

Summary of the minutes of the Almshouses Committee

Report from the Hastings Working Party. The President reminded the committee the reasons for forming the Working Party, these were to look into a number of aspects – principally, the efficiency of modernising the bungalows and the most cost-effective way to do this. Also looking at ways to encourage Watermen and Lightermen on to the site. The Working Party met at Hastings on 21st January and walked the site with two potential consultants, one from Crowther Overton-Hart and Strutt and Parker. Having toured the site it had been suggested that the present garage was a similar footprint to a pair of current one-bedroom bungalows. The Working Party felt that the best way forward would be to concentrate on converting the garage and looking at the possibilities of the site on the other side of the bowling green.

All the bungalows have been reroofed and fitted with double glazing, 15 bungalows had been fully refurbished since 2014 including electrics, 13 bungalows have been partially refurbished prior to 2014 but not including electrics and new heating. The rest of the bungalows are in need of complete refurbishment. The Working Party acknowledged it would be not sensible to demolish bungalows which had so much work done to them, it was also noted that a couple of bungalows, due to having long term residents in them, would need major works when they became vacant

Budgets for the year to 30th June 2020 -These were tabled, and the President asked that the Committee study these outside of the meeting and forward all comments and questions to the Assistant Clerk. It was noted that these would be formally considered at the June meeting.

Rents for Watermen and Lightermen. It was agreed that all Watermen and Lightermen who applied to rent a property at Hasting, who did not meet the criteria to occupy under licence, would be given a discount of 10% on the new commercial rate. Strutt and Parker would be asked to advise what they felt this should be.

Ditchling – The report from Strutt and Parker dated 8th March 2019 was noted. Strutt and Parker advised that the property market in the south east of England was subdued and felt that until Brexit was resolved no marked improvement was foreseen. The repairs to the Lion Gate, which had partly been knocked down by a dustcart, were to be repaired shortly, with the costs being covered under an insurance claim on the relevant third party,

Appeals to the Charity

A) *Medway Queen Preservation Society* – Past Master Springford had been to see a presentation of this recently. It was agreed to donate £250.00

Investments: Mr Nick Sketch and Mr Max Green from Investec joined the meeting. The report from Investec of 6th March 2019 was noted.

APPRENTICESHIP AND TRAINING COMMITTEE

Summary – 19 March 2019

- The new Boatmaster Level 3 Trailblazer Apprenticeship standard had been revised to represent the majority view of employers to deliver the standard with a focus on qualifications obtained throughout the training period. There were several non BML Syllabus additions including RYA Yachtmaster Coastal. The Government's 95% cover for training costs did not include the cost for salaries of apprentices over the 90 days course. There was also the need for Level 2 standard Maths and English (Grades 4-9), which the International Association of Maritime Institutions (IAMl) figures showed that only 36% of apprentices

reached such these Grades. The Company would not be able to deliver this apprenticeship without more resources and significant costs involved.

- The Company's concerns were reported to Katherine Rigg when she joined the meeting. Katherine Rigg explained that the syllabus had to be driven by employer members who had wanted to see any BML qualification cover the skills needed for Category D water and short distances to Sea. There had been considerable support for this strategy.
- Katherine Rigg reported one success IfA had approved the BML oral examination being part of the qualification.
- Katherine Rigg went on to share the thought that forcing candidates to achieve English and Maths at a higher level for a Level 3 qualification, had led TSA to consider putting together a level 2 qualification for deck hands as an alternative option to the Boatmaster Apprenticeship. A Level 2 Boatmaster Deck Apprenticeship, which could last one year and would only need functional skills at a basic level in English and Maths.
- On 5 December 2018, 5 candidates sat their BML Oral exams, all had benefited from attending the enhanced training sessions and one-to-one tuition in the two weeks prior to the examinations. All successfully passed. The Company had never had a 100% pass rate previously, which was a great achievement.
- A meeting on Continued Professional Development (CPD) was to be held on 26 March 2019 to discuss CPD further and the points-based system that was being considered as a model to take this forward.
- Colliers Launches were hosting the Westminster to Teddington River trip on 29 March 2019 and 15 apprentices/trainees had already signed up to attend. The 1st March 2019 was the cut off point for training access without first purchasing a study pack. Going forward, all new students wanting to attend the Hall sessions would be required to purchase the study pack and pass an entrance test before beginning any training. 18 packs have been sold at the reduced rate (£87.50) and 5 packs have already been sold at the full price rate of £175. Total income so far from the study packs is £2,625.
- The Institute of Apprenticeship have approved a Level 2 marine engineering apprenticeship, at South Essex College based in Grays, Essex. The College are hoping to facilitate an open day at the Hall.
- The Training website was underway and Craft Owning Freeman, Alex Hickman asked the Committee if anyone would be interested in preparing a short article for the website on the Company Barge, Apprentice Lighterman. It was suggested that Past Master, John Salter would be a good choice to write an article.
- The Examining Committees are scheduled for 20 May and 26 June 2019. Court of Admissions are planned for 8 July 2019.

Kitchen Committee

Summary

20th March 2019

- The Chairman reported that a third visit from the Environmental Health Officer (EHO) took place on Monday 11th March. The Chairman was pleased to announce that the EHO were happy with the visit with the Cook and Butler in attendance preparing for a commercial event awarded Cook and Butler at Watermen's Hall a 5-star rating.
- The Committee asked that to secure the reports on sales, might these be reported on internally, with information extracted from the events sheets the Company sporadically received from Mark Groves or the Hall diary, which the Company maintained. From these entries the Company could work out an estimated figure of

income based on a client's cost per head spend and the £900.00 Mark Groves seems to be securing now on venue hire. The Committee asked to be kept informed as to amount of time such work would take. This information would go some way to track if Mark Groves was on target in exceeding his yearly guarantee, keeping it on file as a record for future change of catering contracts if ever needed as a guide.

- The Fundraising Working Party had suggested that one of the forthcoming Freeman's luncheons be specifically aimed at attracting new Freeman with the invitation to bring a guest, the guest being discounted on ticket cost to attract a larger attendance. It was agreed to try by using an existing event perhaps offering a Hall Tour for those arriving at 1200 noon
- Most committee members had attended a recent event with positive feedback received by other Freeman or their guests in attendance.
- Mr Groves then joined the meeting and reported previous RTLK luncheons had been well attended and that both the coming April and May were nearly a full house. Mark reported on some positive feed-back from clients over past two months.
- The Committee looked at menus for the forthcoming events.

Library and Heritage Committee

Summary 14/03/2019

- **Co-options:** The Chairman welcomed Mike Hendry to the Committee who has expertise in the presentation of material and IT.
- **Funding and Grants:** The Statement of Revenue and Expenditure and the Application for Funding from the Company's Charity was agreed.
- **Books:** A second list for book restoration was under preparation with estimates of the cost before they could be made available under the Adopt-a-Book scheme and be advertised to Freeman. The Committee considered the purpose of the Library, whether it's primary purpose was as a reference library and whether some of the books identified for repair might be more economically replaced by Print to Order copies. Digitisation of the Company's precious volumes were discussed, and it was felt that the earliest Apprenticeship Register, which survived the Great Fire, might be a candidate. Past Master Randall thought that a list of the books in the Library should be on the website and Craft Owning Freeman Mike Hendry would give some thought as to how this might be achieved.
- **Clocks:** Journeyman Freeman John Barratt had repaired the Silver Room Bracket Clock at a cost of £165.00 and this was now back in position.
- **Furniture and Carpets:** The Chairman reported that the General Purposes and Finance Committee had asked her to oversee the proposed alterations and refurbishment of the Court and Freeman's Rooms and the Doggett's Cupboard. The Chairman had agreed she would accept responsibility to oversee any alternations to the hanging of paintings in the Court Room, the refurbishment of the Freeman's Room reporting to the General Purposes and Finance Committee. The Library and Heritage Committee would be willing to undertake oversight of the alternations to the Doggett 's Cupboard.
- **Paintings and Prints:** The Chairman and Hon Court Assistant Richard G Turk had done an inspection of the Hall looking at a possible rehanging of pictures. Their inspection had shown some damage to the painting "Billingsgate" by James Maul 1838 in the Court Room. The paintings' restorer would be invited to come and give an estimate for the repair.
- **Silver and China:** Leeds Castle, who have on loan two Dog Collars from the collection, have renewed the Loan Agreement. The Company had also had some correspondence from Miss J Beyer who found us through the Society for Sailing Barge Research. Her interest was in Thames stories about animals and she sent an article from the Edinburgh Evening News on 10th December 1896 which explained the award of a silver dog collar to "Roger" for saving the lives of the captain and mate of the sailing barge "Eliza".
- **Vestments:** Of 100 copies of the 2nd edition of the Uniform Booklet printed 83 remain on hand, 9 sold.
- **Films & Photographic Media:** Six photographic images were identified for enhancement and these had now been delivered to Helen Dawkins. Some committee members were under the impression that the photographs were being restored or conserved as well as re-photographed and enhanced. The Clerk explained that he had looked on the National Archive website and that re-photographing and enhancing was the preferred option now as conservation of old photos was not long term. The Committee agreed that Helen Dawkins should be asked if she would be also able to provide a digital image, as well as the prints, in case the Committee wanted to use them again. Past Master Randall thought that the photograph collection should be available on

the website and Craft Owing Freeman Mike Hendry would liaise with Past Master David Gordon in this regard.

- **Backboards:** Craft Owing Freeman Brian Richardson provided an introductory chapter. He stated that most of the backboards in the collection were prizes at Regattas but one which did not appear to be was the "Sarah & Elizabeth". It had been discovered that this was the name of a ship which sailed to Australia with female convicts, but it is unknown if there is any connection.
- **Volume 6 of the Company History 1921 ~ 1989:** Past Master Richard Goddard reported that the Editorial Panel had met with the chosen author, Jon Temple, who also wrote Volume 5, on 23rd January 2019. No definite end date had been finalised, but it would likely be some time in the 1980s, around the time lighterage in London finished. The author had agreed a fee of £15,000 and Past Master Goddard reported that the Charity had agreed a figure up to £20,000 in total. There had been a useful, wide-ranging discussion with the author, who would be encouraged to take a broader approach, to include both chronological and thematic chapters. The author proposed to produce a timeline after the summer and a 2-year time scale to complete the writing was envisaged.
- **Gifts to the Company:** The Committee agreed to recommend to the Court the acceptance of the following gifts:
 1. Craft Owing Freeman Simon Goodey had paid for a conservation box for Books0039 "Port of London Authority - Opening of the new dock forming the Southern extension of the Royal Victoria & Albert system (King George V Dock)" - Invitation, ticket, programme, etc for Reginald Roose Francis and his Lady (representing Maritime Lighterage Co. Ltd.) on 8th July 1921.
 2. Topsail Issue 51 – the newsletter of The Society for Sailing Barge Research (which the Company has joined) given by the Clerk, Colin Middlemiss, on 19th December 2018.
 3. A Coalport fine china decorative plate from Christmas 1977 named "Dangerous Skating" given by Craft Owing Freeman Paul Coxon on 18th December 2018 – not to go into the collection, but may be used as a raffle prize, for example.
 4. The former Chairman of the Committee, Junior Warden Gina Blair, supplied bags to protect the silver that is used on the dining tables.
 5. A book, Leander Club: The First 200 Years 1818-2018, given by Craft Owing Freeman Mark Blandford-Baker on 9th January 2019
 6. A Memento of Service given by the PLA upon his retirement to Mr. W. G. Girling, who was not a Waterman but spent his entire career at the PLA, given by his son, Craft Owing Freeman Nigel Girling on 9th January 2019
 7. Hon Court Assistant Richard G Turk purchased a portfolio for transporting photographs, prints, etc.
 8. A book, "The Worshipful Company of Basketmakers" by Roger Barnes & Jonathan Pyzer, published 2019, given by the Company via our Master, Dr. Iain Reid, received 27 February 2019.

Summary
Minutes of the Membership Committee 22nd March 2019

The Court had agreed to the recommendation made that fines for Journeymen Freemen elevating to Craft Owning Status to be £50.00 with an annual subscription of £215.00 up to the age of 40. This would now be implemented

Journeymen Freemen's Dinner – it was agreed that this had been a great success and enjoyed by all attending. Craft Owning Freeman Hickman remarked that since the event other Freemen who had not been aware of the dinner had expressed their disappointed at not attending. It hoped to hold another one in the autumn. In terms of costs the Assistant Clerk advised that there had been a small cost to the Company but felt that this had been outweighed by the good will generated.

Interviews with Candidates:

Russell James Allen – aged 43

Sponsored by the Master and Craft Owning Freeman Philip Foster.

Elizabeth Anne Spill - aged 62

Sponsored by the Master and Craft Owning Freeman Sue Perry-Whitehead

Daniel William Walker – aged 53

Sponsored by Hon Court Assistant Darren Knight and COF Jimmy Pigden.

Lambros Cleanthis Vanavides - Aged 70

Sponsored by Past Master Chris Livett and Craft Owning Freeman Alan Marsh

Prudence Patricia Bead – Aged 23

Sponsored by Court Assistant Richard G Turk and Craft Owning Freeman David Beard.

Alexander James Tribick – aged 44

Sponsored by Court Assistant Richard D Turk and Hon Court Assistant Richard G Turk

Geoffrey Adrian Probert – aged 66

Sponsored by the Master and Craft Owning Freeman Philip Foster

Alexandre DEMETROU – Aged 38

Sponsored by Court Assistant Ted Gradosielski and Honorary Court Assistant Darren Knight

The Committee members present were happy to recommend all to the General Purposes and Finance Committee.

Average age of candidates interviews 50.

ROWING AND RIVER EVENTS COMMITTEE
Summary – 19 March 2019

- The Doggett's Strategy Group met on the 16 January 2019.
- Fishmongers' Clerk pointed out the difficulties facing Doggett's Wager as being the reluctance of competitors in coming forward, partly because rowing was not part of their professional training; the limited number of new apprentices; and the pressure on time for those coming out of their apprenticeship He offered the following options – do nothing or hold the race every other year.
- At this point, the Master, Dr Iain Reid intervened to suggest that if Fishmongers did not want to organise the event, then the Watermen's Company would. He pointed out that the Company had organised the Millennium Race and the Company 500th Anniversary Race each costing less than £7,000. The meeting discussed the two Company's taking it in turn to organise the event alternate years. In principle, this was readily accepted and the detail of who did what was left to a future meeting.
- This year the Company will organise the Race with Fishmonger's Hall responsible for costs and organising certain aspects of the race. The Committee would set a budget of £10,000. The Watermen's Company would look to source all running of this race as much as possible through volunteers. However, their time would be costed and presented to Fishmonger's Hall to show that the race can be run for a lot less than the Fishmongers' Company currently spend. All sponsorship from Tideway had been spent by Fishmonger's on hospitality so there were no funds available.
- The Committee then discussed the main areas of the Doggett's Race. The Committee agreed to set up a Working Group:
 - Coordinating Role – Craft Owning Freeman, Greg Gregory Jones
 - Rowing Officer, Past Master Simon McCarthy
 - The Clerk, Colin Middlemiss
 - Company Bargemaster, Robert Coleman
 - Past Master, Robert Prentice – TBC
 - Court Assistant, Ted Manning - TBC
 - Former Doggett Winner - TBC
 - Media Representative – TBC (names put forward Paul Baldwin and Nick Tennant)
- All eligible apprentices had received a letter from the Company enquiring if they would like to row Doggett's Wager on 4 September 2019 start 1400 hours. Those expressing an interest included Richie Gilbey, George Gilbert, Joe McCarthy, James Berry, George McCarthy, Rive Britton, Patrick Keech and Jack Finelli.
- The Chairman reported that Jack Finelli wished to default this year and row next year, but this will only be possible if he secured an extension on his apprenticeship. The Chairman would liaise with all competitors who as yet had not returned the relevant paperwork and contract to row.
- The Thames Festival project had been a great success and the Film Screening well attended and received. The Documentary Film was available to view with the oral case studies on You Tube.

- The Apprentice Barge Driving event scheduled for 27 October 2018 had been cancelled due to bad weather and was now scheduled for 11 May 2019. The main race would be on Saturday 6 July 2019. On 16 January 2019 a General Meeting had been held chaired by Hon. Court Assistant, John Potter. The meeting elected Anne Robinson as Treasurer, Hon. Court Assistant, Darren Knight as PLA Representative, Past Master David Gordon as Watermen's Hall representative and Colin Middlemiss, the Clerk as Secretary.

Hon. Court Assistant, John Potter would run this year's race with Craft Owing Freeman, John Adams kindly volunteering to manage the Safety Boats, a Timekeeper was still to be sourced and consider essential for a well-run event.

- The Company Barge, Apprentice Lighterman, had been moved to a new mooring in St Katherine's Dock as agreed with Dock Master Paul Tetlow.
- Henley Sculling Weekend will take place on 12/13 October 2019
- The Company planned to enter the Admiral Port Challenge on 13 June 2019, Tudor Pull on 29 June 2019, Port of London Challenge 29 July 2019 and the Great River Race on 14th September. Bargemaster, Freeman Robbie Coleman felt that trying to involve apprentices in rowing the cutter was proving to be too difficult and he proposed reverting to assembling a crack team from Poplar, Blackwall and District RC aiming at winning races.
- The Lady Mayoress was still at Salter's yard, but she did need some paint work, which would be carried out in April 2019. She would then return to St Katherine's Dock for the summer.
- Encouraging Doggett's entrants was the Committee's prime objective. There was some concern that apprentice barge driving was receiving more attention than sculling for Doggett's. It was agreed to speak with those involved. It was agreed to raise sculling more urgently at Courts of Bindings and use the Lighterage Committee River Trips to encourage sculling amongst apprentices.

