

ROYAL ENGINEERS ASSOCIATION



THE SAPPER CHARITY

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MINUTES OF THE EXTRAORDINARY MEETING (41st) OF THE RECRUITING COMMITTEE HELD AT CHATHAM AND ON ZOOM ON WEDNESDAY 18th OCTOBER 2023

Present

Name	Group
Col C James (CJ)	Chair
K Kirk (KK)	Chief Executive Officer
N Gunnell (NG)	Operations Director REA
A Brown (AB)	Deputy Group Director Southern
G Doughty (GD)	Deputy Group Director South East
M Forder (MFO)	Management Committee member Eastern Gp
T Harnett (TH)	Deputy Group Director South West
R Macgregor (RM)	Deputy Group Director Scotland and NI
G O'Shea (GO)	Deputy Group Director
G Palmer (GP)	Central Southern Group REA
M Payne (MP)	Southern
K Street (KS)	South midlands

ITEM 1 – OPENING REMARKS

1. The Chair stated that the Recruiting Committee meeting has been helped due to the outcomes of the Board strategy meeting. The Chair is looking at running a recruitment strategy meeting to see how the REA can move its recruitment forward in the coming years

ITEM 2 – TO CONFIRM THE MINUTES OF THE 40th MEETING

2. The Secretary said he had not received any observations on the accuracy of the minutes and asked the Committee if they agreed that the minutes of the 40th meeting were a true record of the proceedings; the Committee agreed. The Chair will sign the minutes.

Proposer: Mr A Brown (AB)
Secunder: Mr G Doughty (GD)

ITEM 3 – MATTERS ARISING FROM THE PROCEEDINGS OF THE 40th MEETING

3. The following matters were raised:

a. **Recruiting Material** The posters which were sent to branches lacked specific detail for branches. Produce posters which can be adjusted for branches and make the posters accessible on SapperCom. **Action - NG**

- b. **Standardised Presentation.** A standardised presentation about the REA and its purpose is to be made available on SapperCom. **Action - NG**

ITEM 4 – MISSION ACTIVATE – Funding for Mission Activate to be upfront not retrospective

- 4. There has been an increase in Mission Activate uptake. The process and budget will be reviewed prior to the 24/25 Financial Year. Documents outlining the original purpose and thinking behind Mission Activate are to be reviewed prior to any renewal of Mission Activate for 2024/5. **Action - NG**

ITEM 5 – SAPPERCOM.COM

- 5. SapperCom is gaining traction and all are encouraged to use it. It is expected that at the 5,000 members point its membership will generate the majority of content.

ITEM 6 – MEMBERSHIP DEVELOPMENTS

- 6. **New Branches.** KK & NG updated the committee on new branches. This included:
 - a. The resurrection and expansion of the German Branch.
 - b. A request to form a Women's Branch.
 - c. The formation of the White Horse Sappers and the Stoke on Trent Sappers (Social Branches).
 - d. Collaboration with the Armed Forces and Veteran Breakfast Clubs.
- 7. **Additional Membership Types.** NG updated the committee on the various proposals that were going to be put forward to the Management Committee.
 - a. Family and Friends Membership.
 - b. All Arms Membership.
 - c. Widow & Widower Membership.
 - d. Discontinuation of Associate Membership.

Prospective members would have their membership validated by a vote of Branch members.

- 8. **Rule amendments.** If ratified by the Management Committee, the rules of the REA will change to reflect the agreed proposals.

ITEM 7 – BUDGET REPORT

- 9. **Budget.** Of the £5,000 that was allocated for recruiting, £4000 of it has been spent demonstrating that resourcing of recruiting is happening and all on the committee are having a positive impact.

ITEM 8 – ANY OTHER BUSINESS

10. The Chair requested that all members reflect on the structure and purpose of the committee and how it could best contribute to recruiting for the REA. Action – To be included in *“Matters Arising from the Previous Meeting”*.

DATE OF NEXT MEETING: 20th March 2024 location tbc

Benevolence Secretary
Suzanne Shutter

Minutes Approved

Date

Chair