further developing the branch network to encourage the continued exchange of information between practitioners locally as well as nationally.

## **ACHIEVEMENTS AND PERFORMANCE**

The IHBC has maintained its high level of activity and influence across the wide range of interests that shape conservation. In 2013-14 we have also expanded our resources following the success of our more commercial, income-generating initiatives. These developments have allowed us to enhance services and support to the sector, with additional capacity represented by the appointment of a Research Notes consultant, a NewsBlog news service author, and, generating impact more in next financial year, the agreement to appoint a ‘Learning, Education, Training and Standards’ (LETS) Liaison Officer – Kate Kendall – to support training delivered through our energetic network of volunteers across our branches.

Over the period we have continued to support the terms of the National Occupational Standards that we helped develop in earlier years, including promoting the high-level vocational qualifications that they underpin, as well as implementing the arrangements for offering subsidies to members in need, developed in the last financial years. The surplus from our trading arm IHBC Enterprises continues to play a central role in shaping our wider charitable support. This strategy demonstrates the direct benefit our business-minded approach to conservation principles and standards brings to our most needy members.

We also continue to refine our membership application procedures to help guide applicants more efficiently through the assessment process. Having in previous years laid the groundwork for the introduction of more structured support for progress to full membership of the IHBC, as part of the outcome of a motion to that effect carried unanimously at our 2013 AGM, in December we formally adopted the ‘Stepping Stones’ strategy to help recognise members’ skills that sit between current Affiliate and Full Member categories. Introducing the re-cast Associate membership category as an intermediate skills accreditation was the most substantial change to our membership structures since our foundation.

As the new category for skills recognition was carefully developed so as to tie tightly to current assessment criteria and processes, the actual procedural changes have been minimal. Instead most efforts have been directed to improving or modifying the

support and guidance for applicants, with application forms refined and re-cast and new events programmes linked to branch operations supporting applicants locally. This culminated in the membership support event linked to our peripatetic national council in Derby, in September, at which nearly 90 members and colleagues were offered a free day of guidance on the application process. The event also served as a model for smaller, regional events that could be supported by the UK body.

Nowhere were the benefits of the IHBC's voluntary training and education infrastructure – the branch networks that underpin our 'Stepping Stones' programme - more evident than in the management of the 2014 Annual School. This was hosted by our Scotland branch in Edinburgh, and organised and managed through a tight partnership between the branch committee, school volunteers and the national office. As in other years, we also reaped the rewards of warmly welcoming non-members to the school – who constituted 16 per cent of the delegates – as well as members. With the 'Art of conservation' as the overarching theme, and distinguished speakers and tour guides – including IHBC members – exploring the different threads and challenges of the theme, once again the IHBC delivered both an educational and an entertaining experience for all, as the feedback forms attest. Our success in delivering relevant and current themed CPD to a specialist, multidisciplinary audience was confirmed again there as 87 per cent of delegates considered the school met their training requirements completely or sufficiently, and 97 per cent considered it invaluable, very useful or useful.

Our other major annual national event, the 'peripatetic council', took place in Derby, as noted, and was hosted in partnership with the East Midlands branch. This year we focussed our evening programme developing links and networks between trustees and branch members.

Other developments this year represent a consolidation of our standing across the diverse sectors in which we and our members work: heritage and culture; development and regeneration; education and environment among others. Our membership numbers, however, have maintained their plateau, currently at about 2,200, while our support for commercial and corporate conservation practice, HESPR, has also seen little change. That's not made us cautious about enhancing the services though: we've offered online posting of accredited members' details; we set in motion an alert programme for relevant business tendering opportunities, and we have continued to secure reduced rates for IHBC members at a number of partner events by offering sponsorship and partner support. These new benefits, services and sector initiatives will help re-generate growth in our numbers just as the economy revives.

Already our online networks such as LinkedIn, Facebook and Twitter have provided a valuable additional opportunity to raise awareness and understanding of our ambitions across an unprecedented diversity of sectors, and expanded by nearly 2,000, to 9,000. These have been given added impetus not only by the younger membership profiles and the digital awareness of many of our more senior members

– not least our Research Notes Consultant Bob Kindred - but by the inclusion of the digital network skills of our NewsBlog author, Alison McCandlish, who has played a key role in supporting our digital operations. Extending access to our events through facilities such as the ‘Storify’ that she introduced at our Edinburgh School, will remain a key strand in our future growth.

Our digital-based resources also continue to be refined and extended. Our accessible interface to the 30,000 or so web pages, the IHBC’s WebStarter, has been extended to our pilot TeamStarter initiative. This programme is still in ‘pilot’ mode, but the partnerships with Aberdeen City Council and others are offering invaluable support as we tie these supports for learning more closely to our ‘Stepping Stone’ support for applicants.

Among our responses to our membership, perhaps most important was the recognition of the need to, and opportunity in, enhancing opportunities for participation and representation at the heart of our management and governance. The potential here was highlighted across a number of member surveys across the year, and our response, tied also to the need to manage the pressures of a still rapidly expanding organisation, was the introduction of ‘IHBC+’. That initiative post-dates the current report, but the groundwork for that was laid across this very intense financial year.

The developments noted here are just some of the key achievements in the organisation over the financial year. As ever, council offers its special and sincere gratitude to the many volunteers who have contributed to our vast work programme over the year. Whether through serving under our national committees or within the branch operations, our volunteers ensure that the IHBC continues to serve as an effective voice of the sector and as a professional benefit to its members.

The institute’s ongoing activities and operations are substantial and cannot be fully summarised in a report such as this. They are reported more widely and in greater depth across our other information services, including our journal, Context, the Yearbook, and our Membership e-bulletin, as well as the highly regarded IHBC news service, our NewsBlog, and the branch web pages.

To complete this report of our achievements, we can note particularly significant activities in line with our current corporate plan as follows:

## **HELPING PEOPLE**

- Maintained and enhanced our publicly accessible web-based suite of information and advisory services, now with some 30,000 pages, covering news, guidance, events, branches, publications, jobs and our conservation service providers listing, HESPR
- Underpinned branch operations, capacity and support through:
  - funding and investment guided by annual business plans

- our 2013 Branch Connection Day, exploring disciplinary processes
  - our first ‘Course Connection Day’ supporting outreach to conservation courses
  - branch-focused meetings to develop membership assessment
  - branch web pages, and, of course,
  - council meetings
- Delivered continuing improvement in access to and quality of services, including the successful continuation of the Annual School bursary programme, under the guidance of Bob Kindred MBE
  - Maintained links with national and third sector interests and partnerships, including through the Annual School and with strategic bodies such as Heritage Alliance, Built Environment Forum Scotland (BEFS) and the Joint Committee of National Amenity Societies (JCNAS), as well as more informal groupings and collectives, such as in England, the Historic Environment Forum (HEF) and the National Heritage Protection Plan; ongoing policy review and support roles related Historic Environment Strategy initiatives in Scotland and, perhaps most important for our members on the ground, the legislative review in Wales in which our Wales branch and national office continue to play important roles
  - Maintained and enhanced connections to construction sector and non-core heritage interests notably by:
    - enhancing links with the mainstream players in the construction sector, including the relevant sector skills council CITB-ConstructionSkills; the Conference on Training in Architectural Conservation (COTAC), and the National Heritage Training group (NHTG), and also through the 2014 *Yearbook*
    - maintaining representation on other critical lead bodies, including the National Planning Forum with IHBC past-chair Dave Chetwyn serving as vice-chair
  - Widened public access to our services, including successfully enriching our digital social networks such as the IHBC’s LinkedIn group, which now carries IHBC-specific news from the NewsBlog as well as jobs, the NewsBlog archive itself and online editions of *Context*.

## HELPING CONSERVATION

- Maintained our high standards of professional publications, including our journal, *Context*, and themed *Yearbook*, while also offering online access to the journal in a manner compatible with our charitable and corporate obligations
- Continued to explore formal standards in conservation through advocacy, partnership and consultation, including promoting to the British Standard for Conservation, BS 7913, by producing a hard-wearing IHBC-branded reduced-price copy for members

- Some 33 major consultation responses on our behalf, with numerous others benefiting from our contributions and support
- Maintained our substantial education and training programmes provided across our branch network – including in London, Manchester, Derby and many more – as detailed on our national and branch web calendars
- Enhanced our branch events supporting membership applications
- Continued our Gus Astley Student Award programme, including the dedicated website, with successful submissions selected by judge for the 2013 award, Jeremy Musson, architectural historian and broadcaster, and the offer of Annual School places and travel to the winners
- Maintained our conservation course ‘recognition’ programme, adding new courses in London, Cardiff and Edinburgh, while further expanding our sector support with a pilot ‘Conservation Course Connection Day’ in Birmingham
- Extended our ‘State of the Sector’ analysis through continuing the survey of England’s local authority conservation services while also supplementing that with a dedicated study on shared services in local authorities there, while also continuing promotion of comparable assessments in Northern Ireland
- Enhanced the role and operation of inter-disciplinary skills in conservation, in particular by extending understanding and application of the infrastructure underpinning the IHBC’s Areas of Competence through links to the National Occupational Standards and supporting BS 7913.

## **HELPING CONSERVATION PROFESSIONALS**

- Enhanced support for specialists seeking full IHBC membership, including refining pre-registration assessment, online listings of accredited members, and laying the groundwork for our new membership category of Associates
- Supported the recognition and operation of professional standards across our membership by:
  - continuing our successful promotion and testing of CPD, including approving the disciplinary committee for 2014–15
  - developing disciplinary procedures
- Enhanced membership services and benefits including:
  - extending online and digital access to benefits and member support
  - promoting and extending membership on the IHBC’s list of specialist conservation practices, ‘HESPR’, including on-line and at key events
- Delivered actions in our Corporate Plan 2010–15 as agreed across our membership, achieving 85 per cent of targets for this fourth year of the plan.

## **FINANCIAL REVIEW**

The gross resources arising in the year amounted to £376,343 (2013: £368,769). Overall, the charity's incoming resources exceeded its expenditure by £24,228 (2013: £42,210). This reflects a strong performance given the wider downturn, with increased income across the board, not least from our charitable activities. At the period end the charity had free reserves of £266,068 (2013: £241,220). Free reserves constitute unrestricted funds not represented by fixed assets. The charity's reserves are sufficient to maintain levels well within our reserves policy of six months of expenditure.

Recognising the healthy reserves and positive signs of growth in the economy, the trustees are allocating excess reserves to aid investment in growth, services and member benefits, including through the appointment of additional consultants and staff to extend capacity in line with our corporate plan, all with a view to underpinning and generating growth in the IHBC.

## **GOING CONCERN**

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

## **PLANS FOR THE FUTURE**

The plans of the IHBC in the near future are encapsulated in our Corporate Plan 2010–15, approved at the IHBC's 2010 Annual General Meeting, and for the following year these will focus on concluding the most important current and outstanding actions. These include:

- extending support for our membership and across the sector, despite the wider economic constraints
- raising the profile of the institute
- continuing our review of governance with a focus on enhanced trustee oversight and member representation
- developing the infrastructure and profile of our charitable operations
- agreeing the corporate plan for 2015–20, what we now call 'CP20'.

This report is based on that approved by the trustees on 26 February 2015 and signed, on their behalf, by Mike Brown, IHBC chair and trustee, and Richard Morrice, treasurer, trustee and company secretary.



# SUMMARISED ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2014

## STATEMENT OF FINANCIAL ACTIVITIES (incorporating income and expenditure account) FOR THE YEAR ENDED 30 SEPTEMBER 2014

	Unrestricted Funds 2014	Unrestricted Funds 2013
	£	£
<b>Incoming resources</b>		
Incoming resources from generated funds:		
Activities for generating funds	12,574	10,497
Investment income	79,741	53,868
Incoming resources from charitable activities	284,028	294,724
<b>Total incoming resources</b>	<u>376,343</u>	<u>359,089</u>
<b>Resources expended</b>		
Costs of generating funds		
Generating voluntary income	5,931	2,037
Charitable expenditure		
Charitable activities	142,925	114,197
Governance costs	203,259	200,645
<b>Total resources expended</b>	<u>352,115</u>	<u>316,879</u>
<b>Net income for the year</b>	24,228	42,210
Total funds at 1 October 2013	251,840	209,630
<b>Total funds at 30 September 2014</b>	<u>276,068</u>	<u>251,840</u>

*All activities derive from continuing operations.*

*For the year ended 30 September 2014 all incoming and outgoing resources were unrestricted funds.*

*The 2013 comparatives have been updated as it was identified during the 2014 accounts process that the 2013 accounts recorded a transfer between branches of £9,680 as income and expenditure. Therefore the 2013 income and expenditure figures have both been reduced by £9,680 to remove the internal transfer. The adjustment has no effect on the 2013 surplus or net asset position.*

## BALANCE SHEET AS AT 30 SEPTEMBER 2014

	2014	2013
	£	£
<b>Fixed assets</b>		
Tangible assets	–	620
Investments	10,000	10,000
	<u>10,000</u>	<u>10,620</u>
<b>Current assets</b>		
Cash at bank	217,864	210,907
Debtors	82,560	57,751
	<u>300,424</u>	<u>268,658</u>
<b>Creditors:</b> amounts falling due within one year	(34,356)	(27,438)
	<u>266,068</u>	<u>241,220</u>
<b>Net current assets</b>	<u>276,068</u>	<u>251,840</u>
<b>Total net assets</b>	<u>276,068</u>	<u>251,840</u>
<b>Unrestricted funds</b>	<u>276,068</u>	<u>251,840</u>

These summarised accounts are an extract from the statutory annual report and accounts for the financial year ended 30 September 2014 which have been subject to an Independent Examiners' report issued by Larking Gowen, chartered accountants.

Larking Gowen has confirmed to the board that the summarised accounts are consistent with the annual report and accounts for the year ended 30 September 2014.

These summarised accounts may not contain sufficient information to gain a complete understanding of the financial affairs of the charity. The full annual accounts, the council's report and the Independent Examiners' report on those accounts may be obtained from Lydia Porter at the IHBC Business Office, email [admin@ihbc.org.uk](mailto:admin@ihbc.org.uk).

The financial statements were approved by the board on 26 February 2015 and signed, on its behalf, by Mike Brown, chair and trustee, and Richard Morrice, treasurer, trustee and company secretary.

# APPOINTMENT OF OFFICERS AND RATIFICATION OF BRANCH REPRESENTATIVES

## APPOINTMENT OF OFFICERS

At the time of going to press, the following nominations have been endorsed by the IHBC's council and received at the registered office of The Institute of Historic Building Conservation:

### Chair

Mike Brown  
standing for re-election

### Vice Chair

Kathryn Davies  
standing for election

### Treasurer

Richard Morrice  
standing for re-election

### Education Secretary

David McDonald  
standing for re-election

### Policy Secretary

David Kincaid  
standing for re-election

### Membership Secretary

Paul Butler  
standing for re-election

### Communications &

### Outreach Secretary

Charles Strang  
standing for re-election

### IHBC Secretary

Jo Evans  
standing for re-election

## RATIFICATION OF BRANCH REPRESENTATIVES

At the time of going to press, the following members have been nominated by their branches as representatives on council. The meeting needs to confirm their nomination:

### Scotland

Jane Jackson

### Northern Ireland

Jill Kerry

### Wales

John Edwards

### North

nomination pending

### North West

Crispin Edwards

### Yorkshire

David Blackburn

### East Midlands

Roy Lewis

### West Midlands

Chris Partrick

### South West

James Webb

### South

Julia Foster

### South East

Sean Rix

### East Anglia

David Andrews

### London

Sheila Stones

## **MOTIONS TO THE AGM**

Motions to the Annual General Meeting shall be made in writing to the secretary in the names of a proposer and seconder, both to be full members, at least 28 full days prior to the AGM.

Full details of the institute's AGM procedures are contained within Section 5 of the Articles of Association of the Institute of Historic Building Conservation (see under About IHBC, Business Papers, on the IHBC website).

At the time of printing these papers one motion has been received at the institute's offices.

8.1 To adopt the IHBC Corporate Plan 2015–20: 'CP20' (copies available; see [www.ihbc.org.uk](http://www.ihbc.org.uk) for final text)

# MINUTES OF THE ANNUAL GENERAL MEETING OF THE INSTITUTE OF HISTORIC BUILDING CONSERVATION 2014

Held at John McIntyre Conference Centre, Pollock Halls, Holyrood Park Road,  
Edinburgh on Friday 6 June 2014

**Chair: Trefor Thorpe, IHBC President**

## **Present**

Samantha Allen	Laurie Handcock	Sean O'Reilly
Martin Andrew	Kerry Hawthorne	Lydia Porter
Marsaili Aspinall	Roger Higgins	Stewart Ramsdale
Michael Atkinson	John Hinchcliffe	Simon Revill
Lauren Ayres	Sue Howard	Stephen Rickards
Chris Bennett	Thomas Hunter	Sean Rix
David Blackburn	Jonathan Hurst	Simon Roper-Presdee
Nathan Blanchard	Jane Jackson	Carole Ryan-Ridou
Mike Brown	Leigh Johnston	Mike Scott
Adrian Browning	Kate Kendall	Charles Shapcott
Tom Burke	Sarah Kettles	Diana Sproat
Paul Butler	Catharine Kidd	Hannah Stevens
James Caird	Bob Kindred	Gill Stewart
Douglas Campbell	David Lovie	Sheila Stones
Lucie Carayon	Ian Lund	Charles Strang
Jason Clemons	Richard Majewicz	Adam Swan
Deborah Cranko	Alison McCandlish	Jonathan Taylor
Graham Darlington	Ross McCleary	Michael Taylor
Devon DeCelles	Emilia McDonald	Trefor Thorpe
Kate Dickson	David McDonald	Nicole Twort
Mark Douglas	Posy Metz	Geoff Underwood
Crispin Edwards	Andy Millar	Robert Walker
John Edwards	Richard Morrice	Mark Watson
Joanna Evans	Victoria Murray	Luke Wormald
Stuart Eydmann	Josie Murray	Paul Zochowski
Julia Foster	Fiona Newton	
Phil Godwin	Simon Parkin	

## **1 Apologies for absence**

Paul Beaton	Colin Johns	Chloe Oswald
David Birkett	Dave Jump	Dennis Rodwell
Stephen Bradwell	Mary King	Michael Rowan
Ken Burley	Malcolm Lake	Prue Smith
Richenda Codling	Debra Lewis	Mark Stobbs
Ron Douglass	Roy Lewis	James Webb
Eddie Booth	Anne-Marie Lomax	Stuart West
Rachel Godden	Deborah Mays	Michael White

## **2 Minutes of the AGM held on Friday 21 June 2013 and matters arising**

The minutes were circulated prior to the meeting with the council's report and the accounts. The minutes were proposed by Bob Kindred, seconded by Charles Shapcott and accepted by the meeting as an accurate record. The president, Trefor Thorpe (TT), then signed the minutes.

## **3 Council's report**

Mike Brown (MB) referred the meeting to the report in the circulated papers. The main points he highlighted included increased capacity for the national office in the form of the 'LETS' Liaison Officer post recently advertised to support branches; better use of statistics and data gathered over the years being co-ordinated by Bob Kindred; assisting affiliates to upgrade to full membership via special seminars being developed by Paul Butler and Emilia McDonald; continued forging of partnership within the heritage sector to better influence government, and the ongoing modernising the institutes governance to fit modern legislation, be more transparent and democratic. He thanked all those who volunteer within the institute to help run branches events etc and encouraged others to join in.

The report was proposed by Sheila Stones, seconded by Julia Foster and agreed by the meeting.

## **4 Accounts for 2012-2013**

The treasurer, Richard Morrice (RM), introduced the accounts section of the papers. The full accounts were offered for examination in the papers but no requests were received. The institute's finances continued to be healthy thanks to careful husbandry despite the downturn in the economy in recent years. The

increase in reserves had enabled a moderate amount of expenditure to increase resources for example the IHBC 'LETS' Liaison Officer post. There were no questions.

Under Resolution 1 the accounts were recommended to the meeting, the approval of which was proposed by David Lovie, seconded by Carole Ryan and agreed by the meeting.

Under Resolution 2 the appointment of Larking Gowen Chartered Accountants as independent examiners was recommended, the approval of which was proposed by Richard Morrice, seconded by Crispin Edwards and agreed by the meeting.

## **5 Revised Articles of Association**

Information on this revision had been circulated to members via the IHBC's NewsBlog on 18 April. This has been brought about as part of the governance and voting review with these minor changes as a *pro tem* measure to comply with company law. It is hoped that the full review will be complete by next year

The resolution on the revision to the articles as presented to the meeting were proposed by Sean Rix, seconded by Geoff Underwood and agreed by the meeting.

## **6 & 7 Election of officers**

There was one change to the list of officers as shown on page 11 as Eddie Booth's nomination had been withdrawn for personal reasons. Under the circumstances past-chair and former membership secretary Jo Evans has been nominated to fill this role.

With this change in place the posts of chair, vice chair, treasurer, education secretary, policy secretary, membership secretary, communications and outreach secretary and secretary to the IHBC were voted for *en bloc*, and were proposed by Nathan Blanchard, seconded by David Blackburn and agreed by the meeting.

The nominations of branch representatives who are also trustees were also listed in the AGM papers. This meeting confirms the nominations by each branch AGM. There had been no nomination for Northern Ireland and there were two changes to those listed in the AGM papers. For the Wales branch Nathan Blanchard was stepping down and John Edwards had been nominated, and for the London branch John Webb was stepping down and Sheila Stones had been nominated. The nominations were dealt with *en bloc*, and were proposed by Rob Walker, seconded by David Lovie and agreed by the meeting.

## 8 Motions to the AGM

No motions had been received.

**This completed the official business of the Annual General Meeting, which was followed by an open discussion.**

## 9 Other business

- 9.1 TT opened discussions by raising the progress of the governance review, observing that the recent survey that had been circulated to members had been responded to by 273 people and had generally been very supportive. There remains however two main areas where respondents felt there is room for improvement – nominations and elections, and representation generally. The first issue has been partly addressed by the amendment to the articles just approved and the ongoing governance review. The institute covers a broad range of professional disciplines and the gender balance across the membership appears fairly balanced, however these are not fully reflected on council, the institute’s governing body. With the current process of branch nominations and office appointments it is very difficult to improve this. James Caird noted that there was little turnover on council and asked if a model that has more change was being considered. While this is desirable it comes down to volunteers and those who are willing to give their time. Fixed terms are another option but that brings the risk of not having experienced people in place to do the work. Simon Revill said he had recently qualified and joined IHBC because of its diversity although he felt more contractors/crafts people would improve the diversity of the membership but that the current full member criteria makes that difficult. Paul Butler agreed that it can be quite difficult for certain specialists to gain full membership and this was being addressed with the development of the associate category to give more recognition and IHBC a greater range.
- 9.2 Phil Godwin (PG) said the idea of having guaranteed positions allocated on the governing body for the principal professions within the membership (e.g. planner, architect, surveyor, engineer etc.) concerned him somewhat as he felt pigeon-holing members would not be helpful. MB agreed that there were hazards in selecting groups but as was pointed out at the AGM in 2013 the diversity of the membership is not being captured and the possibility of having a vehicle for members to voice concerns needed to be explored. Perhaps at different times of the year there could be an assembly type meeting for members to air professional issues that affect them in their day-to-day work. Council is looking for feedback from the membership on what will work to give everyone the opportunity to have their say. The need