



WCCSA NEWS

Keeping our members and friends in touch...

JULY 2024 | ISSUE 48

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WELCOME!

Shirley Creed, Junior Warden & Engagement Committee Chair

Welcome to the July Newsletter, this month we will be focusing on the CGI Conference held at the Novotel in Hammersmith on the 3rd & 4th of July. WCCSA had a stand and were represented over the two days by Freeman Debbie Aldous, newly clothed Liveryman Catherine Odigie and Freeman David Styles, along with our Clerk Keith Povey and me. There were over 700 delegates, including sponsors and exhibitors attending the conference.

We were kept busy by conference attendees coming to chat, intrigued by the word in our name "Worshipful", that was the conversation opener! We chatted, offered giveaways and scanned badges, which gave us the all-important email address to follow-up with attendees. Not only was it great to meet so many potential new members, but it was also wonderful to connect with some of our current members who dropped by to say "hello".

This year WCCSA also had a speaking opportunity in collaboration with Leeds Beckett University researcher Marija Krlic on "The Importance of Values for Governance", the Research Project Chaired by PM David Lock on behalf of the WCCSA Education Committee. More on that from David in the next newsletter, but I can report that the room was full and that we have been receiving follow-up emails.

Attending the conference is a fantastic way of increasing awareness of our company amongst governance professionals and reaching a much wider audience. My thanks to all those who supported us over the two days, Catherine, David and Debbie for supporting us on the stand but also the many members that also came by to say "hello". the two days flew by!

WCCSA

Plaisterers' Hall
One London Wall
London EC2Y 5JU

Tel: 020 7726 2955

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Since the conference we have been emailing the attendees and answering the many questions they have about WCCSA.

Please remember if you have a colleague who you think might be interested in joining our company, please do introduce them to us.

A quick email to membership@wccsa.org.uk will reach me!

Details of the conference can be found [HERE](#).

WCCSA NEWS

Summer Service and Royal Charter Luncheon - Wednesday 17th July 2024

Our Summer Service and Royal Charter Luncheon, which is the final formal event in the current Master's calendar, took place on 17th July 2024.

The church service was held at Saint Vedast Church, where our Honorary Chaplain Rev Andy Rider delivered an uplifting sermon! We also enjoyed music from the Company musician Gabriele Brasaite.

Following the service, our Royal Charter Luncheon took place just around the corner at Saddlers' Hall, where we were lucky enough with the weather to be able to kick things off with a sparkling reception outside in the courtyard. The usual three-course lunch was then enjoyed, but with a bit of a twist, as the Master went off-piste with the menu by choosing a savoury dish over a dessert!

The Master congratulated a new Freeman to the Company and three newly clothed Liverymen (details below), and we were entertained by Guest Speaker, Past Master Currier Richard Stewart MBE.



Photographs from the event are ready to view and download from our photographer's website at www.markwitterphotography.com. To access, select Galleries from the main menu and Client Galleries from the drop-down menu, then you'll see our gallery on the top row. When challenged enter the password: CSA101

Full instructions for viewing and downloading the digital images or ordering professional quality prints are in the gallery.

Three new Liverymen and a Freeman!

As mentioned above, the Master welcomed a new Freeman and three Liverymen during the Royal Charter Lunch on 17th July. Their ceremonies all took place ahead of the lunch.



Pictured here with the Master, is new Freeman Bernadette Young.

Bernadette, who has been a CGI member since 1991, is co-founder and director of company secretarial and corporate governance consultancy firm, Indigo: Independent Governance. She was inspired to join WCCSA by the opportunities that membership gives to connect with likeminded professionals and to promote the benefits of having organisational governance that is supported by an experienced Chartered Governance Professional.

Pictured below from left to right with the Master in the centre, are our three newly clothed Liverymen, Heather Smith, Catherine Odigie and Joseph (Joe) Mercer.

Heather has been a Chartered Secretary for thirty years and for the last twelve years has been a member of the legal team at dnata, a worldwide airport services provider based in Dubai. When asked why she decided to become a liveryman, she said *"having been on the fringe of the WCCSA as a Freeman for quite some time, I am delighted to have the privilege of becoming a Liveryman in order to support other Chartered Secretaries and the Company in its endeavours; I also wish to give something back to the profession that has given me a worthwhile and interesting career"*.



Catherine became a Freeman of the Company earlier this year and says *"I have spent the last 15 years working in the financial services sector as a legal and governance services executive and advisor. My primary objectives, in joining the Company, were to build fellowship with other governance professionals not least for general community and further inspiration; as well as to contribute efforts to the Company's charitable activities. It has been a warm welcome and start to what I trust will be a continued experience of congeniality and fruitful professional enterprise."*

Joe began his governance career in the hotel sector and worked in the Far East for several years. He currently acts as secretary to two trade membership bodies in the entertainment and leisure industries. He has been a Freeman of the Company for just over a year and lives in Hornchurch with his wife and has two adult daughters. He was recently made a fellow of the CGI. He also has experience as a bursar in an independent college and as a new Liveryman wants to utilise some of that experience in the service of the WCCSA.

Congratulations to all, from everyone at WCCSA. We hope to see you often at coming events.

‘Service with Integrity’ - what does it mean to you?

This was the title of a webinar organised by the Education Committee on 4th June – and how thought provoking it turned out to be. We all think we know what integrity means, but do we? And in what ways do our definitions differ?

The Webinar was led by Dr Karen Vollum-Dix, a senior lecturer at Leeds Beckett University and it was based on her research which is looking at the illusive meaning of values. Karen’s research uses a phenomenography approach, which is the study of variation and difference in people’s perception of a phenomenon. Perhaps not surprisingly, especially with a concept as complex as ‘integrity’, there were different perceptions and expectations of it based on people’s backgrounds, organisational cultures and other factors.



People described integrity in different ways. Some used stories, some spoke of the expectations and behaviors of others, others spoke of alternative motivations for it. Karen ran through some definitions of the concept from academic, moral and other perspectives. As well as definitions, behaviors associated with integrity were relevant. The word ‘trust’ featured frequently, and integrity needed to be ‘at the centre’ for it to have maximum effect.

The time-honored phrase used in the City, ‘My word is my bond’ can be seen as a profound demonstration of integrity. Another perspective is the differences between people having integrity and organisations having it. The expectations and manifestations can be different.

Karen introduced the notion of a hierarchy of values associated with integrity which comprised - consistency (fairness and honesty), being true to your word and values (authenticity, trust and respect) being manifestations of integrity, which was seen to relate to moral standards and ‘doing the right thing’. Other concepts such as a continuum of values were introduced and can be seen in the PowerPoint slides shown during the webinar.

Karen’s findings from her literature review and research were summarised as follows:

In an organisation, having espoused values means that stakeholders know what the organisational values are, enabling discussion about what they mean, such that employees may know what is expected of them, and what behaviours are acceptable and unacceptable, Jonsen et al (2015).

Many of the words used in expressing values have multiple meanings, and therefore organisations cannot assume that all employees will interpret espoused values in the same way, Gibbins and Walker (2001). This was shown in the research.

Organisations that have a dynamic approach and adapt their values are more successful than those whose values remain stable over time, Jonsen et al (2015).

Alignment of values within an organisation is most likely where it is the core values that are aligned, Argandona (2003), these are defined by Gentile (2010) as being values with a moral dimension.

Other values which organisations prioritise, such as 'creativity' and 'dependability' do not have a moral dimension; plurality within these other values is acceptable and can be desirable.

It is arguably easier to define the surface level values in an organisational context.

The presentation went on to look at the implications for organisations and was followed by an engaging discussion.

A recording of the webinar will be available on our [YouTube](#) channel shortly.

Those present, and Karen, want the discussion to continue. Karen's research also adds to our own Values in Governance research. Your thoughts on the subject, and perhaps contributions to a future webinar, would be welcome, via email to davidlock@hotmail.com

Past Master David Lock

Quarterage 2024/25 - PLEASE ADJUST YOUR STANDING ORDERS!

As previously advised, the new quarterage rates for the year commencing 1/7/24 will be:

- Full Liveryman or Freeman - £370.00 (£30.85 monthly or £92.50 per quarter)
- Freeman or Liveryman over the age of 70 - £295 (£24.60 monthly or £73.75 per quarter)
- Overseas-based Freeman or Liveryman - £175

If you pay by standing order, either quarterly or monthly and have not already done so, please adjust your payment amounts to those shown above immediately and make up any shortfall from your July payment.

Karen - Assistant Clerk

COMMITTEE AND GROUP UPDATES

EDUCATION COMMITTEE

The Clifford Grinsted Essay is an annual competition run for the four schools supported by the Company. The timetable for the competition is November to March with a small judging panel of three to four people.

If any Freeman or Liveryman would be interested in giving a little bit of administrative support to the competition that would be welcomed. There are email letters to be sent out to the schools, the essays to be received and collated for distribution to the judges, the collation of scoring and the letters/prizes to the winning schools and pupils. If anyone is interested in giving a little bit of time, please email education@wccsa.org.uk

There is a vacancy in the Education Committee - if any Liveryman is interested in becoming a member of the committee which supports our school links programme, our university links programme and runs a number of webinars on relevant professional development topics in governance (the most recent series being school governance), supports the research currently being undertaken by Leeds Beckett University on the importance of values to good governance and other relevant activity. The work of the Education Committee ensures continued support to the raising of standards in governance and awareness of governance as a career. Meetings are four times per year by zoom. If interested in becoming involved, please email education@wccsa.org.uk

Court Assistant Sheila Lumsden OBE - Chair, Education Committee

ENGAGEMENT COMMITTEE

Our next monthly **networking drinks** at The Golden Fleece, 9 Queen St, London EC4N 1SP is **Wednesday, 14th August** 6pm onwards. Please do come along and bring a colleague! This is a six-month trial, **SECOND WEDNESDAY** of the month, last one Wednesday, 11th September. Buy your own drinks.

We will be located in the alcove at the far end of the bar as you enter from Queen St. If you are coming, please advise membership@wccsa.org.uk to ensure we have sufficient space!

Shirley Creed - Chair, Engagement Committee

ARMED SERVICES COMMITTEE

A Company visit to RAF High Wycombe, Headquarters Air Command arranged by the Armed Services Committee for Wednesday the 25th of September 2024 was opened to Liverymen for booking earlier this month. Unsurprisingly, places were filled within the first 24 hours, but a waiting list has been opened [HERE](#) if anyone (Freemen included) would like to add themselves to it. Should a space become available, it will be offered by email to the next person on the list.

The visit will be hosted by staff from the RAF People Operations and will include a briefing on current RAF Operations, plus briefings from some of the Heads of Specialisation, covering several areas such as human resources operations, media and communications, personnel training and service discipline to name a few.

Court Assistant Paul Sylva



Have A Great Summer!

OTHER NEWS FROM THE CITY & THE LIVERY

Livery Climate Action Group Newsletter and Annual Conference Early-bird Booking



The Livery Climate Action Group's Summer 2024 Newsletter is available to read [HERE](#).

It includes details of the 2024 Annual Conference with a special discount for early-bird booking. The Conference will tackle 'Planning for a Resilient Future' and takes place on 22nd October, 12 noon - 7pm, at Merchant Taylors' Hall.

The ticket price includes buffet lunch, and evening drinks and canapes. More info and booking details can be found [HERE](#).

City of London Liverymen in the North - Brigantes July Newsletter

The Brigantes July newsletter is available to read [HERE](#).

Silent Ceremony at Guildhall - Public Ballot Now Open.

Each year, the new Lord Mayor of London is sworn into office in a ceremony as rich in pomp as it is ancient in history, and in total silence. Members of the public are invited to witness the historic ceremony at the medieval Guildhall.

Tickets for the public to attend are issued by ballot, which has now opened. You can enter the ballot [HERE](#).

This year's Silent Ceremony will take place on Friday 8th November 2024 from 2pm, ahead of the Lord Mayor's Show the following morning.

London's music and architecture in two new films

On behalf of Temple Bar Trust, Jonathan Louth from the Worshipful Company of Architects, and who is also a musician, has recently produced two new films of 45 minutes each, to tell the story of the development of London across 2000 years in music and architecture, featuring several of the Livery halls. The films use performances and recordings of music from various periods in London's history to the present day (including original pieces commissioned by several Livery Companies).



Click on the flyer to the left for further info: anyone who registers for either film showing will receive an email link on the gallery day, so they can also watch the film again online in their own time.

Through Music We Care 25

The Household Cavalry Foundation will be holding their fundraising Gala Concert and Dinner next year on 6th March - "Through Music We Care". The Household Cavalry Foundation is the official charity for the Household Cavalry and its Soldiers, Operational Casualties, Veterans, Horses and Heritage.

Full details and how to book can be found [HERE](#). Please note the special incentive of saving 10% by booking and paying for tables / tickets before 1st September.

FUTURE DATES FOR YOUR DIARY

20th September - Sheriff's Ball Guildhall

25th September - WCCSA visit to RAF High Wycombe (ALL SPACES FILLED - WAIT LIST AVAILABLE)

29th September - Annual Sheep Drive and Livery Fair (Two places still available!)

30th September - Common Hall - Election of the Lord Mayor (**Common Hall Passes available now from [Karen](#). Details for lunch after to follow**)

9th October - Annual Assembly and Installation Dinner, Saddlers Hall (Details to follow)

5th November - CGI Awards

9th November - The Lord Mayor's Show

11th December - WCCSA Carol Service (Details to follow)

