

Submariners Association

Recognised by the Ministry of Defence
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Vice Patron: Admiral Sir James Perowne KBE

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NATIONAL COUNCIL CONFERENCE

MINUTES OF THE CONFERENCE (Unconfirmed)

Held in the

Holiday Inn Leicester

on

Saturday 23th March 2019

1. WELCOME

The Chairman welcomed everyone to the Conference, and introduced RASM, DRASM and the new Command Warrant Officer (Submarines) WO1 Tony Care. The leaflet on the seats are for the CASD50 service in Westminster Abbey. Anyone wishing to go should fill in the form and send it to the address provided. This is open to all submariners. The Chairman then gave a safety talk with particular reference to emergency exits and reminded those assembled of the 'No Alcohol' rule for the Conference and they were requested to remove any drinks that might be present. He then reminded those attending that only one Delegate per Branch was permitted to sit in the front sections of the seating arrangements and that all the Observers should be located in the rear sections. He then advised the Observers that they were not permitted to take part in the debate but had an important role in assisting their Delegates to accurately report back to their Branches what went on during Conference. Prior to the Roll Call the Chairman took the opportunity to inform the assembled Delegates that the Rules for Debate would be explained at the appropriate time, however any Delegate wishing to speak should raise their hand and when asked to stand should clearly state their name and Branch for the benefit of the National Secretary who was recording the proceedings. The Chairman then requested the Delegates to make themselves known and following a count by the Tellers a total of 29 Delegates were found to be in attendance: At first it seemed a simple task to count those attending as Delegates, however this turned out not to be so! After three attempts it was confirmed that there were 29 delegates!

2. ROLL CALL National Management Committee:

Present	Absent
Rear Admiral Niall SR Kilgour CB (President)	Lord Boyce <i>KG GCB OBE DL</i> (Patron)
Mr Dave Barlow (Vice President)	Admiral Sir James Perowne KBE (Vice-Patron)
Mr. Iain Mackenzie MBE (Vice Chairman & Parade Marshal)	Rear Admiral Tony Whetstone CB (Vice President)
Mr rick Elrick (Vice President)	Mr Ray Gritt (Vice President)
Mr Ian Atkinson (Vice President)	Cdr. Bob Seaward OBE (Vice President)
Mr Jim McMaster (Chairman)	Mr Nigel Mellor (Outgoing Treasurer)
Mr Ian Vickers (Secretary)	Mr Chris Freeth (Committee)
Mr Stuart Brown (Treasurer)	Mr Brian Tate (Committee)
Mr David Woolterton (Membership Secretary)	
Mr Frank Pas (Committee)	
Mr Andy Bain (Committee)	
Mr Andrew Morgan (Committee)	
Mr Sandy Powell (Committee)	
CPO Paul Swaby (Serving Rep)	

Branches Represented:

Barrow-in-Furness	Medway Towns
Basingstoke	Merseyside
Bath	Morecambe Bay
Beds & Herts	Norfolk
Blackpool & Fylde	North Staffs
Brierly Hill	Northern Ireland
Dolphin	Nottingham
East Kent	Peterborough
Essex	Plymouth
Exeter	Portsmouth
Gosport	Scottish
Hull	Welsh
Leicester & Rutland	West of Scotland
Lincoln	West Riding
Manchester	

Total number of Branches represented = 29

The Treasurer confirmed that all who attended were in date with their annual subscriptions.

3.

APOLOGIES FOR ABSENCE

Apologies were received from the following branches (21):

Australia	Middlesex
Birmingham	North East
Blyth & Wansbeck	Poole
Bridlington	Royal Berks
Burton on Trent	Sheffield

Cheltenham & W.M.	South Kent
Colchester	Southampton
Derbyshire	Sunderland
Dorset	Sussex
Gatwick	Vectis
Indalo in Spain	

4. Departed Submariners

The meeting stood to observe one-minute silence in memory of those members of the Submariners Association and indeed all submariners who had Crossed the Bar in the preceding year. We have lost 165 members since we last met.

5. President's Address.

The President, Rear Admiral Niall Kilgour's address was succinct. He said, "It was a wonderful display of maths and I never knew you could count up to 29. The title of this item is the President's Address, that sounds like the address before battle. You have a full agenda and I am looking forward to a healthy debate. There is some important stuff to do and my job is really to sit here and listen. I am always pleased to see people attending and to see old friends and faces. It is a delight to welcome you to this most important meeting of the year of the Submariners Association. Thank You."

6. Minutes of the 2018 National Council Conference.

Proposed Les Catlin Gosport
Secoded Mark Pugh West Ridings

FOR: 25

AGAINST: 0

ABSTENTIONS: 4

7. Actions from the Minutes.

None

8. Ratify new Roles;

Stuart Brown

National Treasurer

FOR: 28

AGAINST: 0

ABSTENTIONS: 1

The Chainman, committee and all the Association would like to thank Nigel Mellor for all the hard work he has put in over the years.

Nigel was backed up by Ian Atkinson who had to step down due to ill health. Ian has been a great source of knowledge and experience and kept the whole thing rolling over. So, a public thanks to Ian Atkinson too.

Paul Swaby has been our Serving Rep for the last three years and is now moving on to a new draft.

RASM has appointed two new people to replace him;

PO Mark Butchart (HMS AUDACIOUS)

CPO Martin Drake (HMS TRENCHANT)

This time there are two serving reps. This does not mean they have two votes on the committee. However, both men are serving on submarines and there is a very good chance one or the other will end up at sea at some stage.

A very warm welcome to Mark and Martin our new Serving Reps.

9. Secretaries report: Ian Vickers

I must first thank you all for the support I have received over the year. Especially to the Chairman and Membership secretary who have who have corrected the errors that I could not see.

I have several things to mention, first;

CONA Confederation of Naval Associations. This organisation has brought our attention to several things this last year; the free I-pads for veterans who have no internet connection, to enable them to be in contact with old friends.

Seafarers' Advice and Information Line (SAIL) SAIL provides free, confidential and impartial advice on a wide range of issues, from debt and welfare benefits to housing and employment problems. The difference is that the service is uniquely for seafarers and their families and is delivered by phone and online. This was opened up to the RN last year.

Also, information on the new **Veterans ID cards.** I saw my first, two weeks ago in Portsmouth at the CONA meeting. The cards allow veterans to easily verify their service to the NHS, their local authority, and charities, helping them to access support and services where needed. The cards are being issued to those leaving the services now and will be available to everyone by the end of the year.

Newsletters. This year has shown an increase in Branch Newsletters. This is a great way for branches to keep in touch with their members who can't make the meetings. Also, we now have serving members joining our branches and to have contact with them can be difficult, so, a bit of news from the branch could make all the difference. I will continue to send out the branch newsletters as and when I get them.

Deaths. On the gloomy side of my job, I have received 56 notifications of submariners Crossing the Bar this year who were not members of the Submariners Association or the Submarine Officers Association. If you hear of any submariners passing, please let me know, they will have old mates out there who would like to know.

(GDPR). We must be careful what we send. I have just been advised not to include personal details on applicant's CV's. I sent out last year's CV with his email, full name, address and DOB which is now in breach of new General Data Protection Regulations 2018 (GDPR).

The Chairman stated that some of the West of Scotland members have received I pads and are making good use of them.

Membership Secretary; David Woolterton

I thought I would do something different this year. I have been the Membership Secretary for the last eighteen months.

Slide 1 Introduction I have been a member of the Association for just over 4 years and the Membership Secretary for the past 18 months. I have and still do enjoy the challenge of working on the technical aspects of the National Database, where I have made many changes and will continue to do so where needed, which hopefully will make it easier for somebody else in the future to take it over from me. What I cannot do is anything about the data stored within it, without the involvement and assistance of the branches and its members. My role as membership secretary is to maintain a National Database of the Association Members, along with all associated data with it, mainly supplied by the membership either directly to myself or via the branches which is the most common way. This is the second year it has been my responsibility to collect Subscriptions. I would like to say thank you to all branches you have helped make my job easier and getting their Subscriptions in on time. Last year we had 13 branches not making the dead line, this year it was down to 3, so well done to the 47. Sadly, we did lose the New Zealand Branch this year. This year I have approached my report from a different angle to hopefully display some common trends, so I have put together a small presentation. This has taken several days and the information in the database was also changing, so the figures were correct at time of gathering the information and may vary from slide to slide.

I like a couple of sayings which are " There are Lies, damned lies, and statistics" and the other one "A picture is worth a thousand words"

So, I will leave it to you to make you own conclusions, but I have slipped in a few observations in of my own along the way.

All pictures and graphs referred to are in **ANNEX A**

Slide 2 Database Stats I thought I would start with a little bit about the National Database which will help give you an overall picture. We currently have approximately 5500 individuals listed in the database, which is made up as shown. We can clearly see that there is approximately a Third Split of Current, Lapsed Members & sadly those who have CTB. Next Here is the break down in the numbers.

Slide 3 Based on figures I have obtained from the minutes of our AGM going back to 2006 and I have included a trend line with a 5-year prediction.

Current Membership. I don't think it will be any surprise but seeing it like this really does bring it home about the fact is that the Associations membership has been on the decline for some time.

Slide 4 I picked out 4 reasons why I think this is the case, but 3 of these are outside our control. The last maybe we can try to do something about.

Reduction in size of the RN going back years. The reality is that for at least the last 40 years the numbers in the Armed Forces have been drastically reduced, so we just do not have the numbers available. Over the years I have seen similar issues with the RBL and RNA. Both these have had to adopt to allow non service personnel as Associate members and allow them to take up positions throughout their organisations.

Reductions in the Number of Submariners and Submarines Again, the numbers here are just getting smaller every year.

The age of our Veterans As so many have left the Royal Navy and the Submarine Service over the years, it is no surprise to know that the average age of who we have available to join are most likely to mirror the average age within the Association. Slides to follow on this.

The lack of recruiting & keeping younger members

There are many other reasons, but these are just some I have picked out.

Slide 5 I am not going to dwell on these too much, but just showing another angle of the same information CTB Number 2006 – 2018 – I am making the assumption these numbers came from the current membership as opposed to lapsed at the time.

Since the last AGM the numbers are from the current membership 51 the non-current members 22 and just to add to this, We Remember Submariners have an additional 95 listed who are not recorded on our database & I am also sure these will not be all who have sadly CTB during the year.

Slide 6 Decided to leave 2006 -2018

Slide 7 Overall Net Loss – Gain I know that 2016 was the year Subs increased to £15 As for the other lager spikes, I am sure somebody will be able to put a reason to it. The average loss per year is about 3.5%. Based on the start of this year that equates to 58 and we are already at 2 with 9 months left.

Slide 8 Common reasons given for leaving apart from those who CTB are:

I cannot get to meetings This is mainly down to getting older and unable to travel but they believe that being a member means they have to attend meeting. Added to this I get nothing from the branch

When they are unable to attend meetings, they hear nothing from the branch.

I did not know I had been Lapsed Lack of communication between branch and members.

I don't get anything out of it

Meetings are boring, all I really want, is to socialise Now Looking back through the minutes to 2006 these are all the same reasons given and reported so nothing has really changed.

Slide 9 Age Ranges. So, we start with the current membership, these are grouped by age ranges 20s, 30s, 40s, etc to 100+. I think the chart speaks for itself really the majority of our membership being 60+ With an average age of 68. Now let's take a look at the non-current members. I have put these side by side as the colours and age ranges are the same. As you can see not really a surprise as it is pretty much a mirror of current members albeit based on a slightly larger number. With an average age of 70. I will add that I have been working with Barrie Downer our editor of In Depth as he has a vast range of records to call on so a huge thank you for his assistance here, as I suspect that several of these in the 80+ range have probable sadly Crossed the Bar. We have found several already and those have now been already moved to the CTB section in the database. But this still leaves 257 listed as non-current members who would be life members if they have not already sadly Crossed the Bar.

Slide 10 Average age of Branch Officials. With the average age of the current membership at 68 it's no surprise to find that the average age of Branch officials is about the same. Incidentally the Average age of the NMC is also 68.

Slide 11 Stats Year End 2018

Start of year	1709
31st Dec 2018	1568
Net Loss of	141
New	84
Re-joining	64

Those who were Lapsed or Resigned 247 CTB Current 47 CTB Non-Current 53 This is due to checking and chasing Non-Current members.

Slide 12 As of Today This is the same form but just had some modifications

Start of year	1709
Today	1546
Net Loss of	22
New	59
Re-joining	27
Re-instated from lapsed	18

Those who were Lapsed or Resigned 110 CTB Current 16 CTB Non-Current 21 This is due to checking and chasing Non-Current members and not all since the start of the year, as these relate to database changes made.

Going back to % loss at 3.5% per year then it can be seen that equates to 58 for this year, so far this year, we are as 22. At this point last year CTB was only 11 and ended up on 47 so if we project these figures then we estimate approximately this could rise to around the 58 very easy.

Finally, just to finish off, out of the 12 potential new members who sent in application forms who were recorded as SMQ(Dry) Not Qualified, only one has joined the Association and the branch has notified me that they are now fully qualified.

This completes my presentation and thank you, so now unless you have any further questions, I will now hand you back to the Chairman.

The Chairman thanked the Membership Secretary and ask for any questions.

Denis Rawle (Scottish Branch). Could we have a copy of the presentation?

Answer. The presentation will be attached to the minutes.

The Chairman emphasised that the Branch Secretaries should keep all their members up to date with what is going on and forward all information on to their members. This could leave the monthly meetings as socials and not formal meetings. The Only formal meeting should be the conference.

Bill Rayner, (Essex). We have the same problem with our members spread across a wide area. It is difficult to get to meetings. This is a major problem for a lot of branches.

The Chairman thanked David for his effort in collecting in the subs. this was always a difficult job and has improved greatly since David took over.

Treasurers Report; Stuart Brown

I am not going through the accounts as they have been sent out to all Branch's months ago.

If we look at the drop in membership since 2006, the financial impact of that is in the range of £6500-13500 lost to the association. In the last year alone, we have lost 143 members and that is £2145 lost to the Association. It is an important thing to try to maintain our membership to the Association. But if we rely on membership alone this association will perish. So, I see my role as two-fold; one is to transact the business of the Association and the other part of the roll more importantly I believe is to enhance the financial wellbeing of the Association and that is to raise money. One of the things I will be doing is writing to all the manufacturers and service providers and asking them to give us their money. BAE did that four years ago, but we have just about spent that now. We do need to enhance the finances of the Association.

Any questions for the Treasurer? None

10. Proposals & Recommendations.

The Chairman defined the rules for debate;

The Chairman will read out the motion and any relevant information

The Chairman will invite the proposing branch to confirm he has a Secunder for the Proposal.

The Chairman will then invite the proposer to make his Proposal.

The Chairman will invite the Secunder to speak for the Proposal.

The Chairman will open the debate to the Delegates. A delegate wishing to speak should raise his hand and wait for the Chairman to call him.

He should state his name and branch in a clear and audible voice for the benefit of all Delegates and the Minutes.

Proposals

Proposal No.1 Creation of a New Memorial at the National Memorial Arboretum (NMA) as per TOF SUBDIV

The Chairman emphasised that this has nothing to do with last years proposal which was to move the memorial from the Embankment to the National Memorial Arboretum. When this proposal came in, the MNC made it clear to the Norfolk branch that this was far too big a project for the NMC, and we suggested to them it had to be for the entire Submarine community; we could support a new Memorial, but we did not have expertise, manpower or money to finance such a project. Thankfully RASM agrees it is not for the Association but for the Submarine Community.

Proposed by: **Norfolk Branch**
Tom Herman

Seconded by: Manchester Branch
Steve Collins

The case to create a new memorial at the NMA

Norfolk Branch believes that the case for a new and fitting memorial at the NMA for all submariners who have lost their lives on duty has been made and that it should be led by RASM through SUBDIV supported by the SA

Background Information

Tom Herman

Since its institution in 1997 the NMA has become a centre for national remembrance. Right from the outset the Submariners Association has had a memorial there. At the beginning all the memorials were small brick rabbit hutches. This has changed in the Arboretum, and now there is a vast array of impressive memorials There are 350 memorials there, spread across 150 acres. Not all military but police fire service and civilian. The SA memorial is the only major arm of the services that has not got a fitting memorial. The SA Memorial only commemorates boats lost until 1971 and of course these are vitally important, but it is a sad fact that we have lost submariners since then during the Cold War and more recently. Whether they died in a fire or were swept overboard their sacrifice was no less. A new memorial would allow all RN submariners who have given their lives to be commemorated as opposed to only boats lost and it would provide a focus for reflection and commemoration for submariners, their families and visitors year-round.

Of course, we have to think how to do it. Over the years there have been suggestions of how to create a memorial there. Two years ago, Norfolk Branch took up the cudgel, I am delighted to say that focus has now fallen on our Admiral who will make this the focus of the Submarine community after the CASD50 celebrations this year. We are putting together a project board to lead this, under the Chairmanship of Vice Admiral Peter Wilkinson who took Vanguard on her first patrol, Rear Admiral John Westbrook as Vice Chairman and I have offered myself as project leader. This project could raise £250,000 to fund this and a competition to design the memorial and in three years from now open that memorial. We can only do that if the Submarine Community come together, and the veterans voice is a huge part in that community and family and through the SA we need to vote for a new memorial at the NMA.

Secunder Steve Collins (Manchester) totally agreed with the proposal and stressed the importance of a new memorial.

Denis Rawle (Scottish) Mentioned the memorial in Dundee. It took about two years to get this off the ground and we were working with the Council. It has now been up for ten years and we are looking for support from the Submarine Service.

Les Catlin (Gosport) We hope this will not detract from the Embankment Memorial.

The Chairman stressed that was not up for discussion but would be looked at later.

Patrick Donovan (East Kent) We discussed and fully support the proposal.

Dave Woolterton (Basingstoke) This proposal is only asking the SA for support.

Chairman If we give Tom the support of the Association it will go a long way when Tom looks for outside support. **Tom Herman** agreed with this description of ‘support’.

FOR: 28 AGAINST: 1 ABSTENTIONS: 0

Carried

Proposal No.2

Proposed by: Norfolk Branch

Seconded by: Manchester Branch

STRATEGIC REVIEW OF COMMEMORATION

There are many submarine memorials scattered across the country from the National Submarine War Memorial on the Embankment in London to the Affray Memorial on Alderney – altogether around 50 on RASM’s list. With this number a strategy needs to be developed for who attends what, when, for what purpose, and under whose leadership. The strategy should take into account a number of factors including, but not limited to:

- Importance – national, regional, local
- Relevance – how relevant to serving and veteran personnel today
- Relatives, survivors – are any still alive and will they attend
- Environment -suitability for contemplative remembrance.
- Local facilities – catering, accommodation, prayer.....
- Cost – to the Service, the SUBDIV, the SA and the attendees
- Media interest – local, regional, national, international.
- Links to other national events
- Access and accessibility
- Ability to cope with intended numbers.

The Submariners Memorial which it is intended to be built at the NMA will need to be worked into this strategy but so will all the other memorials. The review should be completed by the time the new memorial is opened so as to allow a seamless transition.

Seconded Steve Collins (Manchester) Agreed there should be a record and a plan for the support of our memorials.

Les Catlin (Gosport) It was mentioned the Affray memorial on Alderney, but there are two other memorials, identical, one is in Gosport and the memorials service will be on the 14th April this year.

Patrick Donovan (East Kent) This is something we debated, and we think is very important and we fully support it.

Paul Ellis (Nottingham) Does this mean we are going to get a database of all the memorials? As I admit I do not know where they all are and at what time of year there is a service if at all

Stuart Brown (Beds.& Herts) Who is going to do it?

Bruce Bodio (Bath) This is something we discussed in depth. Who is going to look after them, are some more important? Yes, we should make a list and it should be local branches who look after them.

Dave Woolterton (Basingstoke) Tom, I understand the proposal is to look at them and list them?

Barry Downer (Barrow) The branches know their own memorial and if asked very soon you will have a list of them all. What the branches do and how they support the memorial.

Chairman We just need to collate all the information from the branches. That gives us a database for anyone to look at, submariner, or families.

Tom Herman The aim is to create a proper database of all our memorial, where they are and who looks after them what's important about then so that the Admiral and his staff can decide what personnel to send. Also, to be seen out in the community.

FOR: 24 AGAINST: 3 ABSTENTIONS: 2

Carried

Proposal No.3

Proposed by: Barrow Branch

Seconded by: Morecambe Bay Branch

The Barrow in Furness Branch will propose that Clause 9(d) of the Rules & Constitution Issue 6 be amended as follows:

The existing clause remains with an addition sentence to read: "Only Full Members of the Association who have achieved their **BSQ AND SUBSEQUENTLY** have served in (any) 'commissioned' Royal Navy submarine for a period not less than 12 months including a minimum of one SSBN Patrol or 3 months at sea in an SSN or in an SSK are eligible for election."

The full amended clause 9(d) will therefore be as follows:

(d) Each elected member of the National Management Committee shall hold office for a term of three years, two of whom being elected in each calendar year. Only Full Members of the Association who have achieved their **BSQ AND SUBSEQUENTLY** have served in a commissioned submarine for a period not less than 12 months including a minimum of one SSBN Patrol or 3 months at sea in an SSN or in an SSK are eligible for election.

Background Information

At the 2018 Annual Council Conference it was approved that the following clause be added to the Clause 3 (a) on Membership.

(iii) Officers and ratings of the Royal Navy who have commenced formal Submarine Training in the recognised training facilities.

In addition, RASM has since stated that trainee Submariners may achieve their BSQ qualification ashore without having been a member of a submarine crew nor having been to sea in a submarine.

The current rule on membership of the NMC is that a person only has to be a member of the Association to be eligible to be elected to the National Management Committee (NMC) which in essence could mean a person is still a trainee and not a fully qualified submariner and may not have even been to sea i.e. a very inexperienced submariner.

The Barrow in Furness Branch feels that to be a member of the NMC requires a minimum amount of sea time experience to be a beneficial and worthwhile member of that committee.

Whilst it is unlikely that an inexperienced individual would become elected to the NMC, the Barrow in Furness Branch feels that with the introduction of significant changes to the membership criteria of the Association now in place it is an appropriate time to ensure that this could not happen.

Stuart Brown (Beds.& Herts) I think this should fail. If people are considered by the RN Submarine service to be qualified than that should be good enough for us. Being a member of the NMC is about ability and enthusiasm to do the job. Not whether you have sea time under you belt.

Dave Woolterton (Basingstoke) In the last 12 months we have only had 12 takers SMQ dry qualified applied to join the SA out of the 12, 11 have not taken up membership of any of the branches yet. Only one did and since then he has qualified. To be a member of the NMC you have to apply through your branch.

Bill Rayner Essex and Pat Donavan (East Kent) Both supported the proposal.

FOR: 25 AGAINST: 3 ABSTENTIONS: 1

Carried

Proposal No. 4

Proposed by: Scottish Branch

Seconded by: Blackpool Branch

Change to Clause 9: National Management Committee. Section(b)

The National Management Committee shall be made up of: 1. The Chairman. 2. The Vice Chairman 3. The Treasurer 4. The National Secretary 5. The Membership Secretary 6. Six other members elected according to the procedures set out in 9(h) 7. Another Member nominated in accordance with clause 9(J)

Elected Members shall upon their election to the National Management Committee relinquish / suspend any Committee position they might hold on any Branch committee of the Submariners Association until such time that their NMC position expires.

Background Information

Any disputes raised by Members of a Branch, or a Branch themselves cannot possibly be decided without a conflict of interest if one or more Committee Members of a Branch raising an issue include members who might also serve on the NMC. It cannot be right to have one foot in both camps. This could especially be the case with any appeals against suspension/actions taken by a Branch Committee against one of their full members. The NMC will have to appoint 3 or more Full Association Members as a panel to investigate the case. A clear conflict of interest should the NMC Members have a dual function as described above. It might also encourage more Branch Members to perhaps step up to take on a Branch Committee role during the absence of the new NMC member. Although presently each individual Member of the NMC is properly elected to the National Committee, the proposal will avoid a **conflict of interest** the “mafia” effect/accusations sometimes heard and make the NMC members more truly independent in their decision making process without any ties to the management of individual branches.

Andy Bain (Dolphin) A lot of the branches would struggle for people if this was brought in some of the smaller branches especially. I’m in one of the larger branches and this year we found ourselves in a position where we

could not find a secretary from one of the largest branches. It would alienate smaller branches from putting people to the NMC

Bruce Bodio (Bath) In Bath we have three of us that take up the positions needed to run the branch. If this comes into force than you may as well shut down the smaller branches. Bath Branch are against the proposal.

Patrick Donovan (East Kent) Are against this. Having a roll in a local branch dose not mean you are not capable of taking on another job in the NMC

Dave Woolterton (Basingstoke) I am going to look at this from the other side of the coin. I applied to be Membership secretary the year that Keith passed away. that year we wanted a new Membership Secretary, Treasurer, Secretary and two places on the NMC we had one candidate for each place and three people for the NMC. They all got on the NMC because Iain became Vice Chairman. This year we went to the Branches for two members for the NMC. One came forward and Brian elected to remain. I am secretary, membership secretary and treasurer of Basingstoke due to lack of people. If this goes through, I will walk out of that door today and support my Branch.

Les Catlin (Gosport) I see this as a big problem. I have difficulty trying to get volunteers for jobs, let alone positions on the committee. And the branches that have folded could not get people to fill the posts. It is a problem now and even bigger problem if this is carried.

FOR: 3 AGAINST: 25 ABSTENTIONS: 1

Failed

Proposal No. 5

Proposed by: Scottish Branch **Seconded by: No seconder found**

3) Addition to Clause 10 – Branches.

Voting procedures at individual Branches to include the facility of postal voting on all matters pertaining the Branch, election of Branch Committee Members and proposals to be submitted by the Branch to the National Secretary for the annual AGM/Conference. This should also include voting on the Proposals of other Branches and Recommendations from the NMC submitted for the Annual Conference of the Submariners Association.

No seconder
Failed

Recommendations

The Chainman explained the rules for recommendations and debating them.

Recommendation 1

The National Management Committee will recommend that:

Clause 3 – Membership

paragraph (b) to have the following added:

The Association also has two levels of award for which nominations will be considered.

*(i) **The Patron’s Commendation**, principally for national work and strictly limited to preserve its status as a very special award.*

*(ii) **The President’s Certificate of Appreciation**, for branch Officers who have done more than normal duty such as extremely long service in a key post and subsequent retirement.*

Criteria for these awards can be found in relevant documentation held by branch secretaries or the NMC

Proposed Les Catlin (Gosport)

Seconder Bill Rayner (Essex)

Vote to debate

FOR: 23 AGAINST: 0 ABSTENTIONS: 6

Debate

Mark Lister (Morecombe) I don't think Parra 3b is the place to put them. They deserve a place of their own it you are going to put them in the Rules and Constitution. Clause 3 is about membership and this is not.

FOR: 26 AGAINST: 1 ABSTENTIONS: 2

Chainman accepted that the correct location will be looked at.

Carried

Recommendation 2

The National Management Committee will recommend that:

Clause 3 – Membership

Paragraph (g) Expulsion or Suspension

The following sub-section (v) to be added and all other subsections re-numbered accordingly

- (v) *Expulsion and suspension of branch Associate Members is to be dealt with internally by the branch members and office bearers.*

Paragraph (h) Right of Appeal

Sub-section (iv) amended to read:

- (iv) *An appeal board of not less than 3 independent Full Members of the Association will be appointed by the National Management Committee whose decision shall be final.*

New sub-section (vi) added and all others sub-sections re-numbered accordingly:

- (vi) *Appeals by branch Associate Members shall be dealt with internally by full branch members and office bearers*

Proposed Patrick Donovan (East Kent)

Seconder Stuart Brown (Beds & Harts)

Debate

FOR: 20 AGAINST: 1 ABSTENTIONS: 8

Patrick Donovan (East Kent) This makes sense associate members is dealt with at Branch level not National. Therefor any expulsion should be done at Branch level.

Dave Woolterton (Basingstoke) As a small branch I don't know how you are going to deal with appeals. We would have to look to another Branch for independent full members.

Les Catlin (Gosport) Our Branch does have written rules on this subject and we do have legal papers to help us deal with this. Any branch that wants advice on those lines can contact us.

FOR: 26 AGAINST: 1 ABSTENTIONS: 2

Carried

Recommendation 3

The National Management Committee will recommend that:

Clause 4 – Subscriptions

All sub-section nomenclature be changed from numerical to alpha notation.

Sub-section (b) be amended to read:

Any member not paid by the First of March will be deemed a “Lapsed” member. A New Application Form will not be required to re-join until a period of 1 year has passed since the member lapsed

Last sentence amended to read:

A member will be deemed to be a Life Member in the year that they reach the age of 90 and exempt from paying National Subscription

**Proposed Dave Woolterton (Basingstoke)
Secunder Les Catlin (Gosport)**

FOR: 23 AGAINST: 0 ABSTENTIONS: 6

Debate

Dave Woolterton (Basingstoke) Under GDPR rules the Association has chosen to adopt. We remove all personal details from those who has lapsed resigned two years from the date they lapsed resigned or applied to join the Association Two years from that date under our GDPR rules we wipe all the information from the data base and website. After a two-year period, we do not have that information and they need to reapply. Lapsed members are lapsed on the 31st December and if they do not pay in the following year and only pay to the Branch than the Branch does not pay National until after January the member has gone over the 12 months. If you have a lapsed member, get them to pay and then pay National or they will have to re-join.

FOR: 26 AGAINST: 0 ABSTENTIONS: 3

Carried

Recommendation 4

The National Management Committee will recommend that:

Clause 5 – The National Council

Sub-section (a) amended to read:

(a) The policies of The Association shall be vested in the National Council, which shall meet for its Annual Conference during the Annual Reunion Weekend but with access to the Conference limited to Full

Members only, and as near as possible to 31st March each year, or at such other time the National Management Committee may decide.

Paragraph (d) amended to read:

- (d) *Branch delegates on the National Council shall each have one vote at meetings of the National Council. If a member of the NMC's branch does not have a delegate on the council, then the NMC member may take that role and vote on behalf of his branch. No other member of the National Council shall have a vote. The Chairman of the meeting shall have a casting vote if an equal number of votes are cast for and against a resolution. (Where a simple majority vote is required.)*

- (g) *Observer^s from each Branch may attend National Conference but shall not be permitted to vote. Observers will be segregated from the branch delegates to allow votes to be counted. Under Clause 5 (f) no Observers will be entitled to expenses from the Association funds.*

**Proposed Dave Woolterton (Basingstoke)
Seconder Stuart Brown (Beds & Harts)**

FOR: 24 AGAINST: 2 ABSTENTIONS: 3

Debate

Dave Woolterton (Basingstoke) For the last couple of years we have done that there is nothing in the Rules and Constitution that says we cannot do that. All we are trying to do is take out any confusion and clarify the rules.

FOR: 25 AGAINST: 2 ABSTENTIONS: 2

Carried

Recommendation 5

The National Management Committee will recommend that:

Clause 9 – National Management Committee

Paragraph (b)(vii) amended to read:

One other member nominated in accordance with clause 9(i).

Paragraph (g) amended to read:

- (a) The President and Vice Presidents shall be invited to participate in National Management Committee meetings **with the Vice Presidents having full voting rights.**

Background Information

They are appointed so that we may benefit from their experience, knowledge and wisdom. The Secretary, Treasurer and Membership Sec. are all appointed posts, yet they can vote. These three posts are ratified at the relevant NCC but to be appointed as a Vice President the recipient will almost certainly have served on the NMC in some position and therefore have been either appointed or voted on to the Committee at that stage.

Paragraph (h)(iii) amended to read:

Ballot papers for the election or re-election of candidates shall be sent to Branches by the National Secretary no later than **6 weeks** before the date of the National Council Annual Conference.

Background Information

This brings this paragraph into line with paragraph (k)

Proposed Stuart Brown (Beds & Herts)
Seconder Dave Woolterton (Basingstoke)

Pat Donovan (East Kent) We are not in favour of this motion. The Vice President should not unbalance the voting on the NMC and would recommend one vote for all the Vice Presidents. The Vice Presidents role is to advise the MNC.

Bruce Bodio (Bath) The Bath Branch are against this, the Vice Presidents posts are an advisory position. If they have the vote it can sway the voting. Yes, we keep their experience but no votes.

Norfolk and Barrow branches also opposed the recommendation.

FOR: 5 AGAINST: 21 ABSTENTIONS: 3

Failed

11. Appoint a Branch to propose the 2020 Reunion Toast “To the Submarine Service”

Manchester have confirmed that they will propose this Toast.

12. Election of Officers;

National Management Committee (NMC) Members

There are two applicants for two positions on the NMC. Therefore, no vote required.

The applicants are:

Brian Tate NMC & West of Scotland Branch

Mark Smith West of Scotland Branch

The Chairman and the committee would like to thank Chris Freeth for all the work he has done on the NMC. He was also our rep. on the CONA meeting and spent a lot of time going to the meetings.

The Chairman commented; Out of the 1500 Full Members we have in the Association, only one put his name down for the committee. This is not a good result, I want you to go back to your branches and encourage your members to take advantage of this annual opportunity to volunteer to take on a position on the committee. It is easy to be critical, so why not step up to the plate and work with the team to make the changes you think should be made?

So, Brian Tate and Mark Smith are now members of the NMC.

13. Rear Admiral John Weale CB OBE FOSNI, ACNS(Submarines) RASM.

The Admiral asked if he could abstain from talking at this stage and would give his address at the dinner in the evening as it was nearly tot time. This was a very popular request and greeted with loud approval form those present!!

Chairman.

For those of you who don't know this is Admiral John Wealde's last attendance as RASM at conference, not only that he will be leaving the Navy this year. There have been very few RASM's before him who have been more intense and more hands on and more supportive of the Association. His enthusiasm and commitment to our Association will be hard to follow and it is hoped that the next RASM, whoever that may be will continue this collaboration with us.

14. SUBDIV update; RASM team.

Chairman

Submarine Division (SubDiv) is the working title for the hoped-for amalgamation and integration of all the different groups out there which make up the Submarine Family. Admiral Weale put together a small group of people to look into the unity of the Submariners Association and the serving submariners and other relevant groups. The group is chaired by DRASM Commodore Jim Perks, Commander Jim Maguire Chief of Staff, Andy Knox CWO, Rtd Cdr Tom Herman and Jim McMaster. In the past eighteen months we have had a number of meetings to brainstorm and find a way where we could unify/bring together the serving submariners and the Association. These meetings were semi-formal but properly constituted. I say semi-formal because there was no set agenda with the sole purpose of discussing any and every possible way we could think of to bring together, unify, all the various Submarine related groups. The meetings were wide-ranging, thorough and detailed and on occasions – robust!

We have tried for decades to bring serving submariners into the fold we have tried everything we can, we even changed our name from the Submarine Old Comrades Association to the more '*youth-friendly*' Submariners Association. We have contacted everyone we could to get the serving submariners to join us. We wrote to all submarine COs and Coxswains, the Submarine School and just about everyone we could think of. But no matter what we did we could not shake off the image that we are the veteran association. The fact that we have rid so hard and in so many ways to bring the serving submariner into the fold shows that we do take it seriously, but to date we have failed to rid ourselves of the '*old man*' image. We need to bring in the serving submariner and we need to do it soon. Incidentally, I had not seen the Membership Secretary's presentation before today and he did not know what I would be saying, but you have all seen the evidence of our reducing membership over the recent years. We need to change or we will wither on the vine. We have to make a change, do something different, think of ways to enhance our appeal This team has been thinking about these matters and we have come to the conclusion that we must make a decision today. Sadly, we are restricted by democracy and we cannot make that decision today. Our Rules and Constitution do not permit such an action.

We are not noted for making quick decision, it was 30 years from the first muting of changing our name to becoming the Submariners Association. If we wait that long now, we will not exist. So, the group came up with a suggestion and one of the ways to do it would be to form our group into a charity. We have looked at this in the past and we were advised it probably would not be worthwhile. These opinions were probably valid and correct at the time of asking which was several years ago. However, with the help of the Navy and the serving submariners becoming a charity would enhance our prospects of getting people into the association and we would hopefully take on the formation of other military associations in as such there would be changes in how were managed as a group. The governing body would not be the NMC as there are rules to be adhered to in the formation and governance of a charity. The branch system would stay the same, with annual reunions and so forth but the governors would not be in the present format of an NMC. The vast majority of our members would be unaffected by any change. But we have to change, and change brings risk and people don't like taking risks. I suggest to you if we do not change there is a greater risk involved. So, consider very carefully what the following people have to say.

The Chairman then invited RASM to speak on this subject

RASM

Gentleman, this is not a new subject and I think you all know where I've been trying to push the submarine community for a number of years now, and that is to one organisation. You heard in church this morning the Roll Call of departed submariners – 165 in one year. You have had debates with initiative to bring us together. I would say to the Submarine Association that we are in crisis, looking at the presentation from the Membership Secretary the graphs are all going the wrong way. The finance from the Treasurer is saying the same thing. We are not in a good position as an organisation. I am a member of the Submariners Association. But there are submarine family members out there and we are not joined up. I have been talking to Friends of the Submarine Museum, National Maritime Museum and our President, and we are all saying the same thing, we're all one

family. We all need to work together to get more benefits and to last longer as an organisation. The serving submarine service is healthy, and we need to bring them into this fold, we need to be doing it together. How do we do that? I like what the Royal Marines have got, the Royal Marine Association (RMA) which is a charity have been working with the serving community to bring them together. I asked the working group to get together and see how we can do this, and we have come up with a proposal

If we set up an organisation called The Submariner Charity, it can run in parallel with the Submariners Association, but you would be part of a charity. We need to spend the next year deciding how we set up this charity. There are three principles you need to be looking at;

1. We are a family, everybody is in that. We are part of the same organisation.

2. It's got to be a charity, and it's got to be a charity that is organised by the veteran community. Serving community cannot set up a charity. The serving community's charity is the RNRMC. It would be wrong to set up another charity. I have made enquiries and it cannot be done. It has to be the veterans community who sets it up. But we have people here and in the wider community who can do this for us.

Tom Herman and Jim McMaster have said they are willing to look at it and it may require an extraordinary AGM at some stage.

We need to move fast. You're Constitution means that you cannot make a decision today, but you can approve in principle so that work can start. If you do that, I will ask Jim and Tom to start the work taking us in that direction

It gives you an opportunity up to this time next year to turn around and take on charitable status or not.

3. Finance, we are sitting on a paper ready to go out to the submarine service today asking them to make a Direct Debit into the Submarine Welfare Fund known as the RASM Fund. Up to £5 a month. Now there are 5000 submariners. We cannot ask them to use the Pay-role Giving facility, but I want to encourage them to make a Direct Debit into the RASM Fund. Now it is unreasonable to think that every one of those submariners will subscribe but the potential exists.

Which should give us a pot of money and you could give money to a charity (Submariners Charity) and that is exactly how the RMA works. If you had that sort of relationship, the financial side would go away because you've got money. Your growth of people into the charity is natural, getting the young bloke in who wants to be part of the family and they are paying into it. We are in a completely different world. So, I would ask you to think about it. You can't make a decision today, but I would ask you to think about it and give your support to Tom and Jim who will be looking into it.

The Chairman invited Tom Herman to speak on this subject

Tom Herman

Each one of us here has a different experience of submarines. Each of us think that our experience and time in boats is what boats are like today. It would be wrong to think that the submariner of today is doing just the same as we did when we served – that is just not how it is. Boats change very quickly and so do submariners so the submarine service I retired from is different to the service of today. What binds us together today is the trust and confidence in each other just as it did in days gone by. The modern submariner is a different man or woman from the submariner of our day. We are bound together by that spirit and it is incumbent upon us to preserve that spirit and it can only happen if we keep up with and move with the times. This is something that has to happen. The first true chance you have ever had with this RASM who is willing to put the serving community behind movement to change our entire community. Our community probably has only this one chance, this is not just the first chance, it is probably the last chance while we have enough people with enough energy and enough resources to deliver it. So I would urge you all when you go back to your branches that the paperwork that is going to be flowing out from Jim and headquarters over the next few weeks is looked at from the perspective of this is our chance to preserve our future and our spirit and our heritage for today's submariner and submariners of the future. Please don't look at it from the point of view that we are going to mess you about and it's going to be a disaster. This is a genuine opportunity to ensure that we preserve our future, our ethos and our heritage for today's submariner and the submariner of the future.

Chairman

So, an opportunity has presented itself simply because RASM has the same opinion as I have that we really need to integrate and bring all groups together. We talk about being a family and we are proud of that family that's why 165 names of colleagues who have Crossed the Bar this year were read out this morning. Not all belonging to the association, only about 65, all the others were not in branches, but they were one of us, one of the family and we feel it is right to pay tribute to them as well.

So, it's not easy, it takes time to make decisions, but we don't have time.

What we are proposing is not dissolution but evolution.

We do not know all the answers; we couldn't possibly know all the answers because we have not yet walked that path, but we are confident enough to know we can overcome any obstacles. That's what submariners, we face the obstacle and find a solution. But, if we do nothing make no mistake about it, as the previous graph shows, we are on the way out, we will wither on the vine. We have to make the effort. We have to do things quickly but as I said at the beginning, we cannot vote on this matter here today, that's not permitted in the Rules and Constitution, but I would ask you to give us your permission to move forward with this and hopefully by this time next year we will bring forward a formal Proposal to instigate what we have done in our preparation. We can do nothing without your approval. Give us your approval in principal and the team will do all that we can to bring it about. We need to be the veteran of the association **not** the veteran's association. We have tried everything we can to unite all the various groups that call themselves submariners and we have not been successful. This is a one-off chance, and this is because RASM agrees with my philosophy that we should be united and work together as one body. Other RASM's have paid us lip service, this man has stepped forward and said, "*Make it happen*", but he cannot do it himself. I cannot do it myself, we need you, the community, to say, "*Yes, do that on our behalf and bring forward a Proposal next year*". If you give us that backing today, we will ensure that everyone is kept up to date with progress and fully aware of all situations. It is your democratic right to say "No" if that is your wish.

All change brings with it, risk, but I believe that not to change brings a far greater risk to our sustainability. Embrace the change and we will make it happen.

Comments from the floor

Bill Rayner (Essex) Would it be appropriate to put your suggestion to the floor and ask for a vote that you carry on and we support you?
Don't know was the answer!
The delegate then asked if a show of hands would be acceptable rather than a vote?
Not just the Delegates but the Observers, everyone in the room.

Les Catlin (Gosport) What we need at the branch is positive information that we can sell to our members

Chairman We can do that and put it in writing that's not a problem. Very gratifying to see so many positive people with us.
As the Chairman can you give us a vote of confidence? A vote in principle that we should continue to investigate and take steps to bring a formal vote this time next year.

Any against such a proposal? There were no dissenting voices. A very positive vote in principal to carry out the necessary preparatory work to for us into a Charity

The Chairman thanked everyone for the positive response and said he would keep everyone informed of the progress

15. Talisker Whisky Atlantic Challenge Team.

A ten-minute presentation was given by Lt Callum Fraser about the expedition.
In December 2019, four Royal Navy submariners will row unsupported across the Atlantic Ocean departing from the Canary Islands to reach Nelson's Dockyard Antigua a month later. Their aim is to be the first team to cross the finish line, and to raise over £100,000 for the Royal Navy and Royal Marines Charity.

The Talker Whisky Atlantic Challenge, though an organised race, is anything but predictable. With the team set to row over 1.5 million oar strokes, waves up to and in excess of 20ft high standing in their way, 12kg of weight lost on average per team member and the psychological isolation of the 3000 miles of open ocean, it is a immense strain on body, and more importantly mind.
Program;

31 July – 6 Aug 2019: Expedition row from HMNB Clyde – We will be taking the boat for its first training expedition for 5 days around various Scottish lochs to get used to the boat, being on the water.
Yeovilton Air day: Expo with our Charity at the Military show 13 Jul 19
Dartmouth Regatta: showcasing the boat and invitation whaler race 29 Aug-1 Sep 19
Southampton boat show: 13-22 Sept 19

Fund raising Corporate partners Charity Gala/dinner: 4 Oct 2019 Greenwich Naval College Painted hall.
Formal champagne Gala dinner.
Submariners table
If you are interested in going contact the National Secretary.
Cost £165 per person. Normal price £200

For more information please visit their website www.hmsoardacious.com

16. Shut the meeting.

The Chairman thanked the President, NMC and the membership for all the support he has received throughout the past year.
Up Spirits.

Annex A

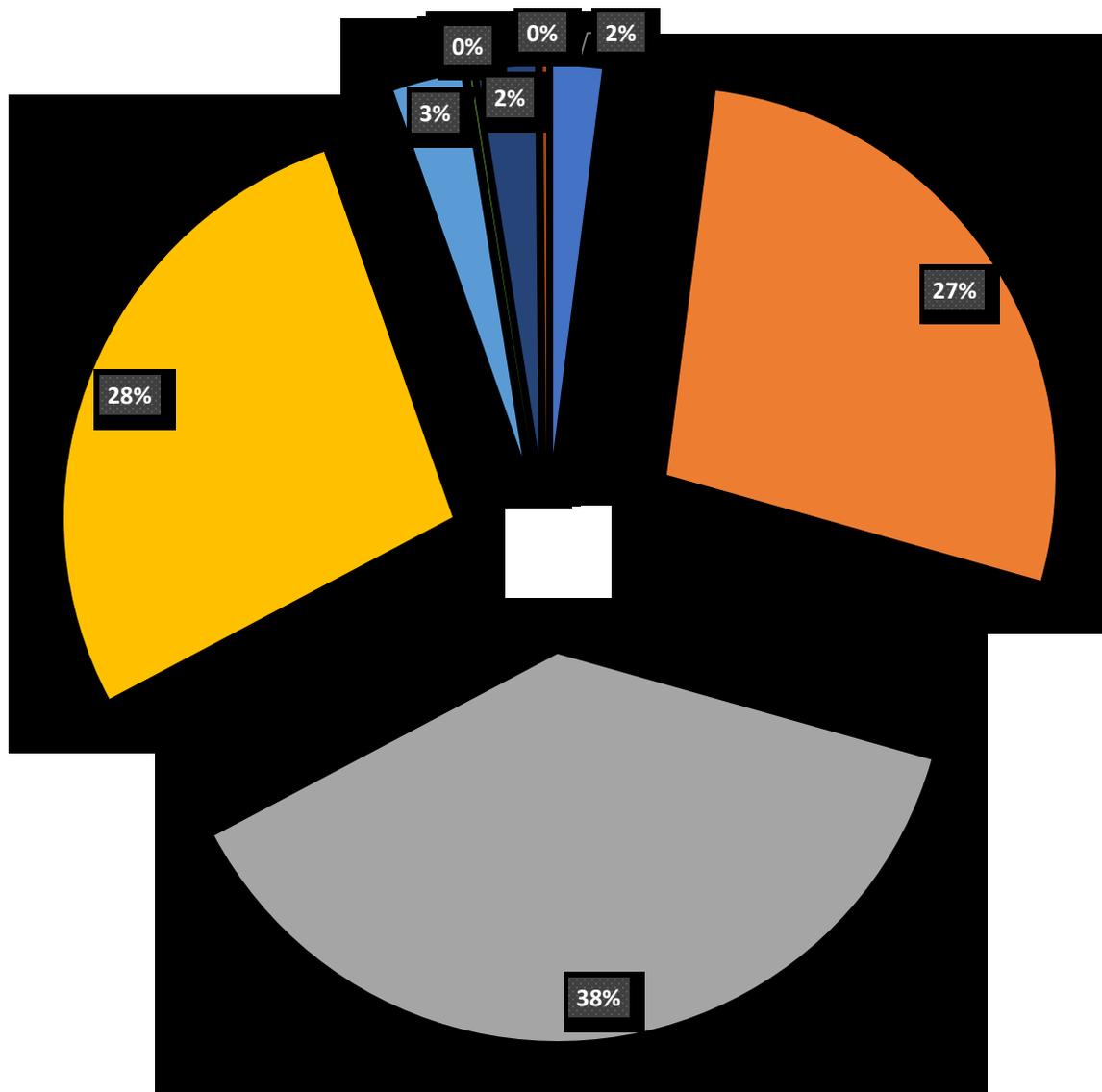
Annex A



Membership Presentation

AGM @ Holiday Inn Leicester 23rd March
2019

Presented by David Woolterton

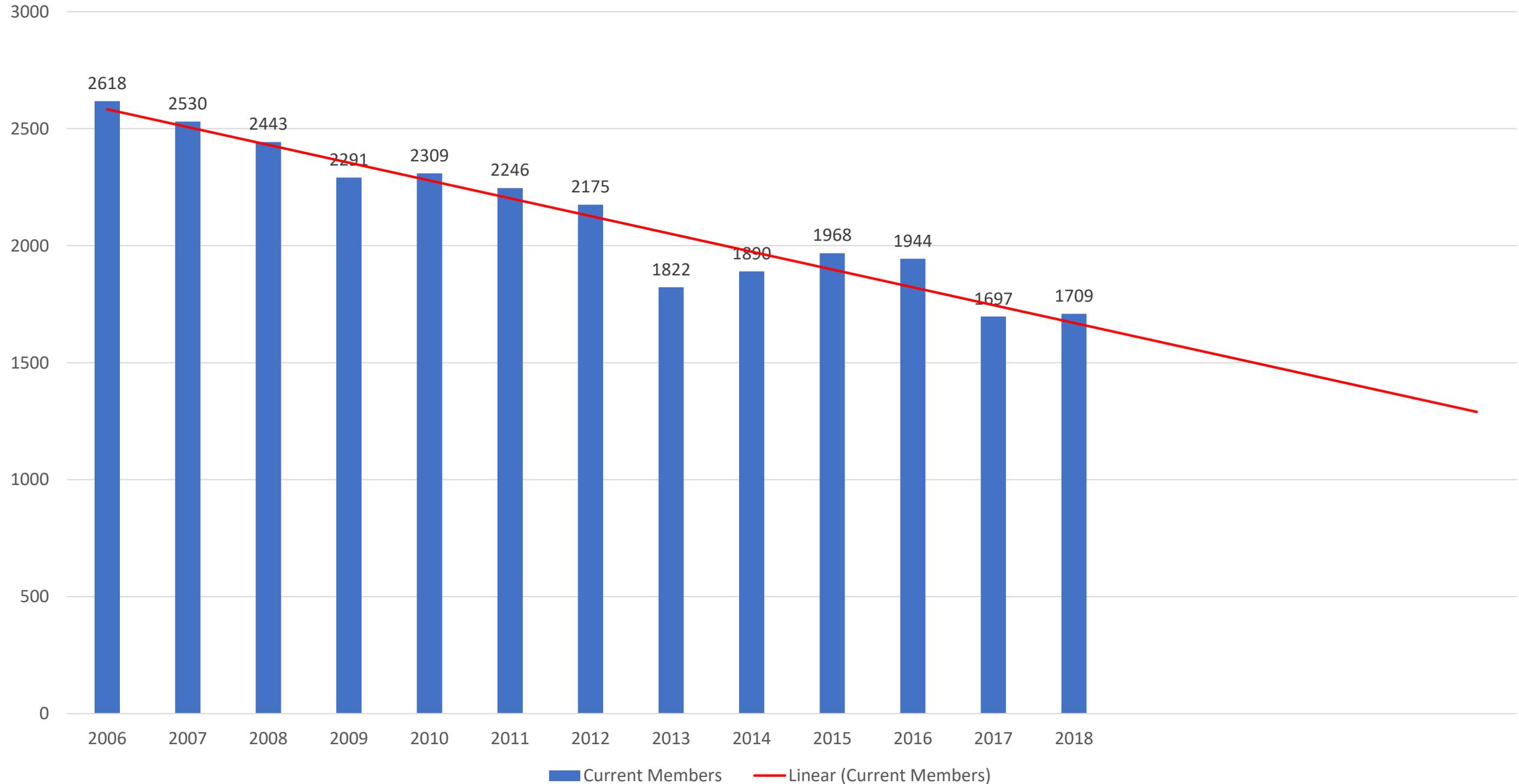


Database Stats

- New App
- Current
- Lapsed
- Deceased
- Resigned
- Expelled
- Did not Join
- Re- Joining

Total	Current	Lapsed	Deceased	Resigned	Expelled	New App	Re- Joining	Did not Join
5574	1527	2108	1528	159	2	112	8	130

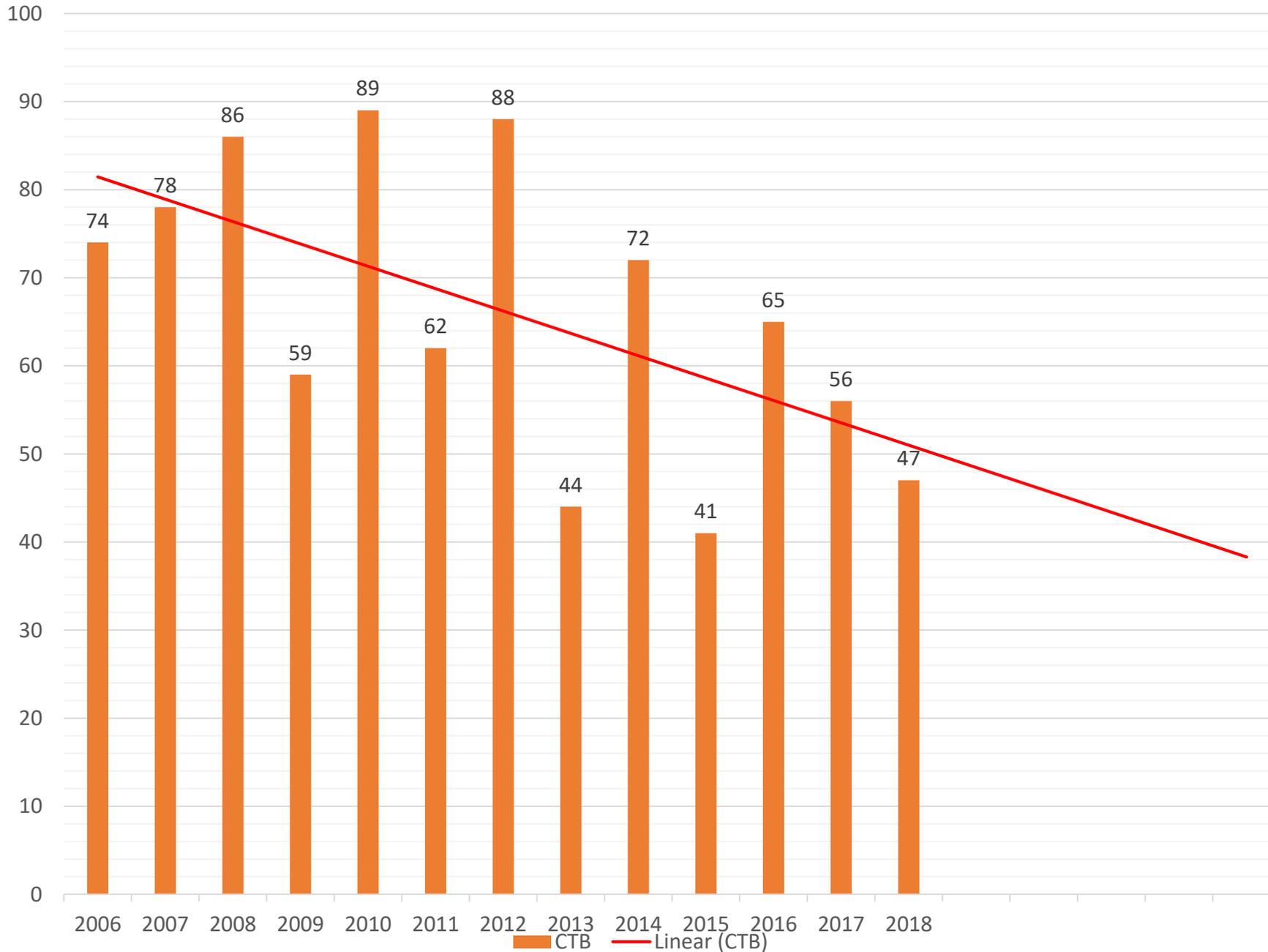
Current Members



Current Membership Decline

- Reduction in size of the RN going back years
- Reductions in the number of Submariners and Submarines
- The age of our Veterans
- The lack of recruiting & keeping younger members

Crossed The Bar



Since Last AGM

Current 51

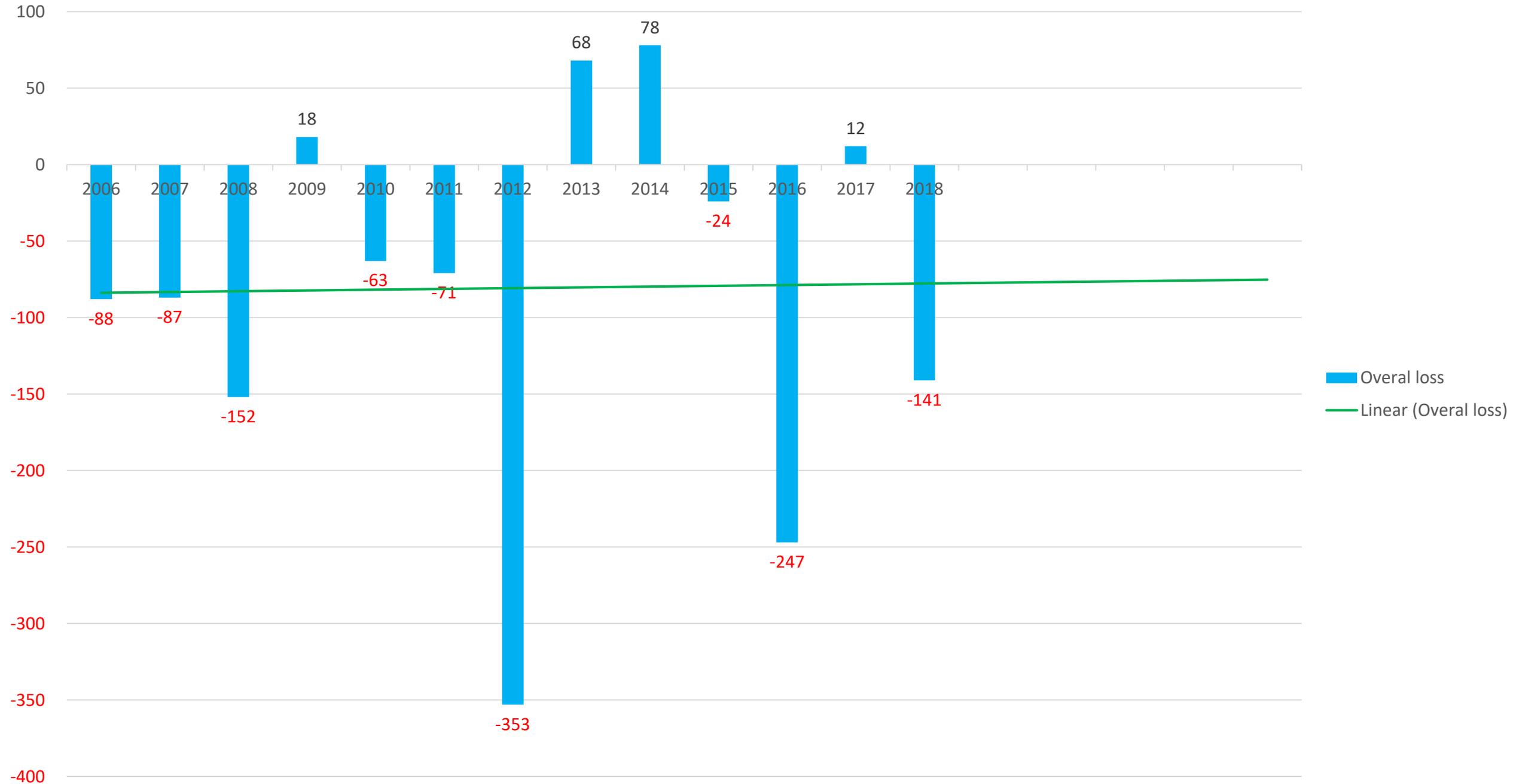
Non Current 22

WRS 95

Decided to Leave



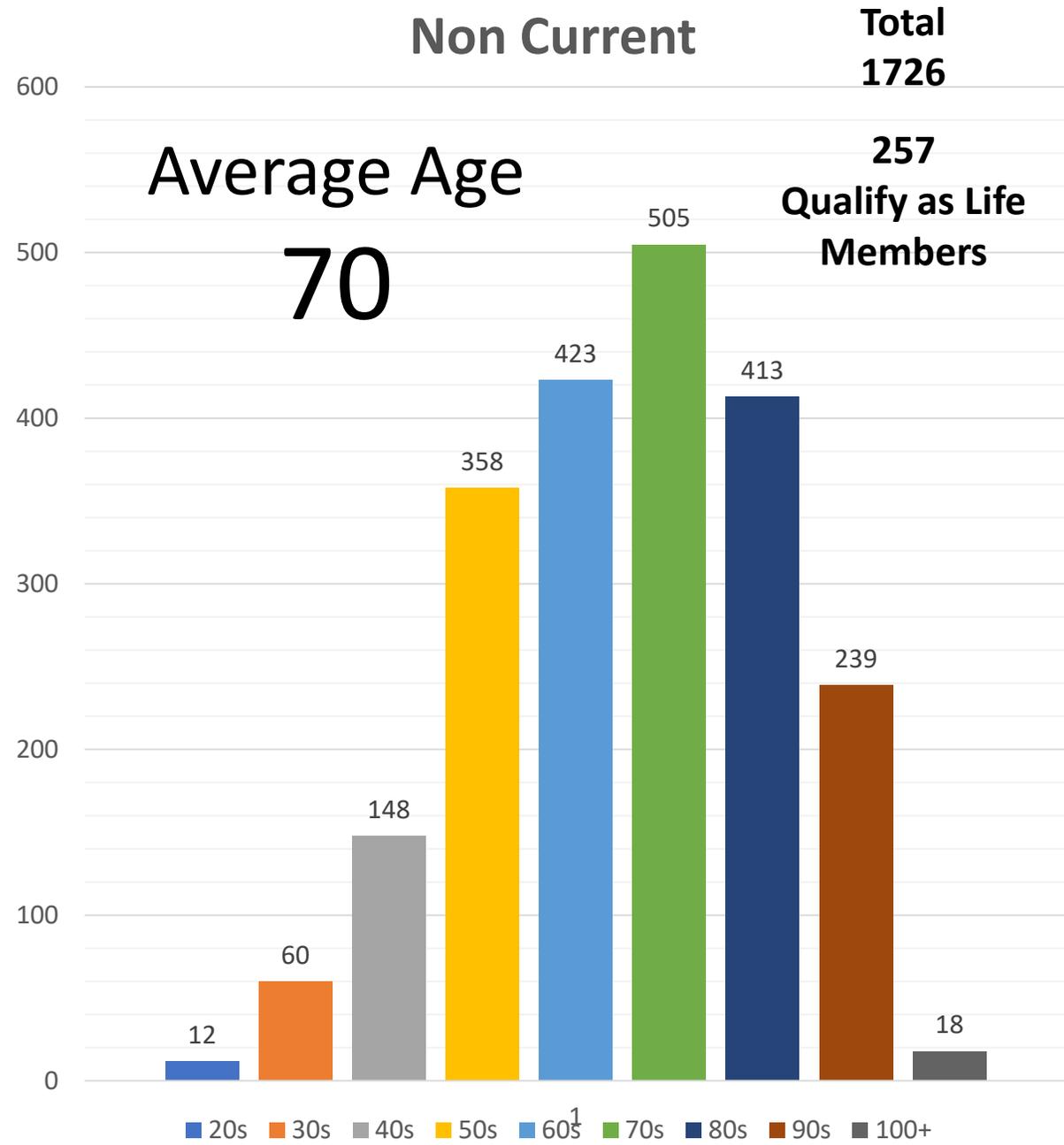
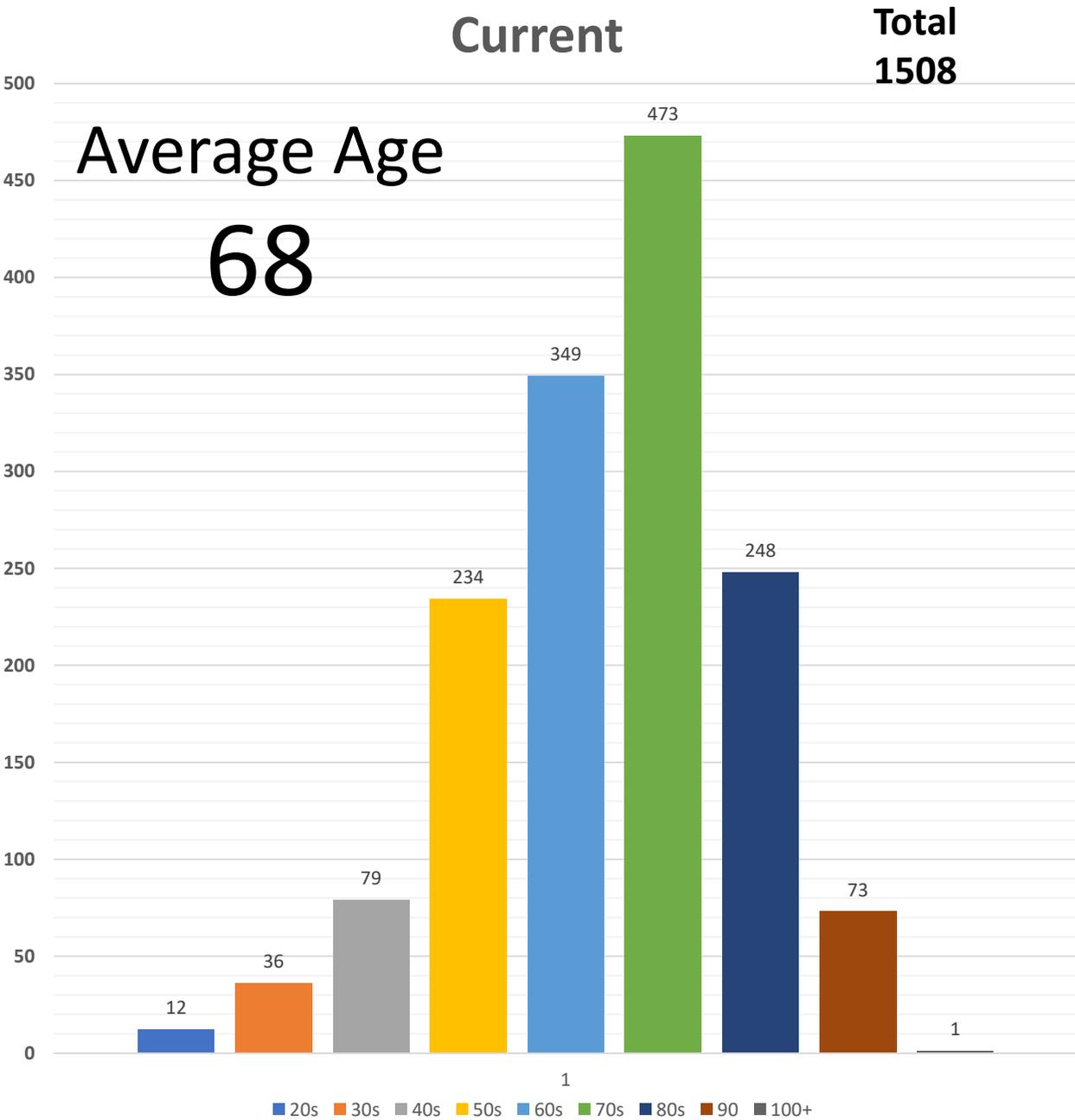
Overall loss - Gain



Common reasons for leaving

- **I cannot get to meetings**
- **Added to this I get nothing from the branch**
- **I did not know I had been Lapsed**
- **I don't get anything out of it**
- **Meetings are boring, all I really want, is to socialise**

Age Ranges



Average age of Branch Officials

- **Secretary** **67**
- **Treasurer** **69**
- **Membership** **68**

Numbers as of 31st December 2018

Membership Statistics

Membership on 1st Jan	1709	New Applications	169	Total Deceased	106
Current Members Now	1568	Re-Joining Applications	13		
Changes back to Current		Lapsed or Resigned		Changes to Deceased	
New to Current	84	Current to Lapsed	242	Current to Deceased	47
Re-Joining to Current	0	Current to Resigned	5	Lapsed to Deceased	53
Lapsed to Current	61			Resigned to Deceased	5
Resigned to Current	3			New to Deceased	0
Other Stats					
Still in Application Recieved	176	Did Not Join	37	Total DD	180
Still in Re-Joining	13			Total SO	49

Numbers as of today

Membership Statistics

Membership on 1st Jan 1568

Current Members 1546

Total Deceased 37

Net Gain/Loss: -22

New Applications 40

Re-Joining Applications 22

Changes back to Current

Lapsed or Resigned

Changes to Deceased

New to Current 59

Current to Lapsed 110

Current to Deceased 16

Re-Joining to Current 27

Current to Resigned 0

Not Current to Deceased 21

Re-instated from Lapsed 18

Other Stats

Still in Application Recieved 96

Still in Re-Joining 7

Did Not Join 62

Total DD 189

Total SO 43