



# Worshipful Company of Constructors

## Quarterly Newsletter — July 2019

ISSUE 8

### The Newsletter

This issue of the Newsletter is the next in our quarterly series of Newsletters, and is focused on Membership and the changes to the Company Structure recently endorsed by Court. Where articles in this Newsletter refer to proposals by Committees the acceptance of such proposals is subject to endorsement by both GP and Court, and any opinions expressed by the authors of such articles are personal and may not represent the view of the Company.

### Company News

Court has recently endorsed a number of changes to the way our Company is run. Many of these changes are the result of output from our recent "Away-days" and are aimed at making our Company, and its Charity, healthier both now and in the future.

There are two particular areas where changes have been made. The first is our committee structure, where it has been recognised that we needed to update the structure to better represent modern approaches to communication. Communication is probably one of our most important roles — we need to embrace all techniques at our disposal to broadcast our mission and life to both members and the wider livery community. Over the past few years, communication techniques have evolved dramatically — not the least being the advent of "social networking" and modern approaches to relatively old techniques — paper based publications like the annual Journal and electronic document based publications like the Quarterly Newsletter. We must also not forget the key role that our web site plays not only for our members but as our "shop window" for non-members.

Up to now, publicity was part of the remit of the Publicity and Events committee, but with the increasing importance of communications it was recognised that we probably needed a separate Media committee. This has now been established, with CA Tim Fitch as its Chair. The remit of the new Media committee includes not only our use of social media, but also oversight of the website, the Newsletter and the Journal as well as generating a cohesive "image" for the Company.

As a result of the constitution of the Media committee, the remit of the previous Publicity and Events committee has been reduced to that of arranging our informal events and our merchandise. It has thus been renamed as the "Merchandise and Events" committee.

Court and GP committee have continued to pay considerable attention to the way our finances are managed. This is essential if we are to be a healthy Company. An important element of this is that members should always settle invoices promptly, ideally by electronic transfer of funds to the Company Bank Account and all members are requested to note that, even if they have signed a Direct Debit Mandate for their Quarterage this does not apply to payment for events, which should ideally be settled by bank transfer against invoices received. The Direct Debit mandate is only used to collect Quarterage.

Another aspect of the management of the Company that was discussed at the various Away-Days was the amendment of our Ordinances and Standing Orders. We recognised that the existing Ordinances, which were drafted at the time of our application for our Royal Charter, were probably rather more prescriptive than they should have been. Moreover, since any change of Ordinances has to be approved by the City authorities, a somewhat lengthy procedure, we wanted the Ordinances to be more over-arching, with the detail being contained in the Standing Orders. So, whilst the overall effect of the combined documents will not result in any significant changes to the way the Company is run, the revised Standing Orders will be more readily amended by the Company going forward, and will thus stand the Company in good stead to move forward towards. The revision of these documents has now been endorsed by Court and they will be promulgated in due course.

#### Honorary Membership



On 13 April 2019, whilst in Hong Kong the Master was pleased to award Honorary Membership of the Company to Frances Moffett-Kouadio, the Trade Commissioner to Hong Kong and Macao. Frances said that she was "very pleased and honoured" to be an Honorary Member of the Company. Ms Moffett-Kouadio has been the Trade Commissioner since September 2014 and prior to that had held several positions at Department for Trade and Industry, including leading on an EU Directive and writing the Department's first Equality Impact Assessment.

At a private dinner at the Oxford and Cambridge Club on 17 June 2019 Ir S H Lam, the Permanent Secretary of Development (Works), Hong Kong, SAR, during his visit to London to address a conference at the Institute of Civil Engineers, accepted Honorary Membership of the Company from the Master, Mike Parrett. Senior Warden Sir Vivian Ramsey was also present. Mr Lam is the first Hong Kong resident to receive membership and is responsible for around one sixth of the entire annual Hong Kong budget, with an expenditure of almost HK\$ 90 Bn.



# Message from the Clerk



Our Gallant Clerk is Kim Tyrell, and it is he who manages the majority of our workings, administration of the Court, payment of our dues and all our communications with Members. Whilst this newsletter replaces the "Clerk's Notes" the Clerk will still provide information to members as needed.

The latest message from the Clerk is:

## Common Hall 17th September 2019

Common Hall will take place at 1700 on Tuesday 17th September 2019 at Wax Chandlers Hall, Gresham Street, London. This is the Company's AGM and whilst only Liverymen may vote, all Members may attend. Following Common Hall at about 1830 there will be a free reception for all those who attend Common Hall. This year as well as electing the Master & Wardens for next year, it is expected that Common Hall will be asked to approve a fundamental revision of the Company Ordinances prior to their being submitted to the Court of Aldermen. All those attending Common Hall will be sent an advanced electronic copy of the revised ordinances to read.

## Charity Gala Banquet 19th September 2019

By kind permission of the Marylebone Cricket Club we are able to hold this years Charity Gala Banquet In the Long Room at Lords. There will be a Reception and there will then be a three

course meal with wines. We have the Cricketer and sometime "Strictly Come Dancing" star Mark Ramprakash as a guest and he will be guiding a tour around the Pavilion for 30 lucky individuals. The cost of the evening is £125 a head or £1200 for a table of 10. Those members wishing to attend should apply to the Clerk.

## Election of the Lord Mayor 2nd October 2019

The Election of the Lord Mayor will take place in Guildhall on 2nd of October 2019. Liverymen can request voting Passes from the Clerk. There will be a lunch at Painters' Hall following the election at a cost of £64pp. Whilst the Election is limited to Liverymen lunch is open to all Members and guests may be bought. Places at Lunch are limited and Members are requested to inform the Clerk soonest if they wish to attend.

## Installation of the New Master & Installation Dinner Thursday 10th October 2019

The Installation of the New Master, Senior Warden Sir Vivian Ramsey (if elected and spared) will take place in St Lawrence Jewry at 1730 on Thursday 10th October 2019. It will be followed by the Installation Dinner at Grocers' Hall, Princes Street, London, EC2R 8AD. A flyer will be issued in August, Ticket price will be under £110pp. Numbers are limited to 160 which means that in effect after the official Guests approximately 140 Members of the Company and their guests will be able to attend.

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## The Master writes ...



Well, it's nearly the end of my year as Master - doesn't time fly!

The Mistress and I have been pretty busy of late, including attending a Buckingham Palace Garden Party and our own Sir Christopher Wren Banquet, where we were delighted to give cheques for £10,000 to each of Clic Sargent and the Sheriffs' and Recorders' fund, both donations being ring-fenced for construction related activities.

In September (19 September to be precise) we will be holding our biennial Charity Gala, this time in the Long Room at the home of the Marylebone Cricket Club (MCC) - Lord's Cricket Ground. Our special guest will be Mark Ramprakash, the well known cricketer and erstwhile Strictly Come Dancing star who will also give a conducted tour of the Pavilion for 30 lucky attendees. Individual places are priced at £125, or would your company be willing to sponsor an entire table of 10 at £1,200? We are also

looking for donations of raffle prizes as our aim is to raise in excess of £20,000 for our Charitable Trust. Please support this wonderful occasion in whatever way you can, as it promises to be the event of the year.

Our foray to Hong Kong for our overseas Master's Weekend was well supported, as was our recent UK Master's Weekend in Cambridge. We started out with a reception at my old college, Wolfson followed by an informal Dinner in Downing College on the Friday evening. Then, on the Saturday, following some relaxing punting on the Cam and a guided walking tour, we had our formal Black Tie dinner in Queen's College on the Saturday evening, where we were entertained by the St John's Singers. Those of us who stayed on after breakfast joined together at Sunday Lunch in a nearby restaurant.

I was particularly delighted to see that James Wates had been honoured in the Birthday Honours at the beginning of June. James is an honorary member of the Company and has been in construction all his working life. He was our guest of honour at our installation Dinner in 2017. He is now Sir James Wates, a Knight Bachelor of the Order of the British Empire.

Following the Sir Christopher Wren Banquet the Mistress and I spent the weekend at Ironbridge, where amongst the many social events we were pleased to note that the Livery Committee had organised a "think-tank" to try to understand how the Livery might "facilitate the creation of robust strategies today in light of an uncertain tomorrow" - not unlike our own initiative to "build a strong company and charity both now and in the future"

As this will be the last Newsletter of my year as Master I am pleased that I have started the Company on the way towards being a healthy Company both now and in the future. My theme for the year was "International Relations" and we have now started to build our global family. I am very pleased with what we have achieved and I wish you a relaxing Summer break and I look forward to a fairly busy month in September as I prepare to hand over to my successor.

*Mike Parrett - Master*

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## Election of Sheriffs

At the Hustings on 24 June 2019 Alderman and World Trader Michael Raymond Mainelli was elected as the Aldermanic Sheriff with 1,287 votes and Common Councillor and Patternmaker Christopher Michael Hayward was elected as the Non-Aldermanic Sheriff with 964 votes. Citizen and Solicitor Erica Frances Margaret Stary was unsuccessful scoring 379 votes.

# Sir Christopher Wren Banquet

The Sir Christopher Wren Banquet is the culmination of our Company Year, and this year's banquet was no exception. It was held on 6th June in the august surroundings of Fishmongers' Hall.



*The Master presenting Rachel Kirby-Ryder with the CLIC Sargent cheque*



*The Master presenting Keith Exford CBE with his membership certificate*



*The Master presenting Sheriff Keaveny with the Sheriffs' and Recorders' Fund cheque.*



*The Senior Warden, Sir Vivian Ramsey. Greeting the Guests.*

The guests at the banquet were welcomed by the Senior Warden - Sir Vivian Ramsey, who managed to make even a list sound interesting and the Master used the occasion of the banquet to present a cheque for £10,000 to the CLIC Sargent Cancer Charity for their "Home away from Home" initiative, and we were pleased to invite Mr Keith Exford CBE, a Trustee of the Charity, and Rachel Kirby-Ryder the Charity's Director of Income and Engagement to join us at the banquet. We were also very pleased grant Mr Exford, who has spent many years in housing and construction and was our Guest of Honour at our recent Installation Dinner, Honorary Membership of the Company and present him with his framed certificate of membership.

We were also very honoured to welcome Sherriff Vincent Keaveny and his wife Amanda to the Banquet, and to give him another cheque for £10,000 towards the Sheriffs' and Recorders' Fund for the rehabilitation of offenders, particularly into learning trade skills and taking up apprenticeships in construction.

6 June was also the 75th anniversary of the D-Day Landings and Liveryman and RAF Officer Squadron Leader Mike Alden gave a brief summary of the role of the Royal Air Force in that important phase of World War II.

In his speech he said "Operation Overlord was the codename for the Battle of Normandy, the operation that was launched on 6 June 1944 and - commonly known as D-Day. A 1,200-plane airborne attack preceded an amphibious assault involving more than 5,000 vessels and 160,000 troops who crossed the English Channel on 6 June, paving the way for the two million or so Allied troops who found themselves in France by the end of August that year.

On the night of 5 June 1944, a force of 181 men, led by Major John Howard, took off from RAF Tarrant Rushton in Dorset, in six Horsa gliders. Their mission was to capture Pegasus Bridge, and also "Horsa Bridge". Five of the gliders landed as close as 47 yards from their objectives, completely surprising the German defenders, and taking the bridges within 10 minutes. Sadly, they lost two men in the process. However, not everything went according to plan as one glider miscalculated and landed some 7 miles off, but most of the soldiers in this glider moved through German lines towards the village of Ranville where they eventually re-joined the British forces.

As Staff Sgt Wallwork, the pilot of one of the gliders, said at the time: "The men had been singing, but as soon as we reached the French coast everything went quiet. There was silence for the last few minutes. It was a lovely night. In full moon we could see every twig, every cow. The waterways were like streaks of silver. Suddenly the silence and beauty were shattered, as the glider hit the ground, crashing through barbed wire defences. It was a rather spectacular arrival into France in order to put the Germans back in their place. France was a very busy place that night, people were dropping out of aircraft with supplies for the Resistance, but we were the first to start the fight. The outstanding thing was just how bloody good we were at night. With a slight bit of moon we could put a glider anywhere you wanted, simply because of practice. In my youthful enthusiasm- I went as far in as I could but hit the embankment rather hard and the nose of the glider collapsed. The others were a bit shaken up, but the only people injured in the arrival were me and my co-pilot, Johnny Ainsworth. He couldn't walk, so I dragged him from the wreckage and shoved him in a ditch out of danger and out of sight. Then,-- knowing my duty was to make sure the chaps doing the shooting had plenty to shoot with, I started carting ammunition about. I had taken a blow on the head, which was bleeding so much that it filled my right eye with blood and I had the awful thought for a while that I might have lost an eye. But I wasn't too bothered, I was just so glad to have done the job and delivered the boys."

Sqn Leader Alden then left the audience with a quote from General William C. Westmoreland, US Army - Retired

"Never before in history had any nation produced aviators whose duty it was to crash land, and then go on to fight as combat infantrymen. They were no ordinary fighters ... They were the only aviators during World War II who had no motors, no parachutes, and no second chances."



# Royal Garden Party



The Master, Mike Parrett and the Mistress, Jessica were invited by HM the Queen to attend a Royal Garden Party at Buckingham Palace, and to tread on the hallowed turf of the Buckingham Palace garden. By all accounts (mostly the Master's) they thoroughly enjoyed the occasion, and, for once, the weather remained surprisingly clement.

As the Master says, "After lunch with 20 other Masters and Mistresses in the Rembrandt Room at the Reuben's Hotel (ably arranged by Nick Salter, the Master Actuary and his wife, Susie) we entered Buckingham Palace through the Grosvenor Entrance. We then went



through the gardens, past the lake and on to the lawn where we conversed with a number of other guests and enjoyed the cucumber sandwiches, tea and cakes amongst the other delicacies. On top of that, the icing on the cake was that we got a good close up look at Her Majesty the Queen.

At the end of what was a most glorious and memorable day we exited via the Palace and out through the front entrance during the changing of the Guard. Indeed a great send-off as we then slowly made our way along the Mall."

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## Companions' Lunch

Our Annual Companion's Lunch was held in the magnificent surroundings of Armourers' and Braziers' Hall. We greatly enjoyed the company of the several Companions (Georgina Craig, Anna McPeake, June Olley and Jenny Tomsett) that were able to join us at Lunch, which followed the Court meeting on 8 May 2019. We were also very pleased to have with us the son and daughter of Past Master Ron Taylor, who worked for the Special Operations Executive (SOE) during World War II and in whose memory a special plaque was unveiled in Brighton on 6 July.

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## Ironbridge weekend



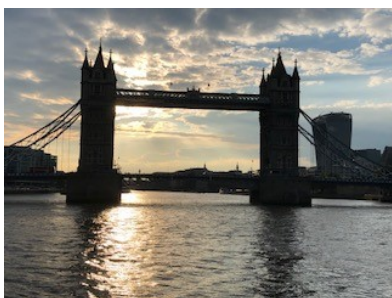
The Ironbridge weekend took place from 7 - 9 June and was attended by some 200 current Masters and Mistresses. This annual event allows all the Livery to join together and is the time when the Past Masters' and Mistresses' inaugurate and name their associations. This year's group chose Apollo 19 for the Masters' Association and the Mistresses chose the name "Gemini".

Whilst much of the weekend is social in nature, unusually this year the Livery Committee held a brainstorming session where people thought about their respective companies and the livery generally in a collaborative and strategic way. The session was attended by the Lord Mayor and was facilitated by Nick Turner, a futurologist and Managing Partner of a company called Stratforma. Nick's expertise includes "facilitating the creation of robust strategies today, in the light of an uncertain tomorrow - something that is without doubt a hot topic throughout the City. Nick very kindly agreed to waive his fee, and the Livery Committee were extremely grateful to him for so doing.

In their report to Common Hall on 24 June the Livery Committee reported that they felt that hosting such an event went some way with their stated objective to support the Livery through greater connection and collaboration. If you would like any more information about the Livery Committee event then please contact Victoria Russell, the Chair of the Livery Committee.

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## Thames River Cruise



A fine evening on 24 May saw a small band of Constructors and their guests venture onto the River Thames for a cruise both up and down river from Tower Pier. We enjoyed both drinks and canapés aboard the boat and the pictures show our party enjoying themselves during the trip, which included a short trip up to Westminster. We then turned about and went down river as far as Limehouse and Canary Wharf before turning back towards Tower Pier. We were very lucky in that the rain held off until those who were dining after the cruise made their way towards the Sherlock Holmes Public House in Northumberland Avenue, where a good time was had by all.

The photograph on the right shows the Master deep in conversation with Past Master David Hattersley and Freeman Ben de Sanges with the Mistress in the background, similarly deep in conversation

Our thanks must go to JW Terry Withers, who made the arrangements for the evening.



# City Briefings

These are aimed particularly at new Liverymen and Freemen; partners are also welcome, as are Court Assistants and Liverymen of longer standing, who have not previously been to a Briefing, who are also encouraged to attend.

They give a short introduction to the work of the Corporation, especially the relationship with the livery companies. The presentation is given by an Assistant Town Clerk and a member of the Livery Committee. There is opportunity to ask questions of the speakers and the Briefing is followed by a light finger buffet, which provides the chance to mix with other Liverymen and Freemen.

The briefings are held at the Livery Hall, 71 Basinghall Street, Guildhall, London EC2V 5DH and there is a non-refundable charge of £20 per person for the course.

There are several Briefings a year and the next Briefings will be held on Monday, 21 October and Tuesday, 19 November 2019. The dates for 2020 are Tuesday 11 February, Wednesday 20 May, Tuesday 15 September and Monday 9 November. Once you have selected and applied for one of the Briefings, you will be able to change the date and carry your payment forward, providing 10 days notice is given. To change the date of the Briefing you wish to attend you should contact the [Course Administrator](mailto:liverycourses@cityoflondon.gov.uk) at (liverycourses@cityoflondon.gov.uk) stating your and your guest's (if applicable) name, your livery company, the date of the course you were originally booked on and the new date of the course you wish to attend. Please also note that bookings can only be made up 10 days before each course and that bookings will close when the maximum number of attendees (120) has been reached.

## Programme and timings:

- 5.00pm **Registration**, tea/coffee served
- 5.30pm **Welcome:** Vicky Russell, Chairman of the Livery Committee
- 5.40pm **Livery companies, their membership, and activities:** Vicky Russell, Paul Jagger, The Worshipful Company of Information Technologists
- 6.00pm **The role of the City of London Corporation:** Lorraine Brook, Town Clerk's Department
- 6.15pm **The Freedom of the City of London:** Murray Craig, Clerk to the Chamberlain's Court
- 6.45pm **Panel discussion with Q and A**
- 7.00pm **Closing remarks:** Chairman of the Livery Committee
- 7.05pm **Drinks Reception**
- 8.00pm **End**

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# Membership News

The Membership Committee has been very busy over the last six months adding to its arm with the Diversity and Inclusion (D&I) sub-committee and Young Persons (YP) sub-committee headed up by Diana Crouch and John Rowsell (respectively). Their energy and passion has led to their sub-committees not only being on course to reach their ambitious targets but also to increase awareness of the issues haunting the Construction Industry. They have, for example, brought in 12 new 'diverse' and/or 'young' members to the WCC since being established and have over double this in the pipeline. Most would not argue with this drive which is backed up by empirical data suggesting that the more diverse a Company, the more successful it is. The WCC aims to be the leader in this sense.

Moreover, there are a number of joint and separate social events lined up this year aimed at bringing together our members (and the industry in general) with diversity influencers. The D&I sub-committee have worked hard to organize two headline events: the joint launch by the WCC and the National Association of Women in Construction (NAWIC); and the "Ladies' Takeover of Level 39 Canary Wharf" planned for September 2019. The Young Person's (YP) sub-committee have been equally industrious setting up events such as the "We Work" Pub/Wine Bar Social Event and a visit to the Tower of London.

On top of this, all three elements of the membership committee have been tackling their common goals as well, albeit, from three different angles. It is clear that the main membership issues that need to be addressed within the WCC are to increase participation amongst all current members and improve the membership 'experience' in general.

Finally, the Young Person's (YP) sub-committee have proposed a number of ideas to either modernise processes and/or make the membership more accessible to younger members by evolving the fee structure and improving the payment system (eg online payments etc.). This has had good feedback from committee members and, subject to agreement by GP and Court, looks on course to be implemented soon.

The Membership Committee hopes to progress these objectives in the coming future so that the WCC becomes an ambassador in its own right for the Livery, the Construction Industry and the City of London as a whole.

The Worshipful Company of Constructors would welcome any contributions or offers of help to the Membership Committee, particularly from younger members and those who feel they might represent a minority within the Company. If you would like to contribute to this workstream, or have something to offer as a member of the relevant sub-committee then please let the Chair of the Membership Committee know by email at [michael.rigden@breakthroughuk.com](mailto:michael.rigden@breakthroughuk.com).

# Constructors' build diversity



Diana Chrouh, a Freeman of the Company, has recently joined the Membership Committee and is leading its sub-committee on Diversity and Inclusion and, along with the Master and the Company as a whole, is determined to recruit as members those who are currently under-represented in the Company, the wider City livery and the construction industry as a whole.



She writes:

"The Worshipful Company of Constructors has a pivotal role as a leading beacon of good practice and has traditionally been widely accepted in its position as a representative of the construction industry.

However, women, ethnic minorities, LGBT, disabled and younger people have historically been under represented, not just in the Worshipful Company of Constructors, but across the livery movement as a whole. Absolute figures on the underrepresentation of these groups is difficult to report due to a lack of systemised monitoring. However, a recent survey of the number of females in the Worshipful Company of Constructors showed that there are only 12 % women.

The Constructors have historically recruited new members by word of mouth among their peers and these recruits have tended to hail from a similar ethnic, social and economic background as the recruiter. As a consequence, the membership is largely made up of white-collar workers at more senior levels in their careers with a demographic profile of predominantly white, male and over 50.

Moving forward into the 21st century, maintaining a lack of inclusion would undoubtedly be a high-risk strategy in the face of an increasingly diverse construction sector that is struggling to attract talent to the industry. This is especially the case when the Company depends on maintaining a thriving membership base that has traditionally been attracted by the Company's prominence and relevant position in the sector. Without a doubt, a modern and diverse industry will expect to see an organisation in such an important position that is in step and representative of the people in the sector.

## Diversity and Inclusion sub-committee

In recognition of the need for change, at a planning meeting last year it was agreed that it was time to take action to increase diversity levels amongst the membership through the creation of a dedicated Diversity and Inclusion sub-committee.

The sub-committee is being led by marketing and diversity specialist Diana Chrouh who has written a proactive strategy for the recruitment of under-represented groups by adopting the following two-pronged approach:

**Firstly - an outreach programme** to raise awareness of the benefits of membership of the Company to under-represented groups via organisations that already engage with them. Planned outreach activities including collaborative events and marketing campaigns will target women, younger people and people from BAME backgrounds that work in the sector. There are also plans to develop a related outreach strategy for disabled and LGBT people.

**Secondly - a New Member Welcome Ambassador programme** to encourage existing members to **volunteer** to invite and support people from under-represented groups.

This planned roll out of an informal soft skills approach to recruiting people from under-represented groups, adopts a common sense way of removing barriers to entry. It also aims to provide potential new members with the encouragement and tailored support that they may need to apply for membership.

Once joined, the plan is to encourage existing members to provide additional informal mentoring to new members. Mentoring support will include personally inviting new members to accompany them to events, or flagging up and recommending taking part in committees and charitable activities during their first year to ensure that they feel properly welcomed, engaged and included in the life of the Company

## Build On Do What Constructors Do Well

The objective of the New Member Welcome Ambassador approach is to build on do what Constructors do well.

That is to use their well-established word of mouth influence to reach beyond their peer networks to engage women and minorities in the construction sector. This approach has already been tried and tested by the Diversity and Inclusion sub-committee and, so far, it has successfully led to an increased spike in membership applications amongst women and minorities with many more in the pipeline.

This is excellent progress and shines a spotlight on the ability of the Worshipful Company of Constructors to build a diverse and inclusive membership, not just for the benefit of our Company but in order to lead this exciting change across the construction sector and the wider City of London."

The Worshipful Company of Constructors desires to reflect the diversity of our industry within and throughout the Company and would welcome any contributions or offers of help to the Membership Committee, particularly from younger members and those who feel they might represent a minority within the Company. If you would like to contribute to this workstream, or have something to offer as a member of the relevant sub-committee then please let the Chair of the Membership Committee know by email at [michael.rigden@breakthroughuk.com](mailto:michael.rigden@breakthroughuk.com).

# Away-Day — Building a strong Company and Charity

On the 12th June, at the Oxford and Cambridge Club in Pall Mall, a group of over 30 Constructors gathered for our second Away Day this Company year to continue to work on the Masters theme of “A Strong Livery and A Strong Charitable Trust”.

The Master, Michael Parrett presided over the day and welcomed the group, setting out his hopes and expectations.

The day was facilitated by Renter Warden David Sheehan, Court Assistant Jane Wright and our Gallant Clerk Kim Tyrell.

The event was divided into three parts:

Part 1 was the review of the 7 Projects that has been initiated at the first Away Day in October 2018. Each Project owner gave an update on progress and then a general discussion took place to further support, help and shape the Projects going forward.

The second part of the day involved a brain storming session to distil down into bullet points the purpose and vision for the Worshipful Company of Constructors. A lively debate ensued and it was decided that the output should be distilled down to around 6 headline bullet points. It was also agreed that whilst this was a good start much more work was required to articulate our key messages and then to broadcast them to prospective, new and current members and on our new web site and other media.

With the recent changes to our Committees the third part of the day involved a full review of the scope of each Committee. The respective Committee Chair took the group through their updated Terms of Reference with the purpose of ensuring there was no overlap or omissions between the various Committees’ activities. Again a lively and very positive conversation ensued helping the Committee Chairs to go away and “tweak” their new Terms of Reference (ToR) prior to wider consideration and eventual promulgation.

The day ended by the Master giving his thanks to all the attendees for their efforts, positivity and determination to continue to drive the Company forward.

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## Membership News

As an organisation for members, we value greatly our membership, and at Court on 8 May 2019 the following changes were made to our membership:

- Colin Pellatt, Darren Kehoe, Julie Camp and Philippe Gayton were admitted as Freemen.
- Freemen Russell Looker and Simon Cash were clothed as Liverymen and new member John Oliver was admitted to the Livery/Freedom.

Some of the new Freemen and Liverymen were able to attend the Companions Lunch, which followed on from Court and was held in the magnificent surroundings of Armourers’ and Brasiers’ Hall.

At Court on 4 July, Ruth Wilkinson, Shade Abdul, Daniel Curtis and Philip Shortman were admitted as Freemen and joined the Master and others at the Court Lunch which followed.

We welcome all to their new positions within the Company and look forward to their ongoing participation in our business.

Since the last Newsletter, we have also welcomed four new Honorary Members, something that has in the main been covered in other articles. However, it was with great pleasure that, at the recent Master’s weekend, the Master was able to announce that Court had agreed to offer Honorary Membership to Michele Burrell, who has worked tirelessly over the past few years with her Husband PM John Burrell, as the Company’s Almoner - looking after those members of the Company who have fallen on hard times or have become infirm. Michele will continue to be our Almoner going forward and particularly asks any member who is aware of another member who may benefit from a call, or other action, from the Almoner to let her know as soon as they can. She will do the rest. The importance of our Honorary Members to the Company cannot be underestimated. They either support our mission or provide links between the Company and some of the most important external agencies across the World, and it is not surprising that, given the Master’s desire to increase our international profile, that two of the new Honorary Members come from Hong Kong, where, in April, the Master held one of his Master’s Weekends.

The current average age of the Company is now around 50, with well over 60% of our members being over 50 years of age, so we have a long way to go to meet the aspirations of the Membership Committee. 14% of our members are over 70 years of age.

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## Forthcoming Events

**2 Sept 19**    **Ironmongers’ Lunch**  
**17 Sept 19**   **Common Hall and Reception**  
**19 Sept 19**   **Charity Gala Banquet**

**2 Oct 19**    **Lunch following Election of Lord Mayor**  
**10 Oct 19**   **Installation Service (St Lawrence Jewry)**  
**10 Oct 19**   **Installation Dinner (Grocers’ Hall)**

Where the above details are in **BLUE** a Flyer or other notification has already been issued, and bookings should be made in accordance with the instructions contained in the Flyer.

We are also hoping to arrange several other informal events as the year progresses, so please look at the website for details of these and updates on any of the events listed above.

We are always looking for people to arrange our technical visits and informal events. If you are able to assist in this way, please contact [Iain Meek](mailto:iain@meek.demon.co.uk) (iain@meek.demon.co.uk) who is the Chair of the Events committee.