Lifesaving powered by inspirational people

AGM 2019 | Additional Information
1. WELCOME

The Chairman welcomed Governors, volunteers and guests to the Annual General Meeting at Poole and thanked them for joining. He believed it was the first time that an AGM had been held in a marquee, the reason being that the Conference Suite in the RNLI College was unable to accommodate all those Governors who had taken the time to travel, to cast their vote, and play their part in helping us to save more lives.

The Chairman also extended a warm welcome to those participating via the live stream from the satellite venue in the City of London. Trustee Mike Sturrock chaired the satellite meeting where Governors present were counted as part of the quorum, posed questions and voted on the appropriate agenda items.

The Chairman explained that all members who participated in accordance with the Bye-Laws and Regulations at a satellite venue were required to see and hear the event live throughout in order for it to remain a properly constituted General Meeting.

The Chairman introduced the Chief Executive, Paul Boissier, and also members of the Trustee Board and Executive Team who were present to answer any questions.

The Chairman reminded those present that only Governors who held yellow cards were entitled to vote on any proposals or resolutions. Governors were asked to hold up their cards when they voted, and this ruling also applied to Governors at the London satellite venue.

Questions on the Annual Accounts were taken under agenda item 4, and more general questions were taken at the end of the meeting under ‘Any Other Business’.

Where it was not possible to answer all the questions at the meeting, responses were provided after the meeting and included in the published minutes.

2. MINUTES OF THE LAST MEETING

The minutes of the Annual General Meeting held on 13 September 2017 had been circulated in advance on request, made available online and had also been made available at the Registration Desks. The Chairman proposed that the minutes be taken as read and signed as a correct record. The motion was APPROVED.

3. CHARITY REPORT

The Chairman presented his report during which he shared his thoughts, challenges and successes of the RNLI over the past year. A copy is attached at Annex A.

The Chief Executive’s verbatim report is attached at Annex B.

At the end of the Chief Executive’s report, the Chairman thanked him, both for the report which clearly illustrated how busy a year it had been, and also for his never-ceasing activity and leadership.

4. ANNUAL REPORT AND ACCOUNTS 2017

The Chairman advised that the election/re-election of Council members was shown in error as agenda item 4 in the AGM Additional Information Booklet. He noted that the meeting would follow the running order as set out in the original agenda which had been circulated with the original invitation. The Chairman then introduced a motion to approve the Annual Report and Accounts for the year ended December 2017.

The Chairman noted that copies of the Annual Report and Accounts had been made available at both venues prior to the meeting, Registration Desks and online. The Chairman said he was proud of this document as it complied with all the necessary accounting
The Chairman said that as usual, and in accordance with the Regulations, Governors would be asked to vote en bloc on the Council members being put forward for re-election. The names and short biographical details of each Council member being put forward for re-election were contained in the Additional Information booklet.

The Chairman confirmed the following Council members were being put forward for re-election: John Chudley, David Delamer, Fiona Fell, Geoff Holt, Sir Peter Housden, Mark Kerr, Roger Lockwood, Ian McNaught, Mike Sturrock, Chris Walters and John Whybrow. The Chairman noted that they had given significant service as Council members and had been particularly supportive to the Chairman. He was delighted that each of them was willing to put themselves forward to serve for a further term.

The Chairman then confirmed the following Council members were being put forward for election: Neil Appleton, Simon Dudley, Philip Goodwin, David Hallam, Anthony Kessel, Judy Nelson, Scott Parsons and Mark Wordsworth.

All of the candidates had been put forward for consideration to the Trustees by the Membership Nomination Committee in accordance with the Bye-Laws.

The Chairman proposed that all those named be elected or re-elected to the Council for a three-year period. There were two votes against the motion at the London venue with the vast majority of members voting in favour of the motion. The motion was therefore APPROVED.

5. ELECTION/RE-ELECTION OF COUNCIL MEMBERS
The Chairman said that as usual, and in accordance with the Regulations, Governors would be asked to vote en bloc on the Council nominations.

The Chairman noted that stepping down from the RNLI Council this year were Christopher Brooke, William Everard, Robin Middleton, Archie Smith and David Squire. The Governors gave their appreciation for their many years of service by applauding.

The Chairman confirmed that Council members could serve for three years after which they nominate themselves, should they so wish, for re-election. The names and short biographical details of each Council member being put forward for re-election were contained in the Additional Information booklet.

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6. APPOINTMENT OF AUDITORS
The Chairman confirmed that Crowe Clark Whitehill LLP had agreed to continue as the Institution’s Auditors. He further noted that the Trustees had recommended that they be re-appointed as Auditors to the Institution from 19 July 2018 until the Annual General Meeting in 2019. The Chairman proposed that they be re-appointed. The motion was APPROVED.

7. ANY OTHER BUSINESS
The Chairman introduced item seven on the agenda, Any Other Business and, in particular, questions from the floor and those joining in from London.

The Chairman advised that Governors had received and the majority had been answered in relation to the New Quay Lifeboat Station at Ceredigion. It had not been possible to answer all of those questions in advance as there had been a large number of questions. He noted that a number of members had attended today who wanted the opportunity to raise questions. The Chairman confirmed time was limited, that he would read out one of the questions and ask for that one to be answered. He confirmed that if there was time for other questions towards the end of the meeting when other members had had an opportunity to ask their questions, he would try to see if these too could be answered also.

The question from Richard Taylor was as follows:

a) Richard Taylor, Chairman of the Ceredigion Lifeboat Campaign, stated that ‘key data has been suppressed by the RNLI regarding a decision taken without meaningful consultation to strip New Quay in Ceredigion of its all-weather lifeboat and replace it with an Atlantic 85 inshore boat. It is the contention of those committed to challenging the decision that the suppressed data in relation to options 1-5 of the Ceredigion Bay Coast Review in 2016/17 contains clear operational and safety reasons for maintaining an all-weather lifeboat at New Quay. That those had been overridden by cost concerns for station modification. Question: Can the RNLI CEO categorically deny that this is the case and if so, tell the AGM why he [CEO] has refused requests from campaigners, elected representatives, government ministers, risk assessment experts and the Charity Commission to release the suppressed material?’

The Chairman asked Paul Boissier to respond. Paul Boissier replied that he knew Mr Taylor
c) Pete Sanderson, Governor, pointed out that the online shopping site had been offline for some time and he requested an explanation.

The Chairman asked Anjie Rook to respond. She confirmed that the online shopping site had been offline for about 15 months as a better way of supplying RNLI goods and services to supporters across the UK and Republic of Ireland was required. She noted that a new solution had been agreed.

d) Sara Powell, Ceredigion Lifeboat Campaign (CLC) thanked the Chairman for the opportunity to pose a question which concerned the report that had been ratified today. Page 34 of the report referred to how the RNLI was compliant with the Charity Commission’s Code of Governance, principally on openness and accountability. For those not familiar with the campaign, Ms Powell explained that they had made a complaint to the Charity Commission, and on 3 January this year the Charity Commission had written to the Trustees requesting that they provide the campaign with specific information that the campaign had requested. Most notably, a copy of the 5-year Coastal Review Report for Pwllheli, Barmouth and New Quay. The campaign had only seen 29 pages of this report which was approximately 500 pages long. Any evidence of any consultation relating to this decision had come as a complete shock as they had not been able to identify a single individual or organisation who had been consulted, including the Welsh government, local authority etc.

After prompting from the Chairman that she should be raising a question, Ms Powell said that looking at the draft report it stated that the RNLI was compliant with the Charity Commission’s Code of Governance on openness and accountability, but that the RNLI had refused to provide them with the information that the Charity Commission had asked them to.

The Chairman asked Anjie Rook to respond and to make a general statement. He pointed out that there was a specific question relating to action or activity in relation to the New Quay Station at Ceredigion. Anjie Rook confirmed that the complaint had been received and that we had shared with the Charity Commission in detail the approach that we had taken through consultation and our different evaluation mechanisms. The information was shared with the Charity Commission as and when appropriate, they reviewed our approach and were satisfied that we had applied good, open and consultative governance. Therefore, we were actually applying the new Charity Code which came into effect last year, and the Charity Commission had written back to us to that effect in mid-February.

Ms Powell said that with respect the response had not answered her question of why we were refusing to disclose information to the campaign.

The Chairman proposed that if time permitted at the end of the meeting, he would address it. He pointed out to Ms Powell that the question she had asked was whether we were in compliance, and he reminded her that Anjie Rook had referred her to the response from the Charity Commission which she would have received a copy of.

The Chairman invited questions from the London satellite venue:

e) Edwina Buchan, Fundraising Committee, Southend Lifeboat Station, asked about the resolution for the election of Council members who were voted for en bloc and she wished to know the reason for this. She had submitted a written question and, as the Chairman had stated, if Governors did not agree with one of the proposed Council members being elected, then they had to vote against the resolution, and the reason given for the en bloc voting and not individually, was to save time. She felt that in line with other public organisations Governors should be given the opportunity to elect members individually and she questioned whether he would consider doing so.

The Chairman confirmed that he had responded to the written question, and in that response, he had stated that the process had been in accordance with Regulation 4 which regulated the activity of the Annual General Meeting. The Chairman confirmed that Ms Buchan was correct in that it was within our powers to consider an alternative process, and he would ask the Trustees to consider it for future AGMs.

The Chairman invited questions from the Poole venue:

f) Ray Steadman, Chairman, Salisbury, Wilton & District Branch, advised he had already submitted a written question which had been answered. This related to the policy of the Council on the future of the existing branch structure and the fact that reference was not made to our branches in any of our opt-in material.

His supplementary question was that the previous day he had received an email from the Community team which advised that the fundraising branch handbook was being withdrawn from the online publications. He questioned if this meant a complete review and, if so, what consultation would take place on that review.

The Chairman asked John Bines, Fundraising Director to respond. He advised that he had not been aware of the email but was keen to
support branches and guilds in whatever way we could. He agreed to speak further to Mr Steadman at the end of the meeting.

g) Anthony Crowder, Governor, said that last year he had been in a tense 25-minute phone call with Paul Boissier about the state of the RNLI and how we looked after and treated our volunteers. However, in the first half of Paul Boissier’s address this morning he had said how wonderful our volunteers were, for which Mr Crowder applauded him. Mr Crowder continued by saying that as a fundraiser he had collected money in the pouring rain, a snowstorm and in blistering heat. Not once had his life been put at risk or pulled away from his sleep or his work to the inconvenience or detriment of others around him. He therefore asked the audience to join him with a round of applause for our lifeboat crews who worked in these conditions.

h) Phil Rondel, Governor, Jersey, asked the Chairman if he could comment on why it had been necessary on 17 November 2017, whilst the St Helier lifeboat crew had been in a meeting with Leesa Harwood in a government building in St Helier, for a lifeboat crew to be sent over from Poole to arrive at the St Helier station doors, boarded the lifeboat that same crew had changed the locks on the building in St Helier, for a lifeboat charity shop and send the lifeboat sent over from Poole to arrive at the St Helier station.

The Chairman asked George Rawlinson, Operations Director, to respond. He explained that the data had been discussed with the campaign group, various other people in the local community and the lifeboat station. The report in its entirety and the data contained in the report, came from a variety of sources – some of it was RNLI records, some of the data was from other records, a lot of it was service information. Some of the services’ information was designed in the context of an internal review concerning the conclusions we could draw from it, rather than the context of being a document which was intended for public circulation. Earlier on, a number of extracts of the relevant data in connection with the decision taken had been shared with the CLC. It was Trustees’ view that we had discharged our sharing responsibilities diligently and properly. George Rawlinson concluded by saying that we continue to monitor activity in Cardigan Bay. The coast review process underpins these decisions and is a continuous review. He noted that it would continue over the coming months and years, as it did at other locations where changes were made in lifeboat cover. In summary, the content of the document and the data was dependable, sound and robust and it was not intended for public dissemination.

j) Robert Anderson, Governor, referred to the incidents at Whitby and other stations mentioned today, together with the publicity received and he wondered whether anything was being done to try to minimise that, or if there were any procedures which might eliminate these situations in the future.

The Chairman asked Sue Barnes, People and Transformation Director to respond. She noted that in any of these situations the decision to stand down a volunteer was not taken lightly. The immense dedication and commitment they gave was recognised, whether that was on service or in their training, as well as the ongoing development of their capability and competence in that role. She confirmed that robust procedures were in place for employees and volunteers and those procedures were continually reviewed, and that she was satisfied that they were robust and had been adhered to.

The Chairman thanked the Governors at the London satellite venue for their attendance. He thanked the volunteers, supporters, donors and staff who had done so much over the last year, also the families and friends who supported everyone in their work with the RNLI as they too made sacrifices. Together their hard work made such a difference to so many people, families and to communities every day.

The Chairman thanked the Governors at the London satellite venue. For Governors in Poole he noted that a number of displays had been arranged for them to view which illustrated some of the activities at the RNLI.

7. CHAIRMAN’S CLOSING REMARKS

The Chairman advised that the Annual General Meeting had concluded and thanked everyone once again for their attendance. He thanked the volunteers, supporters, donors and staff who had done so much over the last year, also the families and friends who supported everyone in their work with the RNLI as they too made sacrifices. Together their hard work made such a difference to so many people, families and to communities every day.

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DATE OF NEXT ANNUAL GENERAL MEETING

The Chairman noted that there will be an Annual General Meeting in 2019, date and venue had yet to be confirmed. Once known, the details would be published in the Lifeboat magazine and on the RNLI website.

Post-meeting note: The AGM will be held on the afternoon of 25 July 2019 at the Leonardo Royal Hotel, London Tower Bridge.
'Item three is the charity report and in a few moments, I will ask Paul Boissier, our Chief Executive, to tell us in more detail about those activities and achievements in 2017. However, perhaps you will let me briefly give you my thoughts because every year brings the RNLI challenges, successes and new experiences. Those can be both good and bad. Whatever happens we are there for those in distress. Our lifeboat crews launched 8,436 times in 2017, and our lifeguards assisted over 24,044 people. I am very grateful to everyone who made that possible.

Despite this there have been more negative articles about us in the press recently. That happens in every organisation and we all know that the media, the social media in particular, will not always let facts get in the way of a good story. To be fair, we have had, and we have enjoyed excellent coverage too from, for example, Saving Lives at Sea on the BBC.

However, the reports which related to the issues with crews in Jersey, Scarborough, Whitby and Arbroath have been sensationalised and have been inaccurate. That is just a handful of our 238 stations and while no organisation is faultless, and that certainly includes the RNLI, those issues had been dealt with properly, professionally and appropriately. I do not think it is fair to our volunteers, our staff, to all of our supporters, to you, to have read things that challenge their support, your support of and your faith in, the RNLI. As I said, that includes everyone here today and we will do everything that we can to not to let you down.

Paul will tell you more about our current focus to remedy some issues. There have been some difficulties that those on the coast in particular have endured in the last year. I want to assure you that the Trustees are absolutely resolute in seeing these issues resolved. Our crews afloat and ashore do great things and we are absolutely determined that they will get the best support available to make their activities as trouble-free as possible.

Speaking of the coast, let me take this opportunity to thank all who have helped the RNLI do such great work over the last year. Whether that was crewing lifeboats, working at lifeboat stations or on the beaches, raising funds, spreading safety messages, holding events, rattling collection tins, baking cakes, running marathons, wearing yellow wellies and importantly working here building boats, making sure the finances are managed, the legacies collected, our buildings maintained, the complaints answered and the myriad of activities that I have not mentioned, including attending meetings like this one. Volunteers, staff, all of you, thank you.

I have visited many stations in the last year, spoken to lots of you and every time I am really nothing short of amazed at what you all do for the RNLI. Together you are all saving lives. Thank you. A final thanks, if I may, to my fellow Trustees, to the members of the Council, for the immense time and effort they give unpaid to the RNLI. Most of the work goes unseen but I really can assure you that it is essential. Now, to give us some more detail, it gives me really great pleasure to hand over to Paul.'
‘Good afternoon ladies and gentlemen. It is really nice to see so many of you here today. It is a pleasure to be speaking to you here at the waterfront on the Lifeboat Quay.

Why are we using this location? The Poole campus, now with the College, Headquarters, Lifeboat Support Centre and the all-Weather Lifeboat Centre behind me, has been the RNLI’s head office for over 40 years. It is a really perfect showcase for the important work that we do to support our lifesavers out on the coast. Projects like the Shannon class lifeboat over there on your right, which I can proudly say is unquestionably the best class of lifeboat in the world today.

The Shannon needs to be the best lifeboat because we are asking thousands of men and women to trust this boat and others like it to take them out into some of the most dangerous waters on the planet day after day. Very few of these people are professional mariners. The vast majority are volunteers. We have a duty to look after them which means we have to give them the very best lifeboats, the best crew clothing, the best training and the best support that we can provide. If we do not look after them properly, they will not feel safe during the extraordinary things they have to do out on the water and their families and friends importantly, who are in many ways just as courageous as our crews, will not support them when the pagers go off.

That is why the RNLI is structured the way that it is. Our 5,000 crew members and lifeguards are backed up by about 30,000 exceptional and dedicated volunteer fundraisers who are tireless in raising money to keep the service going. And behind all of our volunteers there are about 1,700 paid staff, whose sole reason for coming into work in the morning is to help these people get on with the great and noble business of saving lives at sea as effectively and as safely as possible.

The media have recently painted the RNLI staff as a bunch of hopeless pen-pushers or worse. However, they are not. Supporting and enabling safe operations on the coast requires us to employ people of outstanding technical ability and dedication. People who genuinely care. If we are to properly look after our lifesavers our staff have to be the best as well. People to design, build and maintain our lifeboats, people to build lifeboat stations half-way down a cliff, crew trainers, fundraisers, people who understand logistics, including those who source the best equipment and protective clothing for our crews. We need a strong finance team to make sure that every penny that our supporters give us is properly accounted for and then wisely spent. People to manage the generous legacies we are given and those with vital skills in so many other areas. These people are not timewasters or useless pen-pushers. They are a team of incredibly impressive professionals who work tirelessly to provide the best possible support for our volunteers, our lifeboat crews and our lifeguards.

We must never take shortcuts when peoples’ safety is concerned. It was John Buchan, the great early 20th century novelist, who recognised this when he wrote:
'The sea has formed the British character, and the essential Britain is to be found in those who follow it. The sea endures no makeshifts. If a thing is not exactly right, it will be vastly wrong.'

That is why we take so much trouble to make sure that our equipment is well-designed and well-maintained. That is the job of the RNLI’s 1,700 paid staff.

When I look back on 2017, I see a year of great progress and some striking successes. However, I also see a year that has been challenging for many of us in the RNLI. For much of the last year we have been trying to provide better support for the coast. We have listened to the views of the men and women who crew our lifeboats and operate the lifeboat stations – and of our lifeguards – and we are working hard to provide the things that they have asked for.

Things like:
• providing adequate cover for the critical members of a lifeboat crew – so that people can take their fair share of downtime.
• the new rescue and reporting system for our lifeboat stations which is not working as well as it should, and we really need to do better on behalf of all of our crew.
• our crew training system has become too complex and demanding for the crew to use and it just needs to be simplified.
• improving the accuracy and timeliness of spare part delivery to the coast which is something that is causing great frustration for some of our mechanics and crews.

Others have said that Poole has become too remote and that Headquarters is sending out too many instructions and too much guidance, which the stations just cannot process. We have taken all this feedback to heart and we are working hard to do better. We are determined that we will continue to improve things in the future because we must always strive to do better.

However, that is not all. Many of you will be aware of the number of incidents at our lifeboat stations over the last few months which have regrettably led to a decision to stand down some of our crew members. Some of these have been covered by local media and a few have been picked up nationally. I just want to say one thing about all this. This is not, as some of the newspapers have suggested, political correctness gone mad or the march of petty bureaucrats. I have to say the reports of these incidents in the tabloids leaves much to be desired in terms of balanced reporting.

For the last 190 years the RNLI has enjoyed unqualified public support for two main reasons. Firstly, for the activity of our volunteer crew men and women who go out to sea in impossibly demanding, difficult and challenging circumstances to rescue complete strangers from the water and bring them home to their families. When I read of their exploits, I feel deeply humbled by the things they do, and I know that you all feel that humility as well.

There is another reason why the public support us. It is because the RNLI holds to a set of values and behaviours that represent the very best of the British and Irish people: decency, respect for others and a selfless determination to help people in need. The people of the UK and Ireland want and expect the RNLI to be an organisation that they can feel proud of, that behaves well and where ordinary people from every background can feel welcome.

When we receive reports of bullying or aggressive behaviour at a lifeboat station, when we hear of lifeboats being taken for joyrides in a near-gale with insufficient trained crew on board and so being unavailable for lifesaving, when we hear reports of mugs portraying explicit, hard core pornographic images are being openly used in a lifeboat station crew room we have no option but to take appropriate action. We do this to look after the interests of the many people who come into contact with the RNLI every single day, including the people that we rescue from the sea. This is not a witch hunt. It is not political correctness running wild. It is an organisation recognising that even courageous volunteers need to behave in a particular way to maintain the trust of the ordinary, decent folk of this country on whose support we depend. This standard of behaviour is not negotiable.

I have to say that since we started saying all this publicly, we have received great support from the people across the Institution and across the country. People want to feel that they belong to an organisation that is respectable and sticks to its beliefs and that welcomes anyone who comes through its doors. Far from feeling browbeaten about this, I believe we should all feel just a little bit proud of it all because we are being attacked on account of our beliefs and we really are doing the right thing. This gives us an opportunity to come out of the corner fighting and to tell people our side of the
story because we really have nothing to be ashamed of.

Just as the Whitby issues were being published in the newspaper, I received an email from one of the crew members at Whitby Lifeboat Station who has remained with the station throughout. He said: ‘I just wanted to write a quick note just to say thank you for standing up for what is right. As a member of the Whitby crew we have been hit hard and it has been very stressful for us over the last few months with what has been going on. However, it has been for the right reasons. It has opened my eyes to what these people in the press can really be like. What I really want to say is that when all this has gone away, we will rebuild and make Whitby Lifeboat Station once again a great station to be proud of. Not only for Whitby and the community but for the RNLI.’

Ladies and gentlemen, we really are not getting this all wrong. This whole episode has brought home to me the negative and destructive power of social media, which targets individuals and sometimes their families as well in a way that is vicious, uncaring and very often deeply distressing. We have a number of people in our stations and on our staff, who have been attacked in this way on Twitter and Facebook and it has not been easy for them to live with it. No one should be attacked like this, particularly those who have made a courageous decision to do the right thing and carry on saving people’s lives in the face of deep local resentment in their communities. We will do everything we can to protect our people from such attacks.

Let us move on. Let us spend a few minutes now celebrating some of the great things that have happened over the last year and indeed continue to happen in 2018 thanks to the extraordinary people who give so much of their time to the RNLI.

[A short film was shown on 2017 rescues.]

You will read about more rescues in our 2017 Annual Report, like when Lerwick Lifeboat Station crew pulled on all their knowledge and experience to save five fishermen jumping from a sinking trawler. Even a seasoned RNLI coxswain like Alan Tarby admitted that he had never seen a boat sink so quickly.

Or there’s the story of lifeguard Freddie Hedger who battled to protect an unconscious bodyboarder from an onslaught of waves despite being in mortal danger himself. Freddie and fellow lifeguard Shaun Deasy undoubtedly saved Mary Harkin’s life by swimming her ashore and giving her urgent casualty care on the beach. Hundreds of ordinary people like you and me would just not be alive today had it not been for the work of the RNLI, including people like Mary Harkin.

Some of you will have noticed we have not included our usual lives saved figures in the Annual Report this year. That’s because the provisional figure was significantly different to previous years, to some extent because we are capturing information in a different way, but also because our new reporting system is still under development.

Earlier on I mentioned our new Lifeboat Search and Rescue reporting system (known as LSAR) which will give us more accurate data on who we rescue and why. We need this better data quality so we can fine-tune our service in the future.

We are working with our volunteers and frontline lifesaving teams to ensure that we have captured and recorded the rescue information as accurately as possible. However, it is unlikely that our lives saved figures will be fully accurate before 2019. A reassessment of the 2017 and 2018 records is already underway, particularly focusing on those launches to casualties that were in a critical condition. The aim of this exercise is to provide revised lives saved figures in the 2018 Operational Statistics Report which will be released for next year’s AGM.

For the moment we have measured the RNLI’s public benefit with two other metrics: people rescued or assisted which tallied up to 32,116 which accounts for both lifeboats and lifeguards together; and lifeboat launches which stand at 8,436 in 2017, which is marginally down on 2016’s figure of 8,643. I will be talking more about the power of data and the wider social benefits of our work in a moment. However, let us look first at some of the important work we have been doing further up the drowning chain.

At home we worked with partners including the Royal Yachting Association, the Royal Lifesaving Society UK and Swim England to educate people on water safety, including many thousands of children. It was my pleasure to be in Dublin for the launch of the partnership between the Gaelic Athletic Association and the RNLI at Croke Park too. That is another fine example of two great volunteer organisations working together and it will undoubtedly save many lives in the future.

[A short film was shown on the Respect the Water campaign.]

Our Respect the Water campaign brought about a positive shift in attitudes and the film you just saw had over ten million views on Facebook alone. Most importantly it actually helped to prevent several drownings and 17-year-old Evan Chrisp, who is actually here with us today, was one such survivor. He was pulled out to sea by a rip current whilst swimming with friends. After initially trying to outswim the rip and getting exhausted Evan remembered our film’s message to fight his instincts and to float on his back until he had regained control of his breathing. He says it ultimately saved his life.

The more people we touch with our FLOAT message, the more tragedies we will prevent. That is why our 2018 Respect the Water campaign continues in a similar vein to last year’s, only this time with additional tips on how to float to help those less familiar with the concept. It is too early to get excited about the numbers just yet, but we have recently received the official statistics for accidental UK coastal drownings in 2017 which show that the annual number of deaths has reduced from 180 in 2015 to 163 in 2016 and down to 109 in 2017. Now, there are a number of possible reasons for this fall. 2017 was after all the 11th wettest summer since records began, as I am sure you will remember. However, it is definitely a move in the right direction, and it shows that our safety messages are beginning to have an impact. In particular there were no deaths among children younger than 13, which is wonderful news. Both commercial fishing and recreational sailing saw fewer deaths last year. Tragically however it has to be said that these reductions were counteracted by a rise in the number of suicides.

Further afield I am pleased to say we now have a complete range of lifesaving training that we and our partners can deliver internationally, including search and rescue, flood rescue and lifeguarding. Last year lifesavers from all around the world attended our Future Leaders programme at the RNLI College where they shared knowledge and developed skills in running a lifesaving organisation.

I sometimes get asked why we ‘do international’ and my response is always the same: because a lot of people are still dying. I will never forget a visit I made to Bangladesh last December. I stood among a group of 20 adults attending a first-responder course in
Barisal, and five put their hands up when asked if they had lost a child to drowning. That is a quarter of them. One man said he had lost his son and that two of his friends had lost their children too.

Drowning in Bangladesh may be commonplace but that does not make it any less painful for the families involved. The work we are doing on the ground with local partners is making a world of difference and it is not a one-way traffic. We learn an enormous amount from them, we honestly do, just as they learn a lot from us.

In particular, I was really impressed by the quality of the data that our partners at the Centre for Injury Prevention and Research, Bangladesh are producing. Good data ensures that their interventions are effective and cost-effective. They all come together as part of a wider drowning prevention programme. We in the UK and Ireland need to take a closer look at this serious analytical approach to see if we can apply more of it to our domestic lifesaving activity.

Also, the relationship between lifesaving and its wider social value is very clear in Bangladesh. Everything that we do there has an obvious social spin-off. We support our partners so they can pay the lifeguards. This means their families can afford better homes, education and prospects. Buying equipment locally puts money into the wider economy. Anchals (or crèches) provide pre-school training as well as SwimSafe lessons, so the children then go on to do better throughout all of their schooling. We can use these examples to better understand the added social value that we in this country and Ireland bring to the whole of the RNLI and our communities.

We continue our work with global leaders to make drowning prevention a worldwide priority and to reduce the staggering loss of life. To reflect the importance of this work to our long-term strategy our international activities will now have access to RNLI general funds in the same way our domestic work does. However, we currently spend less than 2% of our total annual expenditure on international and this investment does not and will not impact on our domestic lifesaving activity. We will of course also seek donations from specific trusts, foundations and others to support these really vital programmes.

Back home our supporters were the driving force behind everything we achieved last year. Whether they gave their courage, their skills, their time or their money they all, you all, played a really vital role. They made sure that financially 2017 was a great year for our charity. Legacy income was over £135m, a 3.5% increase on 2016. Following two years of declining income from donations and trading (largely as a result of opt-in) it is good to report that their combined total of £55.1m is in line with 2016. Fundraisers and supporters worked in harmony to raise more than £607,000 during Mayday, our annual community fundraising campaign. In October they served up another success with people sitting down to fish suppers all around the UK and Ireland and raising over £215,000. Volunteers in our branches and shops also deserve huge gratitude too. They work incredibly hard and help generate sales of more than £5.7m making 2017 a record trading year.

I should also mention a wonderful fundraising initiative that has been running in parts of the RNLI for some years now. Some of you may know about it. It is called ‘Betty’s Pots’. It was described to me the other day as the RNLI’s secret weapon in fundraising. This is one of those little jam jars you get when you have breakfast in a hotel, and you can also get it in certain supermarkets as well. They are named after the late Betty Frith who was Treasurer of
the Hertford branch. Betty thought it would be a good idea if people used them to collect 5p pieces on behalf of the RNLI when they clear their purses out or clear their pockets out in the evening. Betty’s Pots have now raised over £100,000 in the North East of England over the last 2½ years alone. I am reliably informed that if just 10% of our branches started using them, we would raise close to £1m over the next three years. It is certainly worth a try. We had a lot of fun this morning because I was told that the world record is 53 x 5p pieces in one of these pots. We tried this and no-one, not even the Chairman, could get above 50. That is my challenge for you, to see if you can do it.

All of these superb fundraising activities have allowed the RNLI to spend additional money in some of the areas I mentioned earlier. Like rolling out new lifeboats and keeping our crews safe. You can see a detailed breakdown of those numbers in the Annual Report. Overall good financial management of our funds, assets and liabilities has ensured that both investments and free reserves remained in line with 2016 levels. Overall, we are in a sound financial position. However, sustaining that is the key to the future.

[Screen shot was shown]

That’s the first legacy the RNLI ever received: £1,000 from John Henry Hecker in 1825 which back then was enough to buy more than seven lifeboats. We must not forget that much of our financial strength today still comes from legacies and we cannot assume that this will break down again and that the decision will have very much less than we had expected and budgeted for.

We are working hard to fully integrate sustainable thinking, principles and ways of working into the RNLI and we are starting to make progress. One recent example is the strong and sustainable partnership we are building with Helly Hansen who will from now on be making crew kit for us. Not only is this a good deal for us financially but we have made sure this new kit will serve the next generation of lifesavers. It has been tested to destruction by our volunteers. It is lighter and gives more freedom of movement. There is also a version tailored especially for female crew members. A better fit means it is more comfortable to wear and that really matters if you are out working in the elements for hours on end.

We take environmental sustainability seriously too. One example of this is how we are working hard to keep on top of our electricity consumption. Last year we installed four more renewable energy sources and made the equivalent of over £145,000 in energy saved and generated.

Is there anybody here who has not recently seen an episode of Saving Lives at Sea and is brave enough to put their hand up? It was absolutely brilliant, was it not? It made me feel proud to be part of such a great organisation. Here in Poole we are just 40 minutes down the road from Mudeford Lifeboat Station and it reminds me of that episode with the yacht hard aground in the entrance to Christchurch Bay. The four people onboard were clinging to the rolling deck and being battered by the elements. Senior Lifeboat Helm Ian Parker and his crew negotiated the shallows time and again to carefully take off the casualties.

As I said earlier, things have been tough but let’s not forget that we are a great and proven team. We can do difficult things and still succeed. As an organisation, and as individuals, we have been challenged over the last 18 months and we are still here. Still working in the same decent and respectful way. We are a great and proven organisation.

Ladies and gentlemen, all that remains for me to say now is a really big, honest and heartfelt thank you to each and every one of you. Thank you for coming to Poole today and to the people attending in London. Thank you for your support. Of course, a huge thank you to everyone who plays a part, large or small, in our lifesaving mission. Thank you very much.'
Annex C
Summary of written questions received post-AGM

a) Linda Hooper asked why monthly accounts were not received for checking. The last one was end of year received into the New year. It was easier to check these monthly than having to go back months of accounts.

Simone McKeon, Retail Customer Services Advisor responded ‘Thank you for raising the question about the statements. I attach your statement for the year to date but, as discussed, there has been a problem with the stocktake process which has meant that the opening balances are not yet verified. The payments in, the invoices, the adjustments and transfers on the statements should, however, be correct and so hopefully you should be able to check off your records against these entries. This was the first year of stocktake with the new computer system and so hopefully all lessons will be learnt, and everything will run smoothly for the next one, but this final technical glitch is holding up the last one. I am sorry you haven’t had statements this year. I raised your point about how much easier it is to check off monthly rather than six monthly, even if the opening balance is still to be verified, and I believe the Accounts Department is going to now send out the statements to date in two waves for exactly that purpose (you will however be ahead of the game with the attached). If you have any queries about your account or any other sales related matter, please do not hesitate to contact us.’

b) Glyn Renshaw enquired about when the New Quay all-weather lifeboat is withdrawn, how will the RNLI achieve its stated all-weather rescue targets in the area of sea adjacent to Ceredigion, which the local branch believes will be at risk?

Isla Reynolds, Strategic Media Engagement Manager, and Alison Levett, Regional Media Engagement Manager, responded ‘Many thanks for your question regarding the New Quay all-weather lifeboat. Having sought advice from relevant teams here at the RNLI, they have confirmed in answer to your query: This decision has not been taken lightly and has been the subject of a thorough, detailed analysis of launch data and other contributing information from the five-year coast review period. The future Cardigan Bay lifeboat configuration will involve investment in Shannon Class 25 knot lifeboats at Pwllheli and Barmouth and a 35 knot Atlantic 85 lifeboat at New Quay. The RNLI is confident this disposition of lifeboats will enable us to continue to meet our stated aim to reach 90% of all casualties within 10 nautical miles of the coast within 30 minutes of launch in all weathers in the Cardigan Bay area and is proportionate to the current and future identified risk.’

c) Edwina Buchan asked whether the RNLI realised it is treating the fundraising volunteers as employees? I use as one example the opt-in process which requires volunteers to hold personal data. I believe it is wholly inappropriate for volunteers to be responsible for holding and controlling such data. It should be held by RNLI employees. To my knowledge the RNLI has not advised the volunteers who have taken on this role that any personal data breach must be notified within 72 hours otherwise a fine can be imposed by the Information Commissioner.

As a second example it has been said that volunteers should complete risk assessments. Again, I believe this should only be done by employees of the RNLI. The reason is: first that it requires proper training in completing such a document and secondly, if there was to be an incident which required investigation one of the documents to be scrutinised would be the risk assessment. It has a legal status yet the person who compiled it would have no duty to the RNLI to co-operate in any investigation.

Lou Barth, Fundraising and Development Manager said ‘Thank you for your questions below following the RNLI AGM. Due to leave I was unable to attend this year so sorry that I was not available so we could have chatted these through on the day.

Holding of Personal Data: Fundraising groups and lifeboat stations do hold considerable amounts of data in order to operate effectively. Examples would include crew contact details, local supporter details, volunteer contact details, next of kin for emergencies and donor details and some of this data is required to be held for a number of years – such as receipts for donations. In order for a Branch or Guild to operate their fundraising they hold their locally needed data; the RNLI will also centrally hold key volunteer data (usually the committee). Over the past few years we have been working with key volunteers at the twice-yearly Co-ordinating Group meetings on how and what data to hold locally and how best to secure this, in most cases providing an encrypted data stick to use to secure said data. As I am sure you are aware with the advent of GDPR there have been some changes that the RNLI has needed to action. As such a series of communications have been delivered to all our volunteers on data security, data breach procedures and some clarity on what can seem a complicated legislation. This will have been delivered to the relevant contact points at your branch and actioned and cascaded as required.

Risk Assessments: The RNLI have developed alongside our volunteers standard Risk Assessment templates for all events that our fundraisers undertake along with room for local variations. These assessments are in line with the requirements of our Insurers and the HSE who give direction for all our activities. We ask or Lifeboat Stations and Fundraising Groups to hold this information locally but where possible in electronic format so that this can be available to staff at short notice if required. With regard to both of these and other examples RNLI systems are going through a significant change and upgrade so that in the coming few years all our volunteers will be able to access and store data of any kind as part of the RNLI secure Cloud and remove the need for very local storage. This technical work is ongoing, but I hope to be able to announce some of the first changes for our volunteers early next year so please bear with us but look forward to some great changes. I hope this goes some way of answering your questions, but I would be very happy to give you a call to discuss further. Many thanks for all your hard work in maintaining such a wonderful network of collection boxes in Southend, I know how much hard work goes into this role but also such satisfaction in seeing the generosity of the support from the public in the shape of so many coins.’

d) Chris Seal said that, in light of the Charity Commission’s direction to the RNLI to provide open and detailed discussion with the Ceredigion Lifeboat Campaign, will the RNLI now please confirm the existence of records detailing the hazards, risks, mitigations, facing crews on operations and any changes envisaged
after subsequent changes, to the disposition of assets? If they exist, please will the RNLI now make these documents (relating to Cardigan Bay) available for consultation / discussion?

George Rawlinson, Operations Director, responded 'Thank you for your question surrounding the future disposition of lifeboat assets in Cardigan Bay. As you can appreciate, the RNLI as a charity has to be cognisant of the present and future risk within Cardigan Bay and the deployment of our assets has to be proportionate to that risk. We are doing this using a variety of interventions, including strategically planned Shannon Class 25 knot lifeboats at Pwllheli and Barmouth and a 35 knot Atlantic 85 lifeboat at New Quay. The RNLI is confident this disposition of lifeboats will enable us to continue to meet our stated aim to reach 90% of all casualties within 10 nautical miles of the coast within 30 minutes of launch in all weathers in the Cardigan Bay area.

This decision has not been taken lightly and has been the subject of a thorough, detailed analysis of launch data and other contributing information from the five-year coast review period. As we have stated previously and mentioned in our AGM there was praise, and rightly so, from the Charity Commission, who are satisfied that the RNLI what it is?

3. Why are the bravery awards and honours not listed in the Annual Report. As stated above there was continued mention of the volunteers. It was evidenced by film but there were no personal presentations which, in my opinion and the opinion of others at the meeting, actually shows a degree of contempt for the volunteers.

At the last AGM at the Barbican it was stated that the award ceremony, that was always a part of the AGM and showed that the volunteers were truly valued, would take place locally or regionally. Is this really the way to recognise these volunteers? All types of organisations publicly recognise outstanding service and bravery and make the award something for the recipient to remember for a long time after especially if it is given to them by, as in many previous years, the President of the RNLI HRH The Duke of Kent. Even the Armed Services take the time to recognise achievements as mentioned. I am surprised that with the CEO and two other retired Admirals on the Trustee Board that such presentations are not the norm but, sadly this seems not to be the case for the RNLI. The Annual Report does nothing to actually show that the Institution does really value its volunteers. Does a 'Thank You' to Fundraisers and shop staff on the last page or back cover really do it? I believe that the omission of the award ceremony as part of the AGM has not shown the RNLI top echelon in a good light. It reinforces a belief that the crews are not valued in the way that they were in years gone by. I am the first to acknowledge that we are not in the past and that time moves on, but I do know the value of the people that give up so much to take such risks to help others. This has been shown to millions in the TV series, Saving Lives at Sea but to the few that were highlighted in that series, is that their moment of fame and is that the only recognition they deserve? I think even more could be gained for the RNLI by acknowledging that work and showing that to the assembled audience at the AGM and why not blow our own trumpet with it being shown in the next series? I feel certain that the boost to morale that such a ceremony would give, would do a lot to start to put right the feeling from around the coast that exists towards the RNLI 'bosses'. I sincerely hope that what I have said here is taken seriously and not just ignored. There is a lot wrong in the RNLI at the moment and a great deal of resentment of the management team on how matters have been handled to stop the rumour train. Perhaps bringing back a day long AGM with an awards ceremony included would start to heal wounds within the organisation and show just how much the volunteers actually mean to it. I am happy to discuss this, and other matters eluded to in the above at any time and would willingly come to HQ if that is what it takes.

Donna McReath, Volunteering Development Manager responded 'Dear Paul, firstly, many thanks for your email regarding the AGM and presentation of awards. You are absolutely right that we are incredibly lucky to have thousands of dedicated volunteers who all contribute towards our goal of saving more lives at sea. Their contribution is significant, and it is vitally important that we recognise all that they do for the RNLI. To enable me to answer your questions in the most effective way, it may be helpful to give some background and rationale for the change in our approach.

Historically, we knew that the way in which we recognised volunteers no longer met their requirements or expectations – we received a lot of feedback from volunteers by letter, email and in person over a sustained period of time which told us that they were looking for recognition to be given in a more fair and transparent way. So, to address this concern, in 2015, we carried out a review asking volunteers for their thoughts on the way in which we recognise their contribution and also how they would like to be presented with any recognition they may receive in the future.

The overwhelming feedback stated the most important factor to the volunteers was that they received recognition locally, in a timely way with their friends and loved ones around them. Over 75% of those surveyed asked for their recognition to be given either locally (within their station/branch) or regionally at an awards ceremony. In addition to this, attendance figures showed us that despite the fact that year on year more volunteers were eligible to attend the Annual Presentation of Awards (APA) in London, the numbers of volunteers who accepted their invitation to attend the ceremony declined each year.

Therefore, following the review, the decision was made to split the APA and the AGM to ensure that the AGM was able to focus exclusively on the business requirements and that the volunteer recognition events were able to focus exclusively on recognising the incredible contribution that volunteers make. The main aim of the new recognition events was to make the volunteers feel valued and appreciated for all that they do.

The first new style regional celebratory events were held in 2017 and all awardees (including Long Service awardees) were invited to attend along with their chosen guests. Whilst the events were not held at the Barbican,
they were held in desirable locations, hosted by either the RNLI Chairman or members of the Council and provided a more intimate environment to focus on celebrating the achievements of the volunteers.

There was a very positive response to the events and feedback tells us that volunteers wish it to continue in this format. The invitations for the 2018 recognition events were sent last week and within 48 hours, over a quarter of those invited had already confirmed their acceptance. In regards to the Annual Report listings, each year we recognise the contributions of hundreds of volunteers and we are unable to list all of those within the Annual Report. However, they are all listed within our recognition programme and all awardees and their guests receive a copy of this.

Thank you again for raising your concerns which will of course be taken on board and for your continued support. The incredible contribution that you and other volunteers make across the organisation is immense and we are truly grateful.

Please feel free to contact me if you wish to discuss this further.

f) Mark Stevenson wondered what process there was whereby crew can report issues with particular pieces of equipment on the boats e.g. monitor screens due to their positioning, and can, if felt appropriate, lead to the item being repositioned?

Peter Wilkens, Safety Health & Environment Policy Manager, responded ‘Crew can raise issues such as this on the Safety Health & Environment (SHE) incident reporting system as a ‘hazard observation’ and then following an investigation it may prompt a request to the engineering team that an alteration is required or needs considering.’

g) Martyn Nicholls asked if it was morally acceptable or appropriate to force people to vote for all nominees to the council together? At the AGM in London a lady objected as she felt forced to vote against everyone because a couple of nominees were unacceptable. I felt forced to vote for all, despite not supporting some, as I didn’t want to vote against all the worthy nominees. It is unacceptable that inappropriate applicants are elected riding on the back of worthy people. In all other AGMs, including shareholders, I get to vote for each person individually and I often vote against those who appear unable to contribute to the organisation and may aim to boost their image. I was amazed to hear this joint vote was just to save time. I would prefer to vote separately for each nominee, and I would be happy for the AGM to be longer. I suggest the best solution would be to give every Governor a voting form with their yellow voting card before the AGM starts and people can vote them individually. The form could be collected at a point in the AGM, someone could count up the results and announce them later in the AGM. That would add very little in the length of the meeting but would be more acceptable and give genuine ability to vote for individual nominees. PS. I am not running down the RNLI. I want our organisation to be seen and work in the best morally acceptable way, so I am encouraging a positive change.

The Chairman responded ‘As a member of the RNLI your vote is incredibly important, and at no time should any member feel forced to vote in a particular way. You may recall that in light of a member’s question at the AGM, we agreed that the Board would undertake a review of en bloc voting. This will commence shortly. All Trustee and Council candidate applications are reviewed by the Membership Nomination Committee against a known matrix. I am concerned when you say, “it is unacceptable that inappropriate applicants are elected riding on the back of worthy people”. I should therefore ask that you please consider expanding on this and contacting our Company Secretary, Simon Payne, directly with any information you might have which would support this.’

Note: We are always pleased to receive any questions post-AGM and will answer them all individually. However, only those received within the 30-day period after the AGM will be recorded formally in the minutes of the meeting. This is in alignment with the normal adjourned business period as specified in our Bye-Laws.
Supplemental Information to the Notice of the Annual General Meeting of the Governors

To be held on Thursday 25 July 2019 at 2pm at Leonardo Royal Hotel London Tower Bridge, 45 Prescot Street, London, E1 8GP

In the chair:
Stuart Popham CMG QC (Hon)
Chairman of the Institution

A formal notice and agenda for the meeting was sent to all the governors on 3 May 2019. The supplemental information below relates to agenda item 5.

Agenda item 5
To elect/re-elect individually Council members to hold office from the conclusion of the meeting.

RE-ELECTION OF RETIRING COUNCIL MEMBERS

The following members of Council, being eligible for re-election, stand for election to hold office for up to 3 years (until the 2022 AGM):

Alison Appleyard
Alison is a widely experienced academy principal with expertise in school transformation. She is an innovator with experience in managing change projects to raise achievement and attainment in schools, and also has teaching and leadership experience in all phases of the education system. Currently schools adviser for the Diocese of Bath and Wells. Lives in Somerset. Council member since 2016.

Eddie Donaldson

Jonathan Hart
Jonathan is an experienced and successful chief executive officer and board level business leader, now pursuing an independent portfolio career. Experience across many consumer sectors including retail, hospitality, new media, financial services, brand creation and development. Lives in Hertford. Council member since 2016. Non-executive director of RNLI (Sales) Ltd and a member of the Salcombe Lifeboat Management Group.

Professor Dominic Houlder
Dominic is a professor of strategy, providing advice to the RNLI Board and Executive Team on RNLI strategy. Lives in London. Council member since 2013.

Charlie Jones
Charlie was a crew member at Trearddur Bay Lifeboat Station in the 1970s. He was a partner...
at Weightmans LLP Solicitors until he retired at the end of April 2019. Lives in Liverpool. Charlie has attachments to Holyhead and Trearddur Bay Lifeboat Stations.

Alan Marsh
Alan is a former chief executive, Braemar Shipping Services PLC. He is currently non-executive director and trustee of IFAN, a UK charity. He was awarded the MBE in January 2019 for services to the Marine Society and to the Sea Cadets. A council member since 2013, he has been instrumental in supporting our international strategy through strategic guidance, being an active member of the International Fundraising Development Board and personally helping to raise tens of thousands of pounds for our international work.

Niamh McCutcheon
Niamh is a past president of the ISA, former Commodore of the Lough Derg Yacht Club, and is currently Director of a property investment company and a Bloodstock Company. Lives in Ireland. Council member since 2013. Member of the Council for Ireland since 2013. Niamh has had a long association with the RNLI since childhood, helping with fundraising in Dublin. She has been chair of the Lough Derg Fundraising Branch for over 20 years and was responsible for bringing the lifeboat to a temporary base in Lough Derg Yacht Club in 2004.

Rosie Norris
Rosie has more than 30 years’ management industry experience. Formerly a fund manager and chair of the Charities Official Investment Funds until 2018, she holds a number of investment-related board positions representing a range of investor interests. Lives in London.

Council member since 2016. Member of the Investment Committee 2016–18 and chairman since 2018. Member of the Finance Committee since 2017. Trustee since 2018.

Mark Pritchard
Mark is an entrepreneur, investor and non-executive director focused on the technology and internet sectors. He lives in Oxfordshire. Council member since 2013. Member of the RNLI Technology Governance Board.

Dr Jean Venables
Jean is a visiting professor at Coventry University and a Director of Venables Consultancy. Lives in Cambridge. Council member since 2013. Member of Technical Committee since 2010.

Dr Nick Winterbotham
Nick is a former consultant working in many heritage and science-related projects. He is currently director of Winterbotham Associates, a programme director of MRL (Museums and Resilient Leadership) and director of Be the Change (a leadership development programme). Lives in Staffordshire. Council member since 2016. Chairman of the RNLI Heritage Committee since 2014. Nick was a speaker at the launch and gift of the John Buchanan Barr Tamar class lifeboat at Portpatrick in 2012, and he is the great-nephew of Kitty Barr, the donor.

Additional details of decorations and professional qualifications are given in the Annual Report and Accounts.

ELECTION OF NEW COUNCIL MEMBERS
In addition to those nominated for re-election, the following have been nominated for election as new members of the Council, to hold office for up to 3 years (until the 2022 AGM):

Peter Lloyd MBE MBA MA
Following a 32-year military aviation career, primarily as a search and rescue pilot, Peter progressed into the wind power industry with Siemens in 2011 as a risk management leader. He is currently sharing knowledge and experience with the next generation as a part-time university visiting fellow and volunteer. Lives in Shropshire and Aberystwyth. Involved with the Aberystwyth RNLI. Member of the Operations Committee since 2017.

Katie Cadden B Corp Law, LLB, LLM, Solicitor
Katie was formerly a solicitor with P. O’Connor & Son at Swinford in County Mayo. She is currently a board member, Charities Regulator in Dublin. Lives in County Mayo. Katie has recently been appointed a member of the Council for Ireland which is a Regional Council and Advisory Committee.

The Hon Andrew Dixon
Andrew is an experienced senior executive, NEC and Interim Management professional at board level with extensive international business development, strategic planning and operational re-structuring experience in differing business sectors. He is a founder and interim chief executive officer of Retrouver Ltd, associate with Leadership Direct Ltd, senior partner of The IP Counsel, an associate to Gartan Finance and an invited consultant to Wickerwood & Co. Lives in County Down. Andrew has recently been appointed a member of the Council for Ireland which is a Regional Council and Advisory Committee.

Hugh Tully
Hugh retired in 2018 after 42 years of service with the Irish Naval Service. Lives in Carrigaline, County Cork. Member of the Council for Ireland since 2018. Volunteer chairman of the Lifeboat Management Group at the Crosshaven Lifeboat Station.

By order of the Trustee Board
Mark Dowie
Chief Executive and Secretary
Dated: 4 June 2019

Additional details of decorations and professional qualifications are given in the Annual Report and Accounts.