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IHBC Member Eletter ISSUE 32 – September 2018



Looking to our future, guided by our past: *Roadshows, Schools and lots more*

Reports, discussions and decisions from IHBC Board Meetings in June - a 'virtual' meeting held online' - and in September, held in London, feature in your IHBC Eletter.

The most notable step forward follows on from the positive responses received in our most recent member survey, as well as our Council+ meetings (and not to mention the 14+ years and more of investigation and discussion). Inspired by these inputs, trustees have agreed a plan for IHBC Chair James Caird and IHBC President David McDonald to tour our Branches to explore a new and more modern vision for our constitution, with the 'Jim and Dave Roadshow'!

Though leading with these important updates on our longstanding constitutional review, our Eletter also includes progress with our Annual Schools, our last 'Council+' meeting (see [IHBC NewsBlog](#)) - including the 'Reverse Mentoring', where newer members tutor our most senior volunteers and officers - and our evolving international strategy.

Reverse mentoring is an idea that would have appealed especially to the late and much lamented Eddie Booth who, across so much of the IHBC's history, served as a President, Chair, and for IHBC members, much else too. Eddie was remembered at our AGM, with a eulogy by current President David McDonald, just one of many moments to his memory across the School and outside it.

Eddie's obituary will be published in our next issue of *Context*. Like the School, this could not be more fittingly themed around the sharing of heritage, as Eddie was always so able and generous in sharing his knowledge and enthusiasm across all the IHBC's manifold heritage interests.

IHBC moves forward with James and David: The 'Jim and Dave Roadshow' – Branches book now!

Gathering momentum for our next Corporate Plan - which will take us from 2020 to 2025 - and encouraged and advised by recent feedback, IHBC Trustees since the start of the year have been exploring with renewed energy and confidence the constitutional challenges raised in recent years by members, legal advisers and stakeholders.

The positive lessons and feedback from our 'IHBC+' programme of 'experimental evolution' – included 'Council+' events supporting member inclusion, and better targeted CPD events and publications – highlight the opportunities offered provided the institute can successfully address the limitations of our historic constitution. These areas include the need for greater transparency, clarity, and the cultivation of stronger networks, as well as enhancing capacity by encouraging and supporting volunteers working through contemporary, often less well-supported, career paths.

Spurred on also by advice from our solicitors, a group of trustees and lead volunteers came together in August to scope out a way forward. In his summary paper presented to trustees for discussion following the meeting, James Caird said the proposal 'draws on experience from Council+, comparison with other organisations, 14 years of consideration and legal advice', and that it will 'set the framework for reshaping the governance of the IHBC for the future'.

IHBC President David McDonald encapsulated the principle aims for the new constitutional structures under the handy acronym 'FEAT' – 'an achievement that requires great courage, skill or strength (OED)', he noted too - as follows:

- **F**lexibility - this should be the key, allowing changes through due process and without the need to alter the constitution
- **E**quality
- **A**ppropriate level of branch involvement
- **T**ransparency

The Chair's draft discussion document was agreed by trustees as a document to promote discussions. As well as being posted online, trustees welcomed the offer from James and David that it could be offered for discussion by the Chair and President personally, *via* Branch meetings, so local members can explore proposals and options.

This exploratory programme is affectionately billed as the 'Jim and Dave Roadshow', and interested Branch volunteers and members of all categories should keep an eye on our [NewsBlogs](#) for the publication of the final discussion draft!

TO START PLANNING FOR THE 'JIM AND DAVE ROADSHOW', BRANCH REPRESENTATIVES NEED ONLY EMAIL A REQUEST, WITH LEAD CONTACT DETAILS, TO LYDIA AT ADMIN@IHBC.ORG.UK

THE IHBC NATIONAL OFFICE WILL HELP COORDINATE A TIME AND DATE.

Trustees' miscellany

Other trustee business included:

- Updates on the evolution of our international strategy
- Long-term planning strategies for our Annual School, now outlined to 2022 (Wales), as well as their enhanced targeting of member CPD and outreach to new audiences
- Publications, including the *Yearbook* and *Contexts*
- Branch Guidance, inspired especially by the most recent member Survey feedback
- Reports from the National Office and Committees, including
 - Membership application approvals
 - Policy developments, including the [update](#) of our joint '[Conservation Professional Practice Principles](#)' announced at the School
 - Educational initiatives (some helpful, and some less so!), and
 - Communications and Outreach, including progress on our Outreach
- National Office reports, which included especially those on the primary focus for the Office, the 2018 Belfast Annual School and the first trials of our staged web-posting, planned to support CPD, outreach and sponsorship.

And as ever, if you think we can make better use of our resources, please be sure to let us know.

IHBC Schools: Programming and Planning, from Nottingham to Wales, via Brighton, Aberdeen and Aberdeenshire

The Annual Schools is the major event in our membership and corporate diaries – not least as they also include our AGMs and wider reporting. So it is not surprising that this last Eletter of the financial year (which ends in September) reports on these in some detail. More surprising may be the longer-term plans that we now have in hand.

For 2018 in Belfast, once again the partnership between the National Office and the Branch delivered a School that generated the expected high plaudits across our CPD support - 98.72% of delegates responding felt the School was 'invaluable, very useful or useful'. And thanks to our new and evolving strategies around learning, training, networking and outreach, we also secured a gently profitable one – both for the Branch and (on paper anyway, as we could not write in all support costs) for the IHBC as whole!

As ever our NewsBlog reports and updates cover such issues in more detail, but we were especially happy to welcome the early appearance of main sponsor, [HESPR member Heritage Collective](#) as a welcome addition to our 2018 School partnerships. The School also was recognised formally as an event in the [European Year of Cultural Heritage 2018](#) adding further to its – and our – profile and reach.

The new developments in the arrangements for our Annual School are as yet in the very early stages, but already have been a huge if largely hidden pre-occupation in the National Office. Shaped by the recent '*IHBC Communications and Outreach Strategy 2016-19*' ([DOWNLOAD](#)), the National Office has been working on new systems that will better target training needs for members, and to extend our reach to new audiences. This means embedding into each of our CPD activities a more dedicated focus on the full range of specialist practitioners that operate across our 'Areas of Competence' - the IHBC's core membership criteria and standards – and the distinct and diverse disciplines and career paths reflected there.

This more structured management of CPD content, and its evaluation against our 'Areas of Competence', culminated first in the Belfast School. This saw:

- Early consultation on the School content and programme across select committees and the IHBC's Board
- Integrated staging of the online publication of [School programmes and CPD support](#), linked to profile-raising as well as sponsorship and promotional strategies including [delegate benefits](#) linked to our [School Friends programme](#),
- Early developments of templates and models for digital CPD-focused web pages
- Structured read across between the Institute's core CPD platforms, so the *Yearbook* – coming before the School and scoping the content – and *Context*, coming after it, not only echo the theme or summarise the content, but serve as structured CPD and promotional resources, newly and intimately tied to the CPD delivery across the School.

Belfast was in effect a trial run, and we are now progressing with the planning arrangements of our next Schools, particularly, but also our whole suite of CPD support – now knowing they can bring huge efficiencies as well as enhanced member training experiences, not to mention improve prospects for income.

Already these innovations have meant that, for example, we could offer early specification on CPD potential in content ([DOWNLOAD](#)) and launch the [Nottingham Annual School 2019](#) website at the Belfast School, a key School 'event' that usually takes place only in the 6 months before a forthcoming School!

Another firm indication of the benefits of our more structured planning of the Schools is that, in the last days before the September Board, the National Office co-ordinated outline agreements with Branches for Schools to take us to 2022! We hope to have websites – or at least the URLs and home pages - for all of these in place in the coming months.

The National Office will focus on refining the digital foundations to all these plans in the coming months, but members may now note that our School plans currently include:

- 2019 in Nottingham nottingham2019.ihbc.org.uk, as the School highest up our agenda, on 'Heritage, Risk & Resilience: *Confronting conservation calamities*', with the Full School on Thursday 4 – Saturday 6 July, and the Day School on Friday 5 July
- Plans, well under way, for the 2020 School in our [South East Branch](#), with Brighton as the venue
- For 2021, we have had formal agreement from the [Scotland Branch](#) that it will lead the School across Aberdeen and Aberdeenshire, following the initiative of an energetic group of members in the area
- Which brings us to 2022, and in September trustees also were delighted to welcome the preliminary offer from our [Wales Branch](#) to host the School, encouraged especially by the level of support from the office as represented by the legacy of Belfast, where the partnership between local Branch and the National office proved so successful.

IHBC Awards: Marsh and Gus Astley Student Awards

Awards are a critical part of the IHBC's celebration of conservation-related activities. Presentation for both the [Gus Astley Student Awards 2017](#) and [Marsh Awards for 2018](#) were made formally at the 2018 School's Annual Dinner, with Student Award judge Carole Souter attending alongside and trustees for the Marsh Awards, all ably chaired as ever by IHBC President David McDonald.

[The Marsh Awards](#) celebrate both the community contributions of retired IHBC members and successful learners in heritage practice, and we are about to launch the search for nominations for the [2019 Awards](#). With prizes that include £500 and a free place at the IHBC's Annual School these regular annual events go far beyond simple celebration – they mark substantial investment in support of our wider charitable objectives. So, do please start thinking early about who you, or your Branch, might nominate next year.

The IHBC's own annual [Gus Astley Student Award](#) is always open for entries and now has the next closing date at the end of July 2019, as in each year. The Award should need no more introduction here, and we will announce the judge for the 2018 award - which once again boasted more than 30 substantial entries - in the coming weeks.

Forward planning: 2020-2025

Securing the clarifications in constitutional reform noted above, encouraged and advised by our legal experts and members, will be a huge task in the coming months, but only one of many. From delivering our Communications and Outreach Strategy ([DOWNLOAD](#)) to updating our practice standard with the joint '[Conservation Professional Practice Principles](#)', the IHBC's trustees and National Office face huge logistical

challenges. Fortunately, all have these tasks well in hand – at present anyway – with the co-ordination of all centred on our current '*Corporate Plan 2015-20*', or '*CP20*'. In line with our commitments there, we are now looking towards drafting our next!

Given the broad satisfaction with services represented in responses submitted in our [2017-18 Membership Survey](#), trustees agreed that for the next plan – which should take us from 2020 to 2025. Provisionally titled the IHBC's '*Corporate Plan 2020-25*', and be referred to as '*CP25*' – a refinement and update of our corporate planning trajectory, rather than a total re-cast, offers the best and most efficient option.

The IHBC's '*CP25*' not only will mark the achievement of yet another commitment in '*CP20*', but will herald the next stage in our transformation, offering a new range of far-reaching commitments to members and the wider sector, as well as our recurring pledge to maintain standards and services.

Other recent achievements and developments:

- We have continued our CPD partnering with the Listed Property Owners Club (LPOC), headlined by free places for members and an IHBC stand planned for the public on offer at the [Scotland Listed Property Show](#) in Edinburgh's esteemed Assembly Rooms on 27 October, while plans for CPD content in our own publications as well as profile-raising of our work across LPOC publications and networks are already under way.
- The [IHBC's Annual Report](#) for year ended September 2017 was approved at the Belfast 2018 AGM, with New officers and trustees appointed at AGM elections while the elected posts have been ratified by trustees in the September Board meeting.
- New journals have been issued, with [Context 154 – 'Stone and Lime'](#) - and [155 on current Research](#) sent to members (see the NewsBlogs on [154](#) and [155](#)) and, tied to our Communications Strategy, additional copies printed for circulation under our current free distribution strategy c.1800 of No.154, and c.720 copies of No.155.
- Our new IHBC 'Jobs etc.' monthly [NewsBlog](#) reviews continue usually reposted on our [Conservation Wiki Home Page](#)
- [4 formal consultations responses](#) have been issued since April, including on [Church of England Faculty Jurisdiction Rules 2015](#) and [Energy Company Obligation: ECO3](#)
- TeamStarter-linked [MATE sessions programme](#) continuing and generating substantial positive feedback.
- [New companies on HESPR](#) brings the total now to 40, including 4 joining almost at one time.
- A suite of final reports on the membership survey and linked actions have been appearing on the NewsBlogs, starting with the [introduction](#) and culminating in the [detail](#)
- The [2018 Yearbook](#) has been issued, with c.5500 copies in or planned for circulation, introduced by Matthew McKeague, Chief Executive of the Architectural Heritage Fund (AHF).

- Our regular Local Authority conservation service capacity project is has concluded and awaiting publication - see our [last update](#)
- And as ever many of our Branches have been active in running, leading and partnering in CPD events – from the [London](#) and [Liverpool](#) conferences to our engineering seminar in [Carlisle](#), from the North Branch all of which are too numerous to note here, but will usually be available on the [Branch webpages](#) as well as on our new UK-wide monthly [NewsBlog Branches update](#)
- Programme planning for our next Council+ meeting in London on 29 November is under way, and will encompass at least some of our constitutional discussions.

New and newly accredited members

New rounds of members have been approved in February and April as follows, in line with constitutional procedures, recommended by our hard-working Membership Secretary David Kincaid.

Full Members (Accredited in interdisciplinary practice)

David Eade (YO), Alan Forster (SC), David George (SW), Sophie Hetherington (LO), Peter Hopkins (YO), Donna Laing (SC), Peter Lloyd (NW), Julie Shaduwa (WM), Ian Tan (OV), Tammy White (SW), Kathryn Moore (EM), Ruth Povey (SW), Alfie Stroud (LO), Rosemary Thornber (SO), Ramona Usher (EM)

Affiliate membership (Non-accredited)

Emily Anderson (SE), Andrew Aust (SW), Alexander Bagnall (SE), Deborah Baker Barnett (NW), Justin Birch (LO), Eleanor Bird (WM), Jennifer Bulmer (YO), Ian Bunting (EM), Rhiannon Clarricoates (EM), Louise Cooke (YO), Paul Croft (EM), Edward Currie (SW), Trevor Edwards (WM), Molly Edwards (WA), Sally Edwards (WA), Diane Ellis (NW), Emily Floeser (NO), Sunni Goodson (RI), Katherine Harrison (EM), Kevin Holman (SW), Nicholas Holman (OV), David Hornsby (YO), Kate Hudson-McAulay (SW), Rachel Kacir (SC), Alisha Lad (LO), Keith Langton (YO), Emma Lauze (EA), David McAdam (NW), Gabriella Misuriello (SE), Jolyon Mitson (EM), Andrew Molloy (NI), Lucy Morrow (LO), Svetlana Pinaitiene (SO), Ashley Turner (NI), Daniel Wallington (LO), Josephine Warren (LO), James Woolgrove (NW), James Browne (SE), Mara Popescu (OV), Claire Price (YO), Paul Selway (SC), Robert Armour-Chelu (SW), Kathryn Ayling-Randall (WM), Iain Bennett (SO), Leisa Clements (YO), Rebecca Enlander (NI), Evelyne Godfrey (SO), Robert Lloyd-Sweet (SE), Lydia Loopesko (NO), Catherine Bennett (SW), Carmen Bowes (SW), Mark Hawcroft (EA), Edward Hawkins (LO), Terry Moran (NW), Robert Redford (SW), Mark Rees (SW), Helen Roach (LO), Georgina Smith (SW), Craig Tebbutt (SW), Anja Ueberjahn-Tritta (SO), Collette Beattie (RI), Angela Dullaghan (RI), Irenie McLoughlin (RI), Pinelopi Antoniou (LO), Genevieve Arblaster-Hulley (WA), Fraser Bell (NI), Adam Bench (NW), Ophelia Blackman (LO), Robin Bourne-Taylor (SO), Carl Bradford (YO), Stephen Broadhead (NW), Tom Bromet (YO), Scott Calder (SE), Gavin Creech (NI), Alison Doran (WM), Lewis Eldridge (LO), Jane Entwistle (NW), James Frondella (SW), Matthew Gee (SW), Samantha Gill (NW), David Gubby (SE), Tony Hills (NW), Joanna Hull (SW), Ffion Jones (EA), Jacobus Joubert (EA), Greg Kaminski (SW), Joseph Kelly

(WA), Adam Klups (SW), James Legard (SC), Rory Moore (WA), Joanna Morgan (NW), Victoria Moulton (EA), Heather Munro (SE), Sarah Neville (YO), Marc Pearson (YO), Robert Pemberton (EA), Liz Pollard (SE), Michelle Purnell (LO), Jonathan Rosas (LO), Murray Ross (SW), Conor Rutledge (WM), Louise Ryan (LO), Maurice Searle (NO), Hugh Shannon (SW), Robin Sheehan (SE), Jane Shepherd (SC), Roger Silk (YO), Thomas Simmons (SC), Alan Smith (LO), Robin Thorpe (SO), Leigh Tugwood (Z), Mark Wakelin (SE), Lorraine Ward (NW), Delphine Culligan Geoghegan (RI), Jane Root (SW), Nicola Wardroper (WM), Melissa Conway (SO), Daniel Edmunds (EM), Sarah Hannon-Bland (EM), Chris Scott (NO), Hannah Shaw (LO), Lewis Bankes-Hughes (SE), Imogen Campbell (EM), David Clark (NW), Arnaud De Volder (EA), Simon Hinchliffe (YO), Thomas Muston (SW), Peter Charles Parnell (SE), Fionnuala Bradley (NI), Judy Hewitt (NI), Dermot Madden (NI), Caroline Maguire (NI), Clare McCallion (NI), Eva McDermott (NI), Anne Menary (NI), Sinead O'Hara (RI), Gail Russell (NI)

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

Branch updates, reports and our new Branch Events Update NewsBlog

Trustee meetings necessarily focus on statutory duties, including corporate and regulatory oversight of finance and risk. Consequently, and due to capacity, Branch updates are now noted under 'AOB'.

Recognising these limitations, our new 'Branch Update' NewsBlog is an especially welcome addition to our member support information network, with all such news to be passed to Branch and Events Support Officer Carla Pianese, at support@ihbc.org.uk.

Further Branch details can be posted on the relevant Branch pages on the IHBC's website, so they should pass more formal reports and updates to the IHBC's IT consultant, Peter Badcock, at 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: A reminder

A cover note from our Chair James Caird:

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 contribute to. There are opportunities, too, to contribute to the governance of our Branches. Details may be obtained from Branch contacts and secretaries listed at <http://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 recently reviewed its corporate structure and introduced a mechanism for developing interest in the governance of the Institute through an expanded half-yearly meeting called 'Council+' which gives access to a wider regional representation to policy development (this needs better wording). Participation in Council+ is one way of tasting the responsibilities of the Institute's Body of Trustees, our constitutional Council. This is a part of the process that any self-perpetuating body must go through to ensure its long-term future. In line with our current Corporate Plan we will embed in any revised constitution the lessons learned from this and other aspects of this 'experimental evolution' of our governance, as our Past President Trefor Thorpe titled the process.

The IHBC is a charitable trust company whose Board of Trustees, called the Council, is responsible for its management. It comprises the nationally elected officers, including officer 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 already mentioned, and by reference to our Yearbook and our website links from www.ihbc.org.uk.

Details of the legal duties and obligations of trustees and the various roles of the Institute's officers also may be obtained from the current chair of the IHBC Secretary, Jo Evans, email: ihbcsecretary@ihbc.org.uk.