



**THE WORSHIPFUL COMPANY OF
MANAGEMENT CONSULTANTS**

**ANNUAL REPORT
2024 - 2025**



This is the 2024/2025 Annual Report for the Worshipful Company of Management Consultants, the 105th Livery Company in the City of London.

We were pleased to put on a full programme of events and activities which were well attended by Members and guests.

Our engagement with the wider community, including the City of London Corporation and other livery companies, pro bono clients, charity fund beneficiaries, schools, academia, professional institutions, our military affiliations and many more, are testament to our outward focus and our commitment to make a positive impact.

The abbreviated accounts for the Company and Charitable Fund cover our financial year from 1 July 2024 to 30 June 2025 however by tradition the reports of activities follow roughly the Master's year, starting late October 2024 and ending early October 2025.

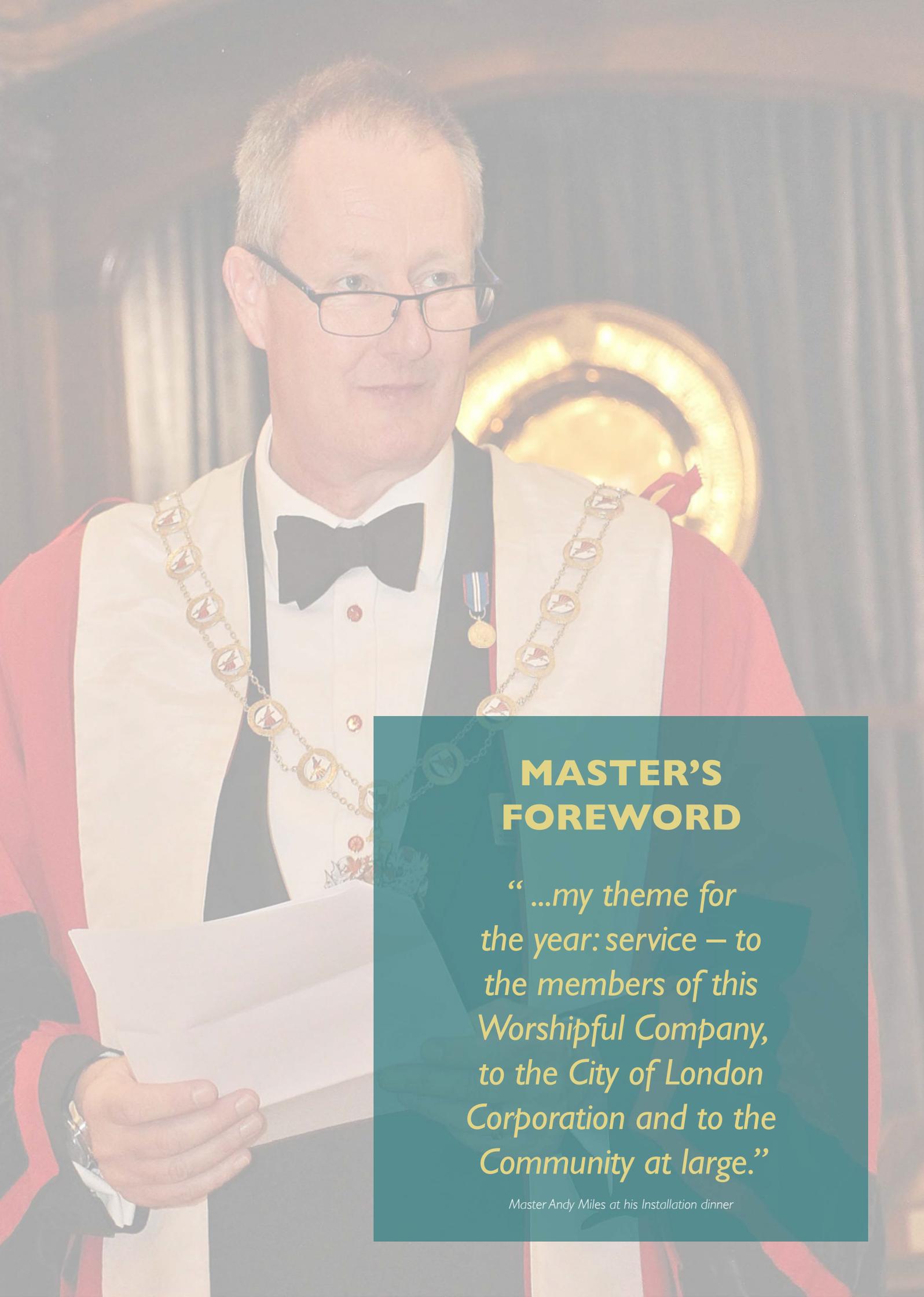
Titles given to officers of the Company are those used during the Master's year.

Front cover image:

*Sea Cadets from the Feltham Unit
photo by Andy Sillett photography*

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MASTER'S FOREWORD

“...my theme for the year: service – to the members of this Worshipful Company, to the City of London Corporation and to the Community at large.”

Master Andy Miles at his Installation dinner

Andy Miles
FCILT, MSOE, MIRTE
Master
(2024-2025)



MASTER'S FOREWORD

My working career started in 1982 as an apprentice plater with British Rail Engineering Limited at the Derby locomotive works, followed by work in transport, policing, and a return to transport operations. I then set up our own consultancy specialising in the transport and distribution sector with my wife Sarah. I have always been open to new experiences and new challenges.

The same can be said of my involvement in the livery movement. This started with the Worshipful Company of Carmen, where I became a Freeman and after receiving my City Freedom became a Liveryman. It was at a Carmen event that a Past Master introduced me to the Management Consultants. I am very grateful for the introduction that put me on the path to becoming a Freeman then Liveryman of the Management Consultants and subsequently a Court Assistant, Warden and Master.

This example demonstrates how Livery Companies work together for their own betterment, and that of their members and the City as a whole.

My theme for the past year has been service at three levels:

- to the Members of this Worshipful Company,
- to the City of London Corporation, and
- to the Community at large

In relation to our own membership, my objective was to increase our time together; not just at the formal events within the annual calendar but also at more social events where people get to know each other in greater depth. This was demonstrated with events such as the Wine Course and Wine Tastings over the autumn and winter, and then afternoon tea at the RAC Club in July followed by walking to Horse Guards Parade to watch Beating the Retreat.



With our greater engagement with the City Corporation and other Livery Companies we were again involved in the Annual Pancake Race on Shrove Tuesday. This year also marked our first entry into the Worshipful Company of Coopers Cask Race in June, where we gave a great demonstration of newfound skills of rolling barrels up and down the Guildhall yard. This again brought members together; not just those competing but also those who gave up their Saturday mornings to provide support and make encouraging remarks. In a similar fashion a group of Members participated in the Annual Sheep Drive across Southwark Bridge in September. I would encourage any members who have not yet done so to join colleagues next year and join in this lovely and fun event.

Community engagement included joining a group of a dozen members for a day working in a warehouse with City Harvest, a charity which does fantastic work in redistributing food to those in need and to front-line organisations which support them. City Harvest has literally fed millions, and we were glad to be a very small part of their great work.

Being Master exposes one to parts of the livery movement in the City that one would not normally get to see in your ordinary working day.

*as a livery
company ...
we certainly
lead the way
in pro-bono
activity*

At the briefing of Masters by the new Lord Mayor Alistair King in November, it became quickly evident that as a livery company our contribution to the £80 million of charitable giving by the livery movement is greatly appreciated: we certainly lead the way in pro-bono activity. In fact, for a small and modern livery, it is safe to say we are "punching well above our weight", and long may that continue.

With my installation as Master in October - and I have made no bones about being a working Master - I very quickly became involved in many high profile events within the City of London. These included the new Lord Mayor's installation at the Silent Ceremony on the second Friday in November, participating in and celebrating the Lord Mayor's show on Saturday and then to the solemn ceremony in St Paul's Cathedral for Remembrance Day on the Sunday.

Maintaining a transport theme, the Master's calendar is a little like buses, nothing happens for a week or two and then three events come along in a day, but that was also part of the excitement for me.

Our work with the RAF included the Sundown Ceremony at Northolt. Our Sea Cadet involvement is much greater: this included the Trafalgar Day Celebrations at Greenwich, attending our Cadet Unit at Feltham, the Annual Carol Concert at Greenwich and the Summer Camp at Pirbright. The work that the Sea Cadets do is truly amazing and they really appreciate our support.

There are also some nice events for Masters that are almost outside of the Livery calendar. The Garden Party at Buckingham Palace is such an event and one where Sarah and I were pinching ourselves that we were there. The Worshipful Company of Engineers invited Sarah and I to their weekend away in Bristol with dinner on the Great Britain - not on the calendar but a lovely invitation and event.

In summary, being Master has been a great honour, it took me to places and events I never thought possible and allowed me to help connect people, places and help in a way that I would not normally get the opportunity to do.

There is also the work in the background that Company Members never see. I would like to express my thanks to all the Wardens, Court Assistants, Past Masters and other Members who have given so much over the last year to support myself as Master but also this great Company and its Members.

I would also like to thank my wife and consort Sarah Miles, for her support and encouragement as well as the time that she has given to attend Company events and other civic engagements in support of the Company and its members. I am delighted to hand over the role of Master to Malcolm McCaig - I know he will work tirelessly for the Company. I wish him all the very best in his year ahead, and that he has a very enjoyable year.

I look forward to becoming a Past Master and to draw upon all that I have learned in the past 12 months and how I can take this forward to continue to serve the Company with the experiences that I have gained.



The Master and Members march with the sea cadets at the Lord Mayor's parade



OUR LIVELY AND CIVIC ACTIVITIES

“ our contribution to the £80 million of charitable giving by the livery movement is greatly appreciated ”

The Master with the plaque of TS Oberon coat of arms given to the Company by our long-term partners the Sea Cadets at Feltham at the members reception

Julie Fox Learned Clerk



CLERK'S CORNER

It is that time of year again when I look back on another exciting and interesting year with the Management Consultants. All now 113 Livery Companies are recognising and acknowledging the numerous challenges of recruiting and retaining members, coping with the increasing costs of offering interesting and affordable events at City venues together with the ongoing impact of the increases in the cost of living which everyone has had to face. During the year the Master and Wardens have appreciated this and sought to offer a range of events to ensure maximum participation and engagement with fellow Members and potential members, keen to guarantee the long term viability of the Company.

In October, the Master Elect decided that our flagship event, when the new Master and Wardens are installed, would be held in the iconic Ironmongers' Hall - home of the Worshipful Company of Ironmongers, one of the Great Twelve City Livery Companies which is this year celebrating the centenary of its Tudor-style Hall. As a working Master it was clear that this year was once again going to require careful diary management and juggling to ensure the demands of a full time role with the responsibilities of a livery Master were met. He was keen that the year would be a mix of fellowship and fun, raising the profile of the Company both in the City and within the wider livery offering some new events from a wine course to opportunities for 'hands on' Charitable events working in a warehouse or going out in a lorry.

The autumn is traditionally a busy period across the Livery and this year was no exception. Early November means the Garden of Remembrance at St Pauls Cathedral for the Royal British Legion Annual Poppy Laying Ceremony with the other City Livery Companies and Guilds followed by the Thanksgiving Service for the Lord Mayor at St Mary-le-Bow Church. One "must do" for any Master during their year is the "Silent Ceremony," at Guildhall for the installation of the new Lord Mayor, Alderman Alastair King DL as the 696th Lord Mayor. On Saturday 10th November, having breakfasted at Plaisterers' Hall, on a fair autumn morning the Company once again joined the Sea Cadets to march in the Lord Mayor's Show. We proudly displayed the Company Mace and the Gonfalon, twirled umbrellas and doffed hats ensuring that the crowds knew who we were.

Later in November, the Master welcomed Members and prospective members to the WCIT Hall near the Barbican for his New Master's Reception. Following an Admission Ceremony when new Freemen were admitted and Liverymen clothed (details elsewhere) the Master shared with us his plans for the year ahead, highlighting how we could deliver on his vision for the Company of Service, to the Company, to the City and to the Community. Members also heard from the Wardens and Committee Chairs on the various activities and groups that were available to them together with an update on the work developing the Company strategy. November also sees the new Lord Mayor briefing the Livery at Mansion House on the priorities for the year and a highlight this year was the opportunity to launch the 2024 Pan-Livery "Survey of Philanthropic Giving". This is the fourth such survey that Liveryman Dr Bob Harris had undertaken and obtaining responses from all Livery Companies was always a challenge. Based upon the responses received he reported that overall giving across the livery had increased to £80m and that the time and value of pro-bono support had increased by over 20% since the 2022 survey – an excellent result. In December we were once again hosted by the Ironmongers' Company for our Christmas Lunch. Our party included members old and new, from Past Masters to new Freemen, together with family and guests. It was excellent this year to welcome attendees who had travelled the short distance from the Barbican, whilst PM William Barnard had journeyed some 10,000 miles from his home in Sydney to join us.

Having celebrated, relaxed and recharged our batteries over the festive season, early January saw us moving to the Honourable Artillery Company for the Quaich Lunch which, although not strictly a Company event, is now a firm fixture in our calendar. This year the recipient of the Quaich was Tom Jenkins for his services to pro bono clients. That same evening we enjoyed a new event this year - a very successful In Person Wine Tasting linked to the Company's Wine Club's Wine Appreciation Course! Some 50

Members and guests met together at the Worshipful Company of Carmens' Hall, to taste eleven wines, comparing and contrasting wines with different levels of alcohol, ages, fruit and acidity. The evening was clearly good as no wine was left and everyone became deeply engaged in conversation demonstrating fellowship in action.

On a cold day later in January, the Master's ambition to spend a day seeing the impact of our work in the community working either in the warehouse or out on the road in a van, was achieved. A group of eight Members saw City Harvest in action helping to address the impact of food insecurity on children, packing the food into crates at the warehouse, loading the van, witnessing the van driver finding the charity drop off points, identifying the crates most likely to be what each charity's visitors would want, encouraging the recipients to accept sometimes things they really did not want – particularly two crates of avocados and a gallon of pesto and returning back to the warehouse in an empty van tired but with a warm glow. At the end of January we returned to Cutlers' Hall for our excellent Charities Supper where Members and their pro-bono clients hear about the projects that Company Members had supported during the year. At the supper we also awarded the Matheson Cup to Liveryman Hugh Tinsley who, in the view of the Pro-Bono Committee, had "gone above and beyond" over the last year to support the Non-Profit Sector. An additional award of the Company's Outstanding Service Medal was made to Liveryman Dr Bob Harris for his long and sustained contribution to the development of the Company in his various roles over 30 years and acknowledging his many pan-Livery activities raising the profile and standing of the Company across the wider Livery.

On 4th March the Company once again entered a team in the Shrove Tuesday Pancake Race in Guildhall Yard and this year we were able to 'toss' outside due to beautiful weather and excellent racing conditions. This was especially welcome after last year's race was called off due to the rain. Our Members' Reception was held at a different venue this year – the historic Temple Bar which, due to an excellent attendance, was 'rather cosy'. We were treated to a short history lesson about Temple Bar which was both educational and highly entertaining, plus presentations from three new Freeman and one returning Member about their experiences and in particular their reasons for joining the Company followed by drinks and canapés. It was an interesting, engaging evening, and it was a pleasure to meet many of the fifteen guests who had an interest in joining the Company and we looked forward to welcoming them to membership. By popular demand, early May saw the return of our Tasting the Company Cellar event to share the Company's wines with members and guests and to celebrate those who had completed the WCoMC Wine Course. Over 60 members and guests joined together in the Guildhall Members' Club and found the event well balanced, enjoying both learning more about wine and the opportunity for fellowship in equal measure. An auction of the remaining wine was held at the end of the evening and a donation of £500 made to the Company's Charitable Fund.

In June we welcomed Professor Patrick Dunne as guest speaker at our Education Supper, author of 'Five Generations at Work: How We Win Together For Good' and Ted Easthaugh, Chair of the Young Management Consultants Association for an early evening discussion. Members and guests continued to chat over dinner about how our assumptions, often incorrect, can inhibit our ability to learn from each other and address the business and societal challenges facing the world today. Later that month, in searing temperatures, the Company entered a team in the Worshipful Company of Coopers Cask Rolling Race in the Guildhall Yard for the first time. Our Team competed in three races against a number of teams from other Livery Companies, City related organisations, schools, a Ward Club and a military unit finishing mid table overall, sixth out of the Livery Companies beating the Coopers with their professional member! Debriefing at a local hostelry afterwards focussed on the desire to win next year and, if there is sufficient interest, perhaps entering a second team.



Following our Election Court Meeting in mid-September the Company held its Annual Church Service and reception at St Lawrence Jewry, again another first for the Company at which our Chaplain, Rev Fr James Titley, officiated. Located next to the historic Guildhall, it is the official church of the City of London Corporation and there has been a church on the site for almost a thousand years, with the current building designed by Sir Christopher Wren in 1670. We look forward to this becoming a regular venue for our Annual Service. A number of Members also participated in the Annual Sheep Drive, a long-established charity event, celebrating a Freeman's ancient "right" to bring sheep to market over the Thames, toll free. The event and Livery Fair showcase the important enduring contribution of London's livery companies, from the formation of the City of London through to modern times. It is an excellent opportunity for livery

and specialist wool companies to celebrate their trades with interactive displays and sales of their wares to raise funds for The Woolmen Charity and The Lord Mayor's Appeal. Visitors can also enjoy expert blade shearing displays and some wonderful rare sheep breeds.

In ending my report for another year, I cite a quote from a Past Master which is to "expect the unexpected" and I think this is sound advice for the Clerk's Office. The role is becoming increasingly demanding as we look to implement the strategy and focus on membership recruitment and retention. Walter and I look forward to supporting the incoming team to deliver their objectives in another different, and hopefully, enjoyable year. Our thanks go to the Members for their support and friendship and we look forward to welcoming you to events during the coming year.

Denise Fellows Easteal PM Chair, Company Livery Committee



COMPANY LIVERY COMMITTEE

The Company Livery Committee created in February 2025 manages some of the important back-office activities in the Company concerned with maintaining and improving the status and longevity of the Management Consultants as a Livery Company in the past, present and future. It aims to ensure that people, processes and artefacts are in place to help the Company grow as a vibrant modern Livery Company.

Formed by the merger of the Nominations and Ceremonials committees, its remit is quite wide and split across 5 working groups.

CONTINUUM

To maintain the continuum of those elected to the Court of Assistants and the Court of Wardens, to support recruitment for certain posts (such as Chaplain) where required.

HONOURS

To make recommendations to Court for honorary freeman and liveryman.
To make recommendations to Court for the presentation of Outstanding Service Medal.
To nominate deserving Members for civil awards.

LIVERY LINKS

To help enhance member engagement and understanding of the Livery.
To raise awareness of the wide Livery movement and potential for engagement with the livery movement and raise the profile of the Company in the Livery world.

CEREMONIES

To deal with and take a longer-term view on matters relating to the Company's ceremonial procedures.

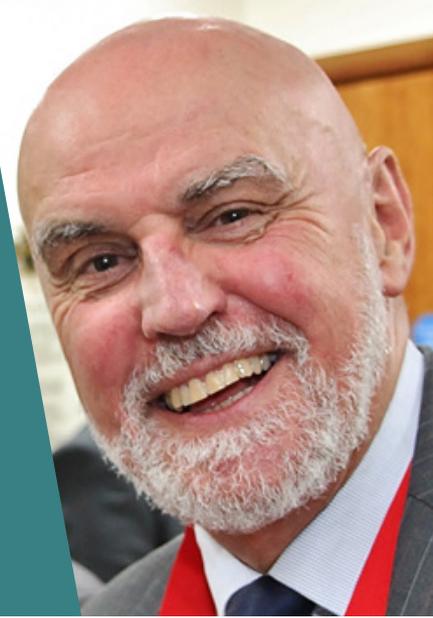
ARCHIVES

To maintain the Company records, the history, archives and treasures.

The committee meets as a whole three times a year and membership includes active Past Masters, Father of the Livery, the Master of the Day and Immediate Past Master. The Clerk, First Warden and Chair of Membership Committee may attend by invitation.

The new committee has been very active since its inception: with a smooth progression at the Election Court and Installation; introducing a new membership category for Companions and producing a guide for Members 'On being a Member of the Worshipful Company of Management Consultants' as an Introduction to Company life for new Members.

Steve Cant PM FSG co-ordinator



FINANCIAL SERVICES GROUP (FSG)



L-R around medal -
the Worshipful Companies of:

*"Solicitors of the City of London,
Chartered Accountants, Chartered
Secretaries and Administrators,
Marketors, Actuaries, Insurers, Arbitrators,
Information Technologists, World Traders,
Management Consultants, International
Bankers, Tax Advisers, and (not shown on
the medal) the Chartered Surveyors, and
new joiners the Entrepreneurs and the
Communicators".*

It's worth recapping to start with: The FSG was founded in 2006 and aims to support the Lord Mayor in his overseas visits, his meetings in the City with overseas delegations, and his role of promoting "the City" brand of UK financial and other business services. The FSG of Livery Companies is the largest such group in the Livery and meets formally four times a year to exchange views and organise a series of events.

FSG STRATEGIC AWAYDAY

A year ago, I reported that consideration was being given to the future role of The Financial Services Group. During the year this developed and culminated in a "Strategic Awayday" held on 18th October 2024. I had volunteered to plan and facilitate this workshop. I can report, in all modesty, that it went well. Following the Awayday I produced some outputs and then worked with FSG Chair, Mark Spofforth and others through several iterations to identify in 5 discreet "Task Forces". (Think "work streams"...)

TASK FORCE 1 – GOVERNANCE

TASK FORCE 2 – CITY EXPERTISE

TASK FORCE 3 – COLLABORATION & COOPERATION

TASK FORCE 4 - PEERLESS NETWORKING

TASK FORCE 5 - COMMUNICATION

Mark asked me to lead one of the task forces: "Peerless Networking". I then offered to create a template for the Five Task Forces to populate: A mechanism by which we could articulate some sort of future vision and how to get there. That went down well too!

FSG STRATEGY

Over the next few months, in spring 2025, the Strategy work was concluded successfully. A summary document was circulated to the Courts of each FSG Company and this was considered and approved by our Court. Several points from the Strategy are worth emphasising:

A revised set of objectives for the FSG was agreed as follows:

- “To be a valued partner of the Lord Mayor and the wider City Civic in the City of London through being a source of financial and professional services expertise, knowledge, and guidance; and
- To provide value to our member Livery Companies and Guilds and their members by encouraging and enhancing collaboration and cooperation between them that improves operational efficiency and by sharing knowledge and enhancing networking opportunities through professional and social events.”
- The annual Lord Mayor's briefing will not continue in its present form. It will be replaced by a rolling series of updates on the risks and issues facing the City. This approach has recently been endorsed by Dame Susan Langley, the incoming Lady Mayor, and is likely to be long term. Dame Susan has spoken positively regarding a rolling 3-year effort alongside the next two putative Lord Mayors, Tim Hailes and Broniek Masojada. This may add to the opportunities for the Company, as Broniek is the designated Alderman for our Company and the Court of Wardens is currently engaging with him, providing opportunities for a very solid relationship by the time he comes into office in 2027.
- All this will give the Company the opportunity to input directly to the Lord Mayor, the City of London Corporation and even Government Policy as a representative voice for the Management Consulting industry. This in turn will provide an opportunity to engage more positively with the industry bodies (the MCA, and the Institute of Consulting) and major consulting firms.
- The FSG is keen to demonstrate value added to its Member Companies and the Members of those companies. The main manifestation of this will be more invitations to events across company boundaries. This is already happening, and I personally have attended several events organised by other FSG companies which have been demonstrably value added. The Company needs to play its part in this and open relevant events that may be of interest or value to fellow FSG Members. (The Charities Supper and the Education Supper would fit the bill.)
- The main ask from the strategy work is that Member Companies are more actively engaged. This means a move from having a single or sole representative who attends FSG meetings on a quarterly basis, to having a small FSG focused team which now comprises IPM Kanan Barot, Second Warden Jim Foster and me.
- None of these changes are likely to cost the Company anything, but the message is clearly that everyone will need to be more engaged and devote more effort to FSG activities. The benefits are greater involvement, participation and value for our Members and, as noted above, leverage in terms of engagement with the professional bodies and major consulting firms.

...this will give the Company the opportunity to input directly to the Lord Mayor, the City of London Corporation and even Government Policy as a representative voice for the Management Consulting industry...

FOLLOW THROUGH

Unfortunately, a planned event at which the new Strategy was to be shared with FSG Company Masters, in April 2025, did not quite go off as planned and the Strategy document never really got a good airing, much to our Master's disappointment. Mark Spofforth has now ended his terms as Chair of the FSG and Mark Huxley (of the Entrepreneurs) has taken over. It remains to be seen what will become of the all the strategy work, but it was clear from feedback received that my efforts were appreciated.

At the end of the year I handed over as our Company's representative role to PM Kanan Barot, who has served as Deputy over several years.

Bob Harris Livery Committee Member



PHILANTHROPY ACROSS THE LIVERY

THE LIVERY COMMITTEE

The Livery Committee is a forum for communication between the livery and the officers at Guildhall and Mansion House. Its membership comprises senior representatives of the Livery and elected members of the City of London Corporation. The Livery Committee oversees the election of the Sheriffs and the Lord Mayor which take place at Common Hall each year, along with coordinating a wide range of livery-wide activities. I was invited to join the Livery Committee in 2023 to help enhance and publicise pan-livery philanthropic activity and impact.



THE LIVERY IMPACT REPORT 2025

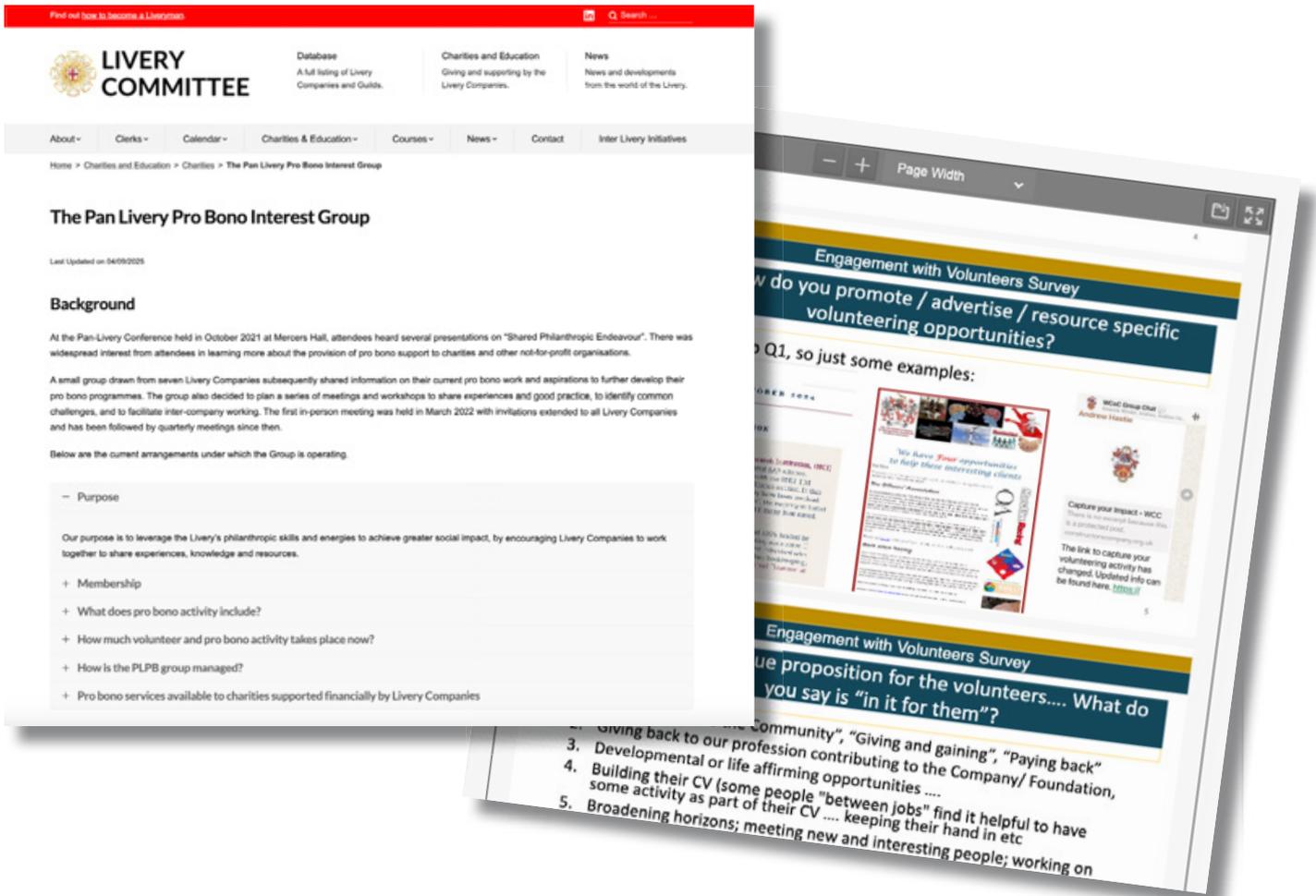
In spring 2024 I designed and managed a further survey of Philanthropic Giving across all 113 Livery Companies. Key findings from the survey were that:

- Aggregate financial support to charities by the livery movement had increased by 10% over the 2021 total to £81m.
- Funds donated or raised by Liverymen and Freemen during the year had increased by 73% to £221 per member.
- General volunteering support provided to front-line charities had increased by 18%.
- Professional pro-bono support had increased by 24% to 32,000 hours – valued at over £4.5m.

These findings were incorporated in The Livery Impact Report 2025 which also included details of several Livery-wide philanthropic initiatives and case studies on trade-related education. The Lord Mayor and the Chair of the Livery Committee provided a foreword to the report - which was distributed widely across the livery and to key external stakeholders including Buckingham Palace, Parliament and the City of London Corporation.

PAN LIVERY PRO BONO ACTIVITIES

The Pan Livery Pro Bono Interest Group was established in early 2022 and held quarterly in-person meetings up until spring 2025, with attendees from over 50 Livery Companies. As a result of this activity a body of shared knowledge and good practice has been developed which now resides on the Livery Committee website and is available for members of all Livery Companies to access.



<https://liverycommittee.org/charities-and-education/charities/the-pan-livery-pro-bono/>

The focus of the PLPB team now is twofold:

- To build on and strengthen collaborative working between four of the modern professional services Livery Companies: the HR Professionals, Information Technologists, Management Consultants and Marketors (the HIMM group).
- To encourage those (older/wealthier) Livery Companies - who provide financial support to a large number of beneficiary charities - to identify charities who could benefit from pro-bono support to refer them to the relevant HIMM contact.

A small team from those four companies including Steve Cant, Patrick Chapman and myself are working with colleagues from the other HIMM companies to progress these initiatives.

OUR LINKS WITH THE MILITARY SEA CADETS

Chris Sutton - Sea Cadets affiliation lead



The Company has had a relationship with London Area HQ of the Sea Cadets for many years, and continues to do so. In 2023 we arranged additionally to build a new relationship with a "front line" cadet unit in one of the more disadvantaged areas of London. This led us to our relationship with the Feltham and Hounslow unit, TS Oberon. We are the first and only livery company that supports this unit. This report covers National, London Area and Feltham activity.

NATIONAL ACTIVITY

At our Installation dinner in October 2024 Master Andy presented the Satjit Cup to Lt Liam Brook, in recognition of his being recognised by the Sea Cadets as the top performing adult volunteer in 2024. At the instigation of CA Geoff Berridge, part of our Charitable Fund contribution of £10,000 each year now goes towards National activity getting children from disadvantaged areas to take part in "on the water" experiences. The remainder of our Charitable Fund contribution is shared between London Area and Feltham Unit.

LONDON AREA

We continue to support events organised by London Area HQ, such as their annual awards dinner for high performing cadets where parents are invited along. Master Andy Miles and I attended the 2025 Awards dinner with the Master giving out the awards. Other London Area events which various members of the Company have attended this included Trafalgar Day celebrations, the Annual Carol Service at the Old Royal Naval College in Greenwich, an officer promotion panel, and annual training at Pirbright. We also march with London Area Sea Cadets each year in the Lord Mayor's Show; it would cost the Company over £10,000 to do this independently, but with our London Area Sea Cadets invitation we are able to do so for free.



FELTHAM UNIT

During 2025 we have seen the Feltham team go from strength to strength. Last year IPM Kanan Barot and I participated in a "learn to row and sail" training event on a reservoir in North London. We met a very shy Asian girl, AB. She seemed to enjoy her time on the water, but was too shy for a real conversation. Step forward 8 months to February 2025, when a group of us attended the training centre to present the unit with the WCOMC coat of arms, and receive in return the TS Oberon coat of arms. There were some senior naval officers present too. One of the activities was for a cadet to facilitate a discussion amongst 20 boisterous cadets, on how to select a mascot for the unit. The girl mentioned above facilitated the discussion like a professional management consultant, full of confidence and listening skills. We learnt that evening that she is just 13 years old. It was an astonishing transformation that the Sea Cadets have achieved for her.

It's also important to note the impact we are having with the volunteer staff and trustees. While neighbouring units in West London have highly experienced staff, Feltham has a less experienced cohort. They are good at the core activity of leading and inspiring cadets, but have less experience in crucial areas such as fund raising. Our WCOMC team has worked hard with the staff and trustees, gaining their confidence and friendship.

To conclude I would like to pay tribute to those members of the Company – Master Andy Miles, Lisa Preuveneers, David Glassman, Linda Cairney and Alan Broomhead, all of whom have a real heart for the Sea Cadets in Feltham and are prepared to make the long trip out to Feltham with me on occasional Friday training evenings. We have an active Whats App group for members who wish to get involved in Sea Cadet activities, please contact me if you would like to join us.



OUR PHILANTHROPIC ACTIVITIES

“ Our mentor-matching system is well-tested and reassuring to all involved. ”

Sessions underway at the Master Mentors' Workshop

Patrick Chapman PM Chair, Pro Bono Committee



PRO BONO COMMITTEE

Last year I mentioned how the needs of prospective clients were becoming more focused on income generation and governance – often reflecting economic and employment changes since the pandemic. It is actually quite interesting that the pandemic still leaves its shadow over the whole sector. Now the sector is also facing the impact of changes to employers' NI contributions as well as the ever-reducing sources of funds.

Or, to put it more bluntly: charities are being squeezed and are therefore needing more support in relation to helping optimise their resources. This starts at the top, in how charity trustee boards add their knowledge and skills to the work that the executive staff undertake – and how well they work together. It also involves ensuring that the charities have appropriate strategic plans that are focused, effective and clearly prioritised so that staff, volunteers and all related financial resources are at their most efficient. I have included a couple of case studies at the end of this section to amplify this.

WHAT SORT OF WORK DO WE DO?

This is best answered by reference to the diagram on our website that sets out many of the questions that client organisations ask of us. Clearly, Income Generation is a critical area for our clients, then more often than not we are asked to help develop their strategy – in particular looking to focus their priorities. Underpinning all this there are the areas of processes and systems, and people management; how best to use the resources the client has at their disposal.

All these areas map very easily onto the skills needed to work with commercial organisations. Governance is the one area that is notably different. There are three core models: the traditional Trustee based structure and more recently CICs and CIOs. We have experience of all three and it is not difficult to learn about their relative advantages and disadvantages. The golden rule is that the Trustees are non-executive, yet hold responsibility for the performance and financial probity of the charity. This can cause issues between the Trustee Board and Senior Management...

Looking more broadly outside our Company, we continue to support the Pan Livery Pro Bono Interest Group led by Bob Harris. This provides opportunities for us to share our experiences as well as get specialist help from other Livery Companies and vice versa. While many Livery Companies have supported this initiative, four Companies with complementary pro bono services have gone a step closer to explore closer collaboration aimed at increasing our collective impact. Specifically, our colleagues in the IT Company, the Marketors and the HR Professionals all provide pro bono skills complementary to ours; the HIMM group is now born. The ProBono pages on our Website reference this grouping and our ability to cross-refer opportunities and to work in multi-disciplinary teams with other Livery companies on behalf of clients.

we also reach out to form longer term proactive relationships with “channels” ... charitable trusts who “invest” in charities... to ensure this funding is most effective.

Acquiring new clients is obviously a major focus for the committee. Looking back over many years, we have always had a mix of clients who come to us through word of mouth (or our website, or both). In parallel to these reactive connections, we also reach out to form longer term proactive relationships with “channels” – for example charitable trusts who “invest” in charities and need consultancy or mentoring support to ensure this funding is most effective. Other examples are networks like The Princes Trust International and Queen Elizabeth’s Commonwealth Trust, “umbrella organisations” that link charities around the world. Also, there are a number of sector membership organisations that we have supported such as ACEVO and CFG. These relationships come and go over time, as client teams change and their operations evolve. Members with longer memories will remember YBI, for example, whom we supported for many years. I hope that next year’s annual report will give more information on the work we have been undertaking to establish our experience with Armed Forces Charities and of course the various companies across the Livery. We are working on this now, as I write.

We have continued to couple our pro bono work with financial support from the Company’s Charitable Fund, (the so-called Funder plus model) where suitable cases present.

This last year, our level of work has been on par with 2023-24. That year we carried out a detailed assessment of our pro bono effort and valued it at the equivalent of around £850k in fees. Using the metrics derived by the MCA, this equates to a value of £5.9m to the sector. One of our ongoing challenges is capturing volumetrics about effort expended and this year we have not carried out a detailed survey in this respect. Looking ahead, we are considering better methods for capturing our pro bono time (as part of the 2025 migration of our website and systems infrastructure.)

As I have said before, Management Consultants rarely say “Thank you”. So, to close, I want to thank every Member of the Company who has given their time and expertise to our clients. There are too many to name here but we do try to recognise them in the periodic Get to Know Philanthropy Newsletter – and pick out an individual every year at the Charities Supper for the award of the Matheson Cup.

I also want to give a special vote of thanks to the Pro Bono Committee, which over the year comprised: Geoff Berridge, Steve Cant, Jim Foster, David Glassman, Bob Harris, Tom Jenkins, Jo Mann, Steve Mayhew and Jeff Herman, and myself. My special thanks also go to Nanette Young who has supported our mentoring efforts for many years, but who has now retired from the committee.

Overall, I continue to be proud of WCoMC’s contribution to the non-profit sector and I look forward to future years of continuing success.



A pro bono workshop on the impact of AI

CLIENT CASE STUDIES

The simplest way to demonstrate our impact is to include examples of our work. This year we are able, unusually, to share an example of our Mentoring work. We always respect client confidentiality but on this occasion, the client provided some very positive feedback and is happy to be cited here, if not actually identified.

ALABARÉ



Alabaré is a growing charity, founded in 1991, that provides care and support to homeless vulnerable people of working age. They help them to get back on their feet and re-engage with Society by providing them with a home from which they can re-establish their independence and move on. The charity is based in Salisbury and has now established a UK-wide presence. (Its name is derived from the Spanish meaning "I honour and praise you".)

Our original role centred on a feasibility review of their income generation strategy, but following our initial work, we were asked to take a broader look at their five-year strategic plan and from that recommend improvements to their income generation and governance. This work involved a comprehensive programme of interviews with their Trustees and Senior Executives, followed by presentations to and discussions with their Board. Two WCoMC members, Hugh Tinsley and Steve Mayhew who both live in the West Country, worked together with support from Alan Mitchell and myself. The assignment started in early 2024 and we completed our involvement in the summer. I am including it in this year's Report, as it is an example of how we can work together as teams rather than individuals. As we have mentioned in previous Annual Reports, we have developed our ProBono support so that we can address not just small assignments, but assignments that need longer elapsed time to complete.

COLLABORATION IN THE SOUTH WEST

All charities are facing financial pressure at the moment, none less than hospices which provide a bridge between the NHS and Private Care provision. Indeed hospices are facing significant reductions in their income and are constantly in the news as they battle to provide critical local services. Hospice UK, the national charity representing this sector, say that there are now over 200 hospices – each typically focused on a relatively local area, raising money locally and providing care both at their own locations and at patients' homes, for those in need of palliative care.

Against this backdrop, we were asked if we could support a collaborative effort of five SouthWest Hospices, based in the Bristol, Wiltshire and Somerset area. Between them they were wanting to look for the opportunities to share 'back office' services – for example HR, IT and Finance. The scope covered processes, systems and people – with the aim of identifying where costs could be reduced and efficiencies could be made, with the ultimate benefit of reducing financial pressure on the service delivery across the hospices. Three members of WCoMC, Hugh Tinsley, Mark Collins and Steve Mayhew, have worked together on this assignment.

Our team has engaged the Chairs, CEOs and FDs of the five hospices and have held many meetings and run workshops to identify how and where to make collaboration work. At the time of writing this work is ongoing – a number of opportunities have been identified and now they are being prioritised, with purchasing and financial systems being main contenders.

This assignment is an example of how we are developing long term relationships with clients (the CEO of one of the hospices has been a client at a previous charity) and also undertaking significant assignments involving multiple members and charities (such as in Wales for the consolidation of the four Archaeological Trusts). We see this as the future of our ProBono Philanthropic client facing work and are slowly building our reputation for such work.

MENTORING

Jeff Herman and David Glassman

Mentoring requests have continued to flow in, though in no recognisable pattern — through our website, Members' extensive networks, and referrals from current pro bono consultancy assignments and past clients. We have also matched mentors with ACEVO's chief executives. The demand reflects a growing recognition of the value we bring.

Our mentees represent a vibrant cross-section of sectors: education and early-years provision, sustainability, community development, child welfare, freelance journalism, poverty and related health inequalities, psychotherapy, youth services, and other areas where private initiative is stepping in to fill gaps left by public provision.

REACHING BEYOND THE CITY

We've seen a notable rise in mentoring requests from charities outside London and the southeast. Fortunately, our members are spread across the UK, enabling us to offer both in-person and remote mentoring via Zoom and similar platforms. This hybrid approach has made engagement more accessible and adaptable to individual preferences.

A TRUSTED PROCESS

Our mentor-matching system is well-tested and reassuring to all involved. As resources shrink and responsibilities grow—especially for those newly stepping into chief executive roles—our support has helped leaders navigate unfamiliar terrain and the often-overlooked loneliness of leadership.

REAL IMPACT, REAL STORIES

We monitor each assignment closely and are consistently moved by the feedback we receive. Clients tell us our mentoring has been a lifeline during challenging times, sparking creativity and resilience. While the impact isn't always easy—or even appropriate—to quantify, its presence is unmistakable. Our clients know it's a force for good. And they tell us so.

OUR MENTORS

We are immensely grateful to the Members who volunteer to mentor and for their willingness to share the wisdom from their own experiences of life and the workplace. And especially for their openness in disclosing their failures so that their clients have the opportunity to avoid the same pitfalls.

We continue to welcome new Company Members into our mentoring programme, encouraging their early integration into our fellowship and pro bono initiatives.

GROWING THROUGH COLLABORATION

Again during this year, we have extended invitations to our mentoring workshops to members of other livery companies in the Pan-Livery Pro Bono Group. This cross-pollination has strengthened our capabilities, broadened our contribution to the livery movement, and delivered tangible benefits to the wider community.

MENTORING A CLIENT CEO

Court Assistant Sue Ells has a mentoring assignment that has been running for 18 months or so. She has been working with "Don" (not his real name) who has worked as CEO for a health-related charity since March 2024. Sue and Don meet roughly monthly, sometimes in person and sometimes virtually. Sue reckons she spends about four hours a month working with Don in conversation or via e-mail: about 50 hours over the past year or so. During their conversations, Don has provided some anecdotal feedback about his experience of being mentored. He talks about his mentoring sessions being "valuable time, well spent" and that it "makes me think differently about the situation".

All this makes Sue feel that she is making a positive contribution and then Don wrote to David Glassman, who leads our Mentoring Service, with the following commendation:

"I'm just writing to say how much I am benefitting from my mentoring relationship with Sue. I have had a number of mentors and coaches in my time, she is the wisest and most helpful by far and I am extremely grateful to you and the Worshipful Company of Management Consultants for having facilitated us working together. She has made a real difference to my performance in the CEO role at this wonderful charity. Thank you – to you both!"

I think this speaks for itself, but the final word should go to Sue:

"It really is such rewarding work; I recommend it to everyone in the Company. Warm glow guaranteed!"

CHARITIES SUPPER

The Charities Supper was held on Tuesday, 28 January, at Cutlers' Hall, with 108 Members and guests in attendance. This is our annual celebration of the Pro Bono work carried out by Company Members and is always a great opportunity to hear from some of our charity clients who have benefited from our Pro Bono input. As a Livery Company, we aim to hold this Supper in a traditional Livery Hall – differentiating ourselves from other organisations, not to mention enjoying the added 'wow factor' of great food coupled with wine from our cellar, all in a special setting. It is also a chance for the ProBono Committee to thank all those who have provided their input through Consultancy or Mentoring assignments. With this in mind, the supper was preceded by the presentation of the Matheson Cup to Hugh Tinsley as thanks for, and acknowledgment of, all the work he has undertaken during the last year. (It was also an opportunity to thank the previous recipient, Steve Mayhew, who had managed not to be at last year's supper, but was at this!) and with this in mind The Master also held an Admissions ceremony before the Supper, at which he admitted a record of seven new Freemen, welcomed back two "re-joiners" as well as clothing two Freemen with the Livery. This certainly set the scene for the evening.

*Superb evening.
Thoughtful and engaging
company from start
to finish. A real vibe
of togetherness and
collective wisdom*

Comment by an attendee

On the night, and between three excellent courses and the now traditional barracking of our host for the evening PM Patrick Chapman, we heard from three speakers, all Pro Bono clients, who talked briefly about their work and how they felt about our support:



Samantha Haspell: the CEO of DAVSS, a Domestic Abuse support charity in West Kent; she recently moved to the Non Profit Sector after over 30 years in policing; DAVSS has a core 20 strong Trustee and Staff team who oversee the work of some 50 volunteers.



Derrick Evans MBE: also known as "Mr Motivator", who when not encouraging everyone to keep fit is deeply involved with the Charity Sector; he is the driving force behind a charity (Mr Motivator's Bed Bank) to raise money to provide beds, either new or restored/recycled (some 7m beds are thrown away annually) to over 750,000 disadvantaged children in the UK who sleep each night without a bed or mattress.



Christine Ansell: the CEO of Cards for Good Causes and previously CEO of Wandsworth Oasis; both charities are retail organisations that raise money for other charities, but with totally different operational structures; WO has nine traditional shops in SW London; CFGC is the UK's largest charity card and gift retailer, operating through its website and a national network comprising 125 popup and hosted shops for Christmas.

Our professional Pro Bono work differentiates WCoMC from most other Livery Companies and other organisations providing support to the Non-Profit Civil Sector. This last year we added a further 30 new organisations to our client portfolio, with some larger assignments involving small teams of members. We aim to ensure that the Charities Supper reflects this - an enjoyable evening celebrating our pro bono work across a range of charitable organisations.

*we added 30 new
organisations to our
client portfolio*

Steve Cant PM Chair, Charitable Fund



CHARITABLE FUND CHAIR'S REPORT

The Elected Trustees of the Charitable Fund for the year 1 July 2024 to 30 June 2025 were: PM Steve Cant - Chair; Geoff Berridge - Treasurer; Terry Corby – replaced by Alexei Samarenko. Ex Officio Trustees were Master Andy Miles, Malcolm McCaig, Collette Stone, Jim Foster, and Ian White (appointed October 2024) and IPM Kanan Barot (until October 2024).

Let's start with a recap and reminder: Why do we have a Charitable Fund? Fundamentally, it was a requirement placed on the original Guild of Management Consultants on its road to becoming a full Worshipful Livery Company. The original Charitable Fund's target was £50,000, was reached during 1997 and had risen to over £90,000 by the summer of 1998. The target level set for the Charitable Fund for achieving Livery was £300,000 which was during 2002 – 2003 through the work of many Members of the Company and the 'Road to Livery' Working Group. The Fund grew over time and now stands at over £600,000 – modest by Livery Company standards but a significant achievement nonetheless. All Livery Companies maintain Charitable Trusts or Funds of one sort or another.

Several years ago, the then Trustees of the Charitable Fund sharpened up its focus to supporting young people. We established the following as a shorthand for this:

“TRANSFORMING YOUNG LIVES”

The Fund has used this focus as the basis for assessing grant applications and for establishing some long-term relationships with charities. More recently the Trustees have refined their thinking somewhat. We now believe that the Fund should focus on two broad areas, both of which address in different ways, the growing problem of poor mental health in young people.

These areas are:

- Mental Health, Counselling & Emotional Wellbeing. The Fund has made two recent grants in this area and you can read more about both of them below.
- Holistic Youth Engagement, Outdoor, Social Action. Examples of charities that we have supported delivering in this area include the Sea Cadets, XLP and World Heart Beat (also see more on that organisation below).

If you are looking for an elevator pitch about what the Charitable Fund does how about this?

“We support charities that transform young lives especially in the areas of mental health and youth engagement”.



*We support
charities that
transform
young lives
especially
in the areas
of mental
health
and youth
engagement*

During the year to 31 October 2025 we made several grants which can be summarised as follows:

GET SET 4 TENNIS (GS4T)

The Fund has supported this CIC in the past. The Trustees agreed a grant of £2,664 to support a new programme called “Tennis in Mind”, which aims to bring tennis sessions (including padel, pop up tennis, and other similar activities) directly to four schools with which a relationship already existed. The beneficiaries are students aged 12-16 who will be selected by the four schools as being those who will benefit most.

GS4T have provided high-quality impact reports in the past and we look forward to hearing from them in due course.

ARTS THERAPIES FOR CHILDREN (ATFC)

ATFC is a charity based in Hendon, North West London which was established in 2016 and provides arts-based therapies to children struggling with their mental health. In the therapy sessions children are encouraged to use a range of activities to support a creative and trusted dialogue with the therapist. These activities can include making images with a variety of safe, non-toxic art materials, story making and telling, poetry writing, movement and dance, puppetry, a sand tray and other sensory toys. The charity receives referrals from 35 schools and Special Educational Needs Coordinators (SENCOs), and currently provides therapy services to 220 children each week. The Trustees approved a grant of £3,300 to subsidise the provision of therapy to ten primary school children from “broken homes”.

SEA CADETS

The Trustees approved another grant of £10,000 for the Sea Cadets as part of our ongoing long-term relationship. Past Master Chris Sutton is currently working with Feltham Sea Cadets on improving the reporting of the impact of our grant funding.

LIVERY FOOD INITIATIVE

We donated £2,000 to the Livery Food Initiative to help pay for a Collection Truck for City Harvest, although this year we dropped the match funding approach. Food poverty remains a serious issue in and around London and demonstrably affects children and young peoples' health and welfare.



Steve Cant receiving plaque from Sarah Calcutt CEO of City Harvest and Alderwoman Dame Susan Langley

WORLD HEARTBEAT (WHB)

A year ago, the Fund made a grant to WHB of £10,000 (over two years) towards the costs of their “Lead Engineer” in their world class recording studio. WHB has provided an update on progress since then included a video containing personal statements from beneficiaries. The Trustees approved the second tranche of £5,000.

Alex Skales Trustee and Director, CCE



THE BAYES CENTRE FOR CHARITY EFFECTIVENESS (CCE)

CCE is a leading nonprofit and philanthropy centre in the UK which enhances the performance of hundreds of organisations and thousands of individuals across the nonprofit sector, through consultancy offerings, professional development programmes, part-time master's degrees, events, and industry-specific research.

OUR COMPANY'S LINKS WITH BAYES CCE

The Centre for Charity Effectiveness (CCE) was jointly founded by Bayes Business School (formerly Cass) and our Company in December 2004. Our Company retains formal interest in CCE through the Bayes CCE Trust where Denise Fellows is a Trustee and, by representation on the CCE Advisory Board. Malcolm McCaig stood down in April 2025 from the CCE Advisory Board and Cosette Reczek has been appointed to take his place. Malcolm worked with Alex on the output of the research project "The Future Charity Chair", which included additional small scale forums and direct discussions with the Charity Commission. Through Denise and Cosette's involvement, we continue to have a supporting influence on the future direction and strategy of the CCE.

CONSULTANCY

Consultancy remains an absolute core area of the CCE's financial sustainability and, as I write this, is showing a good pipeline of activity for this year, despite the economic climate. Examples of key projects include:

A development programme for Saudi nonprofit professionals on governance as a form of leadership. We travelled to Riyadh for the launch and first two days of delivery following which the delegates joined us in London for a packed week's delivery at Bayes.

CCE are jointly leading a government funded Knowledge transfer partnership (KTP) with the Council for Protections of Rural England to develop their commercial income. The project is being spear-headed by Dr Haseeb Shabbir, Reader in Voluntary Marketing and pathway lead for the MSc in Charity Marketing and Fundraising.

CCE have been working with colleagues across Bayes Business School to support a white paper publication on charity bonds – Breaking Barriers: Unlocking the Demand for Charity Bonds.





KNOWLEDGE EXCHANGE EVENTS

As always, the Centre has been busy with a series of knowledge exchange events that are open to the public, and which are highly valued amongst the nonprofit professionals who attend for being spaces where they can hear current best practice, debate ideas, and connect with others in the sector.

Our “Perspective on Leadership” series has seen events on the topics of fundraising, cross-sector leadership, working with government, and inclusivity.

In September, CCE was delighted to again host the annual Voluntary Sector Studies Network (VSSN) conference. The theme of this year’s event was Creating Change Together: Civil society working beyond sector and organisational boundaries.

CCE consultants were speakers at the annual Civil Society Trustee Exchange conference in April of this year, where they spoke on the topic of the board’s role in strategy. We will also be speaking at this event again in the upcoming 2026 conference. As part of Trustees Week several of our consultants took part in the Festival of Trusteeship 2025, hosted by Eastside People. This online event consisted of several webinars over the course of the week and saw over 2,000 attendees join discussions on best practice.

EDUCATION

Despite a challenging environment, the charities master’s courses and our professional development programmes continue to be popular. The Aspiring Chief Executives programme in particular saw a high number of applications, and we were delighted to once again partner with Tall Roots to be able to offer two applicants to that programme from disadvantaged backgrounds significant bursaries.

October also saw the successful launch of a new professional development programme: Confident Leadership. This programme is an evolution of the Outstanding Leadership programme, which after fourteen series, concluded last year.

MY RETIREMENT

After almost 15 years of working with the university in a number of capacities, I will be stepping down from my role as Director of the Centre for Charity Effectiveness at the end of December 2025. It has been a true privilege to work alongside such a dedicated team and so many inspiring colleagues in the sector.



OUR EDUCATION AND PROFESSIONAL DEVELOPMENT ACTIVITIES

*“ ...we need, as a Company,
to create time and/or value
for young consultants and
would-be consultants. ”*

*The Company Mace gets tested by a keen student
at the Livery Schools Showcase event at the Guildhall*

Nick Bush Chair, Education Committee



EDUCATION MATTERS

Since taking over as Chair of the Education Committee, I have focused our work in the Company on three areas, under an overall theme of lifelong learning for consultants and a strategic intent to enrich the lives of consultants and those with an interest in the profession by encouraging and enabling continuous learning and development. Within this remit the Committee progresses three areas of focus:

- **The development of CMCE to become a recognised open and collaborative professional community for the sharing and evaluation of current and emerging practices in management consulting.**

The work in this programme is detailed on subsequent pages.

- **Raising awareness of the consulting profession for those who might at some point consider it as a career.**

Within this area we continue our participation in the Livery Schools Link Showcase, see page below. We are also keen to revive our contribution to the Sheriff's Challenge debating competition but were unable to find a school to partner with for the 2025 event.

- **Promoting wider knowledge sharing amongst members.**

Whilst CMCE exists to spread ideas amongst the consulting profession, we realised that fellowship within our livery company can be enhanced when it is linked to more general knowledge sharing. With that in mind we relaunched "Shoptalk" – last seen before the COVID-19 pandemic put paid to face-to-face gatherings – where relatively new members of the Company have an opportunity to introduce themselves and talk about their work in a relaxed environment.

The first revived Shoptalk took place on 19th April in the suitably relaxed surroundings of The Lamb, a historic pub in Bloomsbury where speakers Linda Cairney and Mark Doughty gave their different but complementary perspectives on leadership. The packed event was well-received and we are planning to hold more in coming months.

Shoptalk was followed on 18th June by our annual Education Supper where we returned to Bakers' Hall with guest speakers Professor Patrick Dunne and Ted Eastaugh, Chair of the Young Management Consultants' Association. The theme for the event was Intergenerational Working, using Professor Dunne's book *Five Generations At Work* – how we win together, for good.



Guest Speakers Ted Eastaugh and Professor Patrick Dunne flank Nick Bush at The Education Supper

This led to a stimulating pre-dinner discussion from which the following take-aways emerged:

- Labels such as Baby Boomers, Generation X/Z/Alpha etc don't help the discussion: they're an Anglo-Saxon construct that creates division not understanding.
- We need to create interactions for learning and we need, as a Company, to create time and/or value for young consultants and would-be consultants.
- We need a lot more listening for understanding, rather than listening for answers, to foster meaningful dialogue between generational groups.

Feedback from attendees about this discussion was overwhelmingly positive. The only negative being that more time might have been even better, although since dinner formed a major part of the evening that would have been difficult. Thanks to the Clerk's office for organising the catering and a great wine selection we had an evening that was both fun and stimulating.

*we engaged,
enamoured and
educated young
minds... on what
management
consultancy is,
why it matters
and how they
too could
become like us...*

WCOMC LIVERY SCHOOLS SHOWCASE 2025

Three management consultants, hundreds of children, the corner stall in the main hall in Guildhall on a February weekday. It must be the Livery Schools Showcase.

Dr Simon Davey, Nick Bush and Collette Stone (with support from the Clerk and logistics from Professor Fox) set up their stall (quite literally) to impress (and possibly indoctrinate) young people into the dark arts of management consultancy.

With empathy, excitement, enthusiasm (and a bright shiny, albeit heavy, mace), we engaged, enamoured and educated young minds (and their owners) on what management consultancy is, why it matters and how they too could become like us (and why they might want to).

With puzzles, a shooting star, charm and wisdom, we weaved stories of how management consultants save the world (or at least parts of it), have fun and get to travel (and the winning characteristic – spending a lot of time telling (ahem, advising) other people what to do).

The 'lifting the mace' challenge continues to excite (and makes me think Year 8 Physics lessons aren't doing their job anymore). It's not every day you can have fun, teach principles of moments, engage in problem solving and health and safety in one short conversation.

Above all, we offer confidence – we're not (for once) selling anything. It's great to see those young eyes light up when they realise that a lot of their skills and emerging characteristics can be a real asset in a career like ours.

LIVERY COMPANIES SKILLS COUNCIL

The Skills Council met twice in 2024/25. We heard about the plans of the new government (in particular the Five Missions), where Industrial Strategy fits and the implications of Skills England and how they might affect our professions and the wider skills landscapes. As always, City and Guilds provided a great insight and overview into how the political movements and work of government and the civil service shape into our education and skills developments on the ground (including T levels) and across the rich diversity of livery companies, skills and professions.

The Council also submitted feedback to the Dept of Education Curriculum & Assessment Review.

BAYES BUSINESS SCHOOL

Jim Foster

We continue to maintain a strong relationship with Bayes Business School, using the connections of our members who teach there, as well as through PM Kanan Barot's wider work on Civic Engagement for City St George's University.

Members of the Business School are regular speakers at events arranged by the Company's Centre for Management Consulting Excellence (CMCE), which now takes the lead for the Company on the relationship with Bayes.



Neil Maiden

Recent events have featured the Director of the Business School's Centre for Creativity enabled by AI (CebAI), Professor Neil Maiden, who led an event for our Members at which he presented and discussed two AI products, Business Sparks and Insights that are being developed by the Centre for commercial use.



Oben Ceryan

Dr Oben Ceryan, a Senior Lecturer in Operations and Supply Chain Management, who presented on the application of dynamic pricing to consultancy services. We are pleased to have been connected with Amanda Goodall, Professor in Leadership, who is being invited to be a speaker in the series of events focused on different aspects of leadership that CMCE is planning for the coming year.

Aside from the engagement with staff at the Business School, we also continue to work with students, providing mini consulting projects for final year undergraduate teams. Two undergraduate student groups undertook projects in conjunction with the CMCE over the past year. One student group worked with us to develop and deliver a workshop on how trust is built and maintained in a number of client situations. The other group investigated how information maintained on the CMCE website could be packaged to meet the needs of management consultants at different stages of their careers and contribute to their continuing professional development.



Our relationship with City St George's as the university for Business, Practice and the Professions is an important one and we look forward to continuing our close association with it and with Bayes Business School in particular.

Jim Foster Director, CMCE

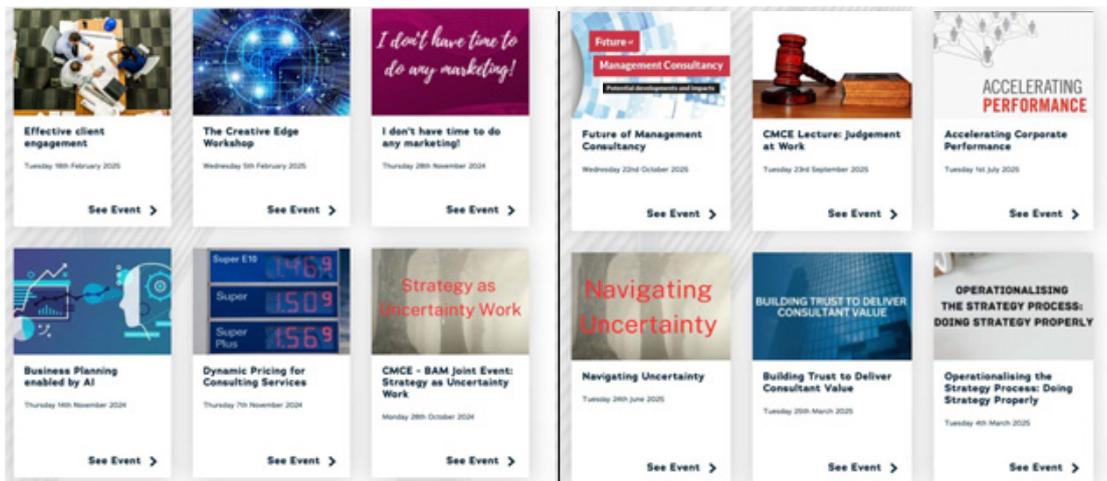


CENTRE FOR MANAGEMENT CONSULTING EXCELLENCE

The Centre for Management Consulting Excellence (CMCE) had a highly successful year in delivering on its objective to share academic research and practitioner experience to the benefit of the consulting community.

Our year started with an event to announce the winners of the CMCE research awards which are awarded to academic research papers relevant to management consultancy. Awards were made in three categories to papers submitted by authors based in Germany, Denmark, Canada, India, Australia and the United Kingdom. It concluded with an event at which Sir Andrew Likierman, the former Dean of London Business School, led what one attendee called an inspiring event on the subject of judgement and making choices.

We ran eleven events, four in person and seven online



In total, we ran eleven events, four in person and seven online, that covered subjects including business strategy and planning, marketing and selling consulting services, building trust and using Generative AI technology to analyse business problems. 110 people, 50 Company members and 60 non-Members, attended at least one of the events that we ran during the year.

The event on the use Generative AI was led by members of The Centre for Creativity and AI at City St George's University with whom CMCE has built a strong relationship. The events on strategy and planning were organised jointly with the British Academy of Management (BAM) Management Consulting Network (MCN), a group of academics with an interest in management consultancy. We also worked with BAM MCN on developing standards that academics should take into account in teaching subjects related to management consulting.

Together with representatives from BAM MCN we led a session at the BAM annual conference aimed defining the scope of research that can be undertaken in answering a number of fundamental questions about the provision of excellent consulting service. These fundamental questions were posed by an advisory panel in 2021 and guide CMCE's activities.



The quality and relevance of our information is also being recognised outside the management consulting profession

Our progress in answering the questions was provided in the Fundamental Questions for Consulting Excellence report which includes links to relevant reports, articles and event recordings, and a foreword by former Lord Mayor Michael Mainelli who was one of the members of the advisory panel.

During the year, we have also conducted research into the future of management consultancy and into the social and emotional skills that are needed by management consultants.

We continued to publish a monthly newsletter that is now sent to over 700 subscribers and to publish content on LinkedIn where we now have over 1450 followers. The CMCE website (www.cmce.org.uk) also continues to be a valuable source of information for management consultants. During the year, 8,714 users (an increase of 17% on the previous year) made 32,495 page views (an increase of 59%) on the website.

The quality and relevance of our information is also being recognised outside the management consulting profession with the leading business publication publishing a number of our articles on topics of interest to buyers and users of management consulting services.

We will be building on this success in the coming year with plans in place for the launch of the Future of Management Consultancy: Potential Developments and Impacts report and a series of events focused on different approaches to leadership.



OUR FELLOWSHIP, SOCIAL AND COMMUNITY ACTIVITIES

“There were nearly 200 wines to be sampled plus a fine selection of Spirits and Ports. Needless to say we had to treat the day with caution”

*Sampling and coaching at one of the
Taste the Company Cellar events*

John Blackburn Chair, Wine Club and Wine Committee



WINE CLUB AND WINE COMMITTEE

It has been another busy year for Wine in the Company. On a personal note as well as being the Chairman of the Wine Club I became the Chairman of the Wine Committee during the year, taking that role over from PM Patrick McHugh. Patrick has done a fantastic job growing the cellar over the years with his outstanding knowledge of wine and I thank him on behalf of all of us for leaving the cellar in a very strong place.

For the sake of clarity it is worth just setting out the differences between the Wine Club and the Wine Committee. The Wine Club is a special interest group open to Company Liverymen; the club arranges, for members, wine tastings and visits to vineyards and wineries, typically in England and Europe, but on occasion as far as Australia. It has around 35 members who each provide an interest free loan (currently £200 a year for 5 years) to the Company to purchase wine for the cellar. The Wine Committee oversees the cellar, which is the Company's largest asset (and liability) and the Chairman of the Wine Committee works with Event Owners to provide Company Wines for the Company's major events, maintaining our reputation as a Company that provides great wines.

The main Committee activities this year, on top of providing great Company Wine to all the major Company Events, were the Three "Taste the Company Cellar" events (supporting the Wine Appreciation Course based on the Jancis Robinson Maestro course). The main Wine Club activities were the trip to Limburg (Belgium) and Champagne and The Wine Club Summer BBQ in Bourne End.

The Wine Club also held our AGM in what has become our regular venue at The Humble Grape in Fleet Street.

WINE APPRECIATION

The first Wine Tasting event hosted by PM Patrick McHugh and Cosette Reczek was on Tuesday 26th November at the Worshipful Company of Carmen's Hall where some 50 Members and guests got together to taste 11 wines in total, comparing and contrasting wines with different levels of alcohol, different ages and different levels of fruit. The evening was clearly a success as no wine was left!!

The second tasting, also at the Worshipful Company of Carmens' Hall was on Wednesday 8th January. Again some 50 Members and guests got together and tasted 4 pairs of 8 wines to explore the impact of style and terroir on wine - for example, comparing how two well-known Beaujolais wines both made from the Gamay grape could be both similar and different expressions of the style.

Those in attendance found the event well balanced, enjoying learning more about wine and the opportunity for fellowship in equal measure. Members and guests expressed appreciation for how much they enjoyed reconnecting early in 2025.

Wednesday 7th May saw the third and final of the Tasting the Company Cellar events. This time over 60 members and guests attended the Guildhall Members' Club and were treated to a vertical tasting of a Bordeaux, a comparison of a wine bottled in two different geographies, a special Rioja and our spotlight wine: 2019 Chablis Premier Cru Côte de Léchet Sébastien Dampit.

Our spotlight wine featured heavily on the night, with active engagement in the raffle and the silent auction. The WCoMC Wine Course concluded with the awarding of certificates for those completing the course.

WINE CLUB TRIP TO LIMBURG AND CHAMPAGNE MAY 11TH TO 17TH

This year's Wine Club trip took 18 Members and guests in two 9 seater vans from the 11th to the 17th May across Belgium to Liège and returned through the Ardennes to Champagne and back through the Channel Tunnel. Five different vineyards were visited in Limburg: the Luyck Urban Winery, Wijn domein Crutberg, Wijnkasteel Genoels-Elderen, Domein Cuvelier and VivArdent. At each winery we met and listened to the wine grower, tasted their wines and bought wine to return to the UK in the vans as the duty-free allowance. The vans then travelled through the Ardennes for a battlefield visit to the Battle of the Bulge 1944 which was guided by Simon Chapman.



The vans then travelled from Belgium back to France and visited three Grand Cru Champagne makers: Petitjean-Pienne and Roger Manceaux for a tasting and Champagne purchases and then an extra special visit to Laurent Perrier for a tour around their vineyard and caves and tastings of their wines including their premier Grand Siecle Champagne. On one of the days further visits were organised to different Champagne Houses on the Avenue de Champagne in Epernay. On the final evening we attended a Cookery school, Au Piano des Chefs, in Reims where in a 2 hour workshop the travellers prepared the three-course dinner for the evening.

WINE CLUB SUMMER BBQ JUNE 29TH

We held the Summer BBQ in Bourne End where over 30 members and guests enjoyed Champagne (from obviously Champagne) and white wines from Limburg, all purchased on the trip in May. We also drank Red Wines from the Rioja trip. For those interested in food yours truly also cooked Wagyu Burgers, chicken breasts and sausages with accompaniments (fried onions and pickles) as well as a large Chilli Con carne and Baked Potatoes! We also had numerous salads and the desserts were bananas done on the BBQ and strawberries and cream or ice cream!



PREPARING FOR OUR TRIP TO SPAIN AND PORTUGAL IN 2026

A small group of Wine Club Members took part in the Thorman Hunt Autumn Wine Tasting at 67 Pall Mall.

There were nearly 200 wines to be sampled plus a fine selection of Spirits and Ports. Needless to say we had to treat the day with caution and several of us were skilfully guided through our tasting journey by PM Patrick McHugh, who took us on a journey down memory lane of estates and wineries he had visited in the past. We took the odd "detour" adding to a thoroughly enjoyable day!

Simon Chapman and I finished the tastings with some simply delicious Quinta De La Rosa Ports (the Tawny 20 year old being our favourite) as research for our upcoming Portugal (and a little bit of Spain) trip in 2026. The Wine Club Trip will be in September and Simon and I are doing the reconnoitre in March. It's a hard job being the Wine Club and Wine Committee Chairman!!



Richard Stewart Music Group co-ordinator



MUSIC GROUP



Outside Ronnie Scotts

We have enjoyed some wonderful and varied musical events this year. We went to the Festival of St Cecilia at St Pauls Cathedral on the 20th November and enjoyed a pub lunch together afterwards. The Festival featured the premiere of a specially created anthem composed and performed by one of the musicians they support, called Heloise Werner, and funded by the Vaughan Williams Foundation. There was also an excellent performance by pianist and Help Musicians Ambassador, Isata Kanneh-Mason.

In December a group of four of us went to Ronnie Scott's for an excellent performance by Georgia Cecilie. She sang classic Christmas tunes infused with groovy vibes of late 60s jazz. It was a wonderful show and a very atmospheric performance. During the summer Ronnie Scott's had the second of their excellent Street Festivals in Firth street. On a Saturday and featuring soul and jazz performances from bands across London, it attracted a very large attendance.



One of the Musicians who performed at the Festival of St Cecilia, from their pamphlet as they didn't allow cameras at the event

In June of 2025 a number of Worshipful Company members joined Gia Campari for her Friends in Concert performance of opera singing in Fidenza, Italy. We had been practising the pieces at weekends prior. The music included choruses from Verdi and Gilbert & Sullivan, amongst others. Staying in Salso Maggiore de Terme, we were joined by professional soloists and musicians as well as their guests for the performance at the grand Opera Teatro Girolamo Magnani in Fidenza. Taking part it is a lot of fun and it felt very special to be up there on stage trying to sing in Italian in the stately opera house. We had a lovely dinner afterwards back in Salso Maggiore and past master Ian Daniell led us in Scottish Ceilidh dancing. We look forward to another great year of music ahead.



John Watson Faith Group co-ordinator



FAITH GROUP

...to engage and enthuse our own members, as well as a broad-based City audience, in the process of learning, discussing, and understanding better the global faith issues and challenges that impinge on the working environment and day to day living.

The Company's Faith Group was launched in 2015 and began by holding a series of joint events with the St Ethelburga's Centre for Reconciliation and Peace in Bishopsgate. The aim was to engage and enthuse our own members, as well as a broad-based City audience, in the process of learning, discussing, and understanding better the global faith issues and challenges that impinge on the working environment and day to day living.

We have been pleased to welcome Father James Tittle as our Honorary Chaplain during the past year. He is Guild Vicar of St. Lawrence Jewry next Guildhall and conducted our Annual Church service last year, which was held in St Martin's Ludgate on 25 September 2024, at which occasion he gave the address. He also conducted our Annual Service on 17th September 2025, this time in his own church of St. Lawrence Jewry.

We have held two Faith Group events during the past year, both of which were in a Zoom format:

FAITH IN GOVERNMENT: THE FAITH AND BELIEF INITIATIVE AND ITS IMPACT

On Thursday 16th January 2025 we heard two eminent speakers from the UK government speak on "Faith in Government: The Faith and Belief initiative and its impact". With some 30-35 years in government and a corporate role as Executive Faith & Belief Champion for the Cabinet Office, Alison Baptiste CBE spoke of her corporate role as Executive Faith & Belief Champion for the Cabinet Office. Peter King, general counsel to HM Treasury and leading a team of some 100 lawyers, was the Board level Faith and Belief Champion for HM Treasury and for the Government Legal Department

It proved to be a lively evening, chaired by Past Master Chris Sutton, where both speakers spoke interestingly and openly. It was good to learn about an initiative which most, if not all, of us were ignorant about.



JOURNEY TO RELIGION AND TO FAITH

On Thursday 23rd October 2025 we heard two quite different speakers tell us about their journey to religion and to faith.

Bishop of Croydon, Dr Rosemarie Mallett, was born in Barbados, moved to the UK as a child, studied history and French at the University of Sussex, graduated with a BA degree and obtained a PhD from the University of Warwick. Dr Zigmund Rogoff grew up in a traditional Jewish home. His family kept kosher; and his bar mitzvah was held at the Wailing Wall in Jerusalem. Later, he went on to read the prophecies about the Messiah in the Law and the Prophets (Hebrew Old Testament) and concluded that Jesus fulfilled these prophecies. Later he joined the staff of 'Jews for Jesus', helping Jewish communities understand who Jesus is.



Ranil Perera, who was elected to the Court of Assistants in October 2025, has joined me to continue the work of the Faith Group. We shall be working on several possible themes and speakers in the coming months. Ranil has already contributed to the Faith Group programme by identifying and inviting the speakers for our 23rd October event, which was chaired by Denise Fellows.

Edward Sankey PM Yacht Club co-ordinator



YACHT CLUB



Sailing is not just waves and canvas!

The City Livery Yacht Club (CLYC) had a busy year. The sailing highlight was the Annual Regatta for the Lord Mayor's Cup. At the Dinner the Distinguished Guest and Speaker was the Aldermanic Sheriff Gregory Jones KC. Other activities were cruises on the South Coast.

For WCoMC members it was a year of individual sailing activities, with these highlights.

Liveryman High Tinsley accomplished a major personal goal – completing the Fastnet Race. It was his third attempt after being forced to retire previously. Among the sailing dinghies Liveryman David Shannon coached his son and grandson to trophy success in David's Mirror in Norfolk, retaining the Green Trophy for Mirrors.

Liveryman Rachel Whitehouse reached all the way to Falmouth. They berthed for three days on a pontoon at the far end of Falmouth Harbour. This gave them the good company of fellow yachtsmen on the pontoon and a fine view of Trelicsick House and Gardens.

The long cruise plans of PM Denise Fellows were affected by one of the named storms we've had. So Denise and Brian enjoyed the havens and marinas of the Solent, with Brompton bikes for excursions ashore. Sailors are resourceful people.

PM Edward Sankey set out to skipper in the challenging East Frisian Islands and through the awesome and historic Kiel Canal, which required him to pass the necessary qualifications for these tidal waters and inland waterways.

At the Trafalgar Dinner of CLYC, The guest speaker was the new CEO of the Royal National Lifeboat Institution (RNLI), Peter Sparkes. The traditional Toast to the Immortal Memory was given by Lt Cdr L A Chapman CMMar FNI RN, PM of the Master Mariners. At its recent AGM CLYC elected our Honorary Liveryman Past Lord Mayor Alderman Professor Michael Mainelli as its Admiral, succeeding Commodore Anthony Morrow CVO RN who served the Club as Admiral after retiring from command of HMY Britannia.

A large group of people, including men and women in formal attire, are seated at numerous round tables covered with red cloths. They are dining in a grand, wood-paneled hall. The room features high ceilings and ornate architectural details. A red flag is visible in the background. The overall atmosphere is formal and social.

OUR MEMBERSHIP

“We are a membership organisation. Without Members this Company does not exist.”

Members and their guests at the Charities Supper

Leon MacPherson

Chair, Membership Committee



OUR MEMBERSHIP

A YEAR OF CONTINUED INNOVATION AND CHANGE

HEARTFELT THANKS TO MALCOLM GREEN

In summer 2025, the Membership Committee marked an important transition as the Chairmanship passed from Malcolm Green to Leon MacPherson.

Our sincere thanks go to Malcolm for his outstanding leadership and tireless commitment. His dedication and insight have strengthened our membership base and enhanced engagement across the Company, laying firm foundations for the future.

INNOVATION AND ADVANCEMENT IN HOW WE OPERATE

Under Malcolm's leadership, the Committee reflects proudly on a year of development and innovation. Our priorities remained clear: to reinforce fellowship, streamline processes, and welcome new members into an increasingly active and connected community.

Behind the scenes, we refined the membership application process, maintaining a healthy candidate pipeline of over 40 active candidates and ensuring a smooth, well-supported journey from introduction to induction. This focus enabled us to welcome 13 new members during the year.

Now in its second year, Drinks in the City became a valued part of the Company's membership programme. This informal networking series connected members and prospective candidates in relaxed City venues, fostering genuine conversation and engagement. Its success confirms the value of informal connection, and plans are already in place to continue throughout 2026. A highlight of the year was the Members' Reception held in March at Temple Bar.

This wonderful event showcased the diverse career journeys of our members and the shared bond that unites us. The reception was attended by many prospective members, including three who have since progressed to full membership.

LOOKING AHEAD WITH CONTINUED MOMENTUM

As the new Chair, I am honoured to build on the Committee's strong progress. In the years ahead, we will focus on three key priorities:

- **Growth & Presence** – Attracting a diverse and dynamic group of professionals through targeted recruitment and increased visibility.
- **Efficiency** – Enhancing our responsiveness and improving the ease of the application process.
- **Engagement** – Strengthening member value, participation, and connection across the Company.

Achieving these goals depends on the active involvement of our members. We warmly invite anyone interested in shaping our future—whether by sharing ideas, proposing candidates, or joining the Committee—to get involved.

The Membership Committee extends heartfelt thanks to all who contributed to a wonderful year of growth and innovation.

NEW FREEMEN AND LIVERYMEN

NEW FREEMEN...



Jonathan Bloom



Mark Doughty



Dan Hayward



Harriet Kemp



Brunello Rosa



Subiya Price-Kennedy



Russell Powell



Hannah Shaw



Jonathan Shepherd



Lara Smart



Steve Suckling

RETURNING FREEMEN...



Adam Skinner



Andy Wilkins

NEW LIVERYMEN...



Mike Hobday



Matt Lacey



Julie Linsdell

AWARDS AND RECOGNITION



THE QUAICH

The Quaich Lunch is not a formal Company event. It is private annual event that was initiated by Liveryman Gordon Stoker many years ago and has been organised in recent years by PM Alan Broomhead.

In a break with tradition, the lunch was not held at Ironmongers' Hall but instead in the Medal Room at the Honourable Artillery Company (HAC), in the City.

This year Tom Jenkins was the recipient of the Quaich for his services - awarded in absentia.



THE MATHESON CUP

The Matheson Cup is awarded to a Member of the Company who, in the view of the pro bono Committee, has made an exceptional contribution to the support the Company has provided over the last year to the Nonprofit Sector.

This year the Cup was awarded to Hugh Tinsley.



THE SATJIT CUP

The Satjit Cup is given to the Sea Cadet officer who achieves the highest score over the previous year on the Officer Development Programme at national level.

This year the award goes to Lieutenant Commander William Pascoe who originally joined the Sea Cadets in December 1996. He was a uniformed member of staff at South Shields Unit, becoming a Northern Area Staff Officer in July 2023 and appointed to the role of District Officer for Tyne South in February of this year. There are six units in this District, comprising over 300 cadets, and many of these units have long waiting lists to join.

Will is an engineer by background, and these days he is a careers adviser.

OUTSTANDING SERVICE AWARD

The award was developed to recognise significant and sustained contribution to the Company. It is not an award that we expect to be given often or regularly. Those eligible are Liverymen who have not served as Master but who, over an extended period, have contributed significantly to the Company and its development. This year Bob Harris was presented with an Outstanding Service Award by master Andy Miles at the Charities Supper in 2025. Bob has made a long and sustained contribution to the development of the Company over more than 30 years. His many achievements include:

- The national study of charity trustees that he jointly led for the Charity Commission
- Chair of the Events Committee for many years
- Organising “Shoptalks”, again for many years
- Trustee of the Charitable Fund and sorting out Gift Aid
- Developing, leading and publishing several Surveys of Philanthropic Giving by the Livery
- Post Covid, Bob has been co-opted onto the joint Livery/City Livery Committee
- He also set up and leads a thriving Pan Livery Pro Bono Interest Group.

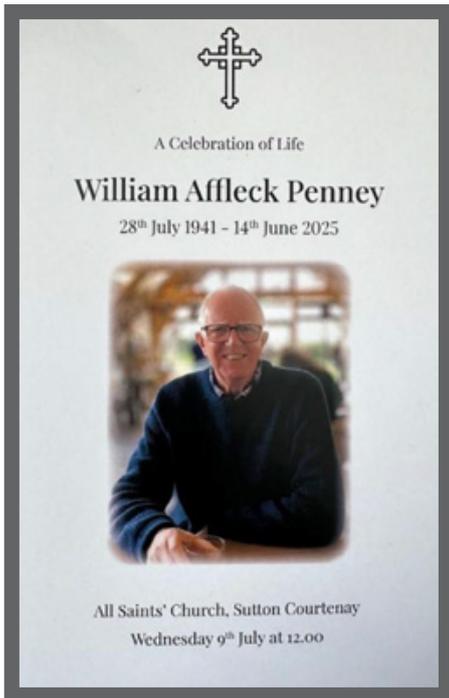
These latter achievements have, without doubt, raised the profile and standing of our Company across the wider Livery. Bob himself is held in high esteem by many who know his work in the Livery movement. His passion is not only to recognise when things could be done better, but to get on and do them. He doesn't just criticise he rolls up his sleeves and gets things done. He has been for many years highly impactful.

Taken together these achievements and attributes make Bob worthy of recognition by the award of the Outstanding Service Award.



ALMONER'S REPORT

Deputy Almoner John Watson



We continue to be in touch with Miranda, partner of former member Gordon Stoker; who kindly invited a group of Gordon's friends to lunch with her in London on 7 March 2024. Individual members, including myself, have met up with her from time to time during the 2024-25 year.

We were all very sad to learn of the death of our former Chaplain Rev William ("Bill") Penney on 14th June 2025. A celebration of his life was held in Sutton Courtenay on 9th July 2025, a thanksgiving service attended by several Company members as well as Bill's wider family and friends. Bill was an active management consultant also and was blessed with a great sense of humour, which family members mentioned in their fulsome tributes at the thanksgiving service. It is expected that there will be a tribute to Bill on the Company website in due course.

John McLean Fox transferred from the Admiral Court Care Home to the Beaulleigh Court Care Home, also in Leigh-on-Sea, in early 2025 and is very happily residing there. He has excellent views of the estuary from his room and, even more importantly, he is much closer to his wife Maria, who continues to live in their apartment at Leigh-on-Sea and is of course a frequent visitor to Beaulleigh Court. I visited John and Maria on 22nd July 2025 and other members have been in touch with them during the year.

Past Master Michael Jeans, who has always been very involved and active in Company affairs has had to endure back trouble for several years and is due to have surgery in the next few months.

During the past year, we have been revisiting the role of Almoner and have created an Almoner Group of Assistant Almoners, comprising additional Company members to be on hand to make a personal visit or attend a funeral if the work load becomes too much for the Almoner to deal with on his/her own. The following members have agreed to take on divisions of UK territory as follows:

Chris Sutton: Counties SE of London

John Pulford: Counties SW of London

Olga Croft: Central London

Gill King: London North of Thames and Counties NW of London

John Watson: London South of Thames and Counties NE of London

In practice, the fact that one of person is particularly close to a Member and/or their family could well be more appropriate in deciding who should be responsible for the Company response, rather than geography. So far, the new arrangements have not needed to be called upon.



APPENDICES

“The Charities Fund received donations of £19,100... Donations are primarily individual donations from our Members.”

Members of the Court and Company walk to the annual church service

COURT MEMBERS

The Court 2024/25

The Court 2023/24

Andy Miles	Master
Kanan Barot	Immediate Past Master
Malcolm McCaig	First Warden
Collette Stone	Second Warden
Jim Foster	Third Warden
Ian White	Fourth Warden

Nick Bush	Assistant
Ron Cruickshank	Assistant
Sue Ells	Assistant
Karol Szlichcinski	Assistant
Malcolm Green	Assistant
Steve Mayhew	Assistant
Cosette Reczek	Assistant
Geoff Berridge	Assistant
Lisa Preuveneers	Assistant
Ranil Perera	Assistant
Jeff Herman	Assistant
Patrick Chapman	Past Master (co-opted)

Chris Sutton	Past Master
Steve Cant	Past Master
John Pulford	Past Master
Denise Fellows	Past Master

Ex officio

Father James Titley	Chaplain
Ron Cruickshank / Jeff Herman	Treasurer
Calvert Markham	Father of the Livery
Julie Fox	Clerk
Walter Gill	Assistant Clerk

Kanan Barot	Master
Chris Sutton	Immediate Past Master
Andy Miles	First Warden
Malcolm McCaig	Second Warden
Collette Stone	Third Warden
Jim Foster	Fourth Warden

John Watson	Assistant
Nick Bush	Assistant
Ron Cruickshank	Assistant
Sue Ells	Assistant
Karol Szlichcinski	Assistant
Malcolm Green	Assistant
Ian White	Assistant
Steve Mayhew	Assistant
Cosette Reczek	Assistant
Geoff Berridge	Assistant
Bob Harris	Assistant (co-opted)
Patrick Chapman	Past Master (co-opted)

Steve Cant	Past Master
John Pulford	Past Master
Denise Fellows	Past Master

Ex officio

Father James Titley	Chaplain
Ron Cruickshank	Treasurer
Calvert Markham	Father of the Livery
Julie Fox	Clerk
Walter Gill	Assistant Clerk

Jeff Herman Treasurer and Court Assistant



TREASURER'S REPORT FOR THE YEAR - TO 30 JUNE 2025

I am pleased to report that the Company recorded a much-reduced deficit from the prior year of £373 (£6,941 deficit 2023/24).

REVENUES

Quarterage. There was a 5% increase in fees paid by Members during the year which along with tight cost control contributed to deficit reduction. The efforts of the Membership Committee continue to attract new members, and we therefore anticipate a significant growth in quarterage income for 2025-2026.

Events. Without the benefit of last year's Mansion House 20th anniversary event, this year's events generated a surplus of £2,584 (£968 2023/2024) from revenues of £44,145 (£71,051 2023/2024) and donations of £5,396 (£8,753 2023/2024).

EXPENDITURE

Overall expenditure for the year was £121,435 (£149,268 2023/2024) of which £47,371 (£78,836 2023/2024) related directly to events. The balance of expenses of £74,064 (£68,139 2023/2024) was in line with the Budget of £73,398. Actual expenses were 8.7% higher than those in 2023/2024 largely due to IT systems costs and those for storage of the increased stock of wine in the Company cellars.

PRO BONO ACTIVITIES

The Company continued to donate a substantial amount of pro bono work to its charity clients, conservatively estimated to be more than 700 days in the year. The accounts do not record this assistance's monetary value but are estimated at over £1 million by the Pro Bono Committee.

RESERVES

Funds	General	Restricted	Totals
1 July 2024	50,262	9,173	59,435
Surplus / (Deficit) for the year	(373)		(585)
Transfer to / (from) General Reserves	(6,014)	4,822	1,195
	<hr/>	<hr/>	<hr/>
30 June 2025	43,875	13,995	57,655

The Company's reserves policy is to hold six months' coverage of operating costs in General reserves. As of 30 June 2025, General reserves represented over 7 months of coverage of our budgeted annual operating expenses for 2025/2026. Thus the Company's reserves remain healthy.

I am grateful for all the support provided by the Master, Wardens, Clerk and Assistant Clerk in assisting with completing the Quarterly Management Accounts and the Company's 2025 Annual Financial Statements.

INCOME AND EXPENDITURE ACCOUNT

– KEY FIGURES

	2025	2024
	£	£
INCOME		
Quarterage	56,985	53,976
Fines	3,600	1,200
Functions, Lectures and Events	49,541	79,804
Other income	7,102	7,347
Donations	3,834	-
Total Income:	<u>121,062</u>	<u>142,327</u>
Less EXPENDITURE		
Functions	47,371	78,838
Salaries and accommodation	44,306	43,302
Website and software	10,780	9,639
Other	18,978	17,489
Total Expenditure:	<u>121,435</u>	<u>149,268</u>
(DEFICIT)/SURPLUS FOR THE YEAR	<u>£ (373)</u>	<u>£ (6,941)</u>

BALANCE SHEET AS OF 30 JUNE

	2025 £	2024 £
FIXED ASSETS		
Tangible assets	1	1
CURRENT ASSETS		
Stock - wine and merchandise	36,062	30,067
Debtors	5,831	13,132
Cash at bank	94,919	93,519
	<hr/>	<hr/>
	136,812	136,718
CREDITORS:		
<i>Amounts falling due within one year</i>	(38,370)	(41,669)
NET CURRENT ASSETS	98,442	95,049
CREDITORS:		
<i>Amounts falling due after one year</i>	(40,573)	(35,614)
	<hr/>	<hr/>
NET ASSETS	57,870	59,435
	<hr/> <hr/>	<hr/> <hr/>
<i>Financed by:</i>		
ACCUMULATED FUNDS		
General reserve	43,875	50,262
Matheson donations	923	923
Pro bono donations	2,491	2,491
Wine Fund	6,855	5,759
CMCE	1,000	-
Regalia Replacement Reserve	2,726	-
	<hr/>	<hr/>
Total Reserves:	£57,870	£59,435
	<hr/> <hr/>	<hr/> <hr/>

Geoff Berridge Treasurer, Charitable Fund



CHARITABLE FUND TREASURER'S REPORT

The Company's Charitable Fund is an independent charity which receives its income primarily from the donations of Members. The activities of the Fund are to support charitable causes linked to the City of London and those that support the Fund's strategy, Transforming Young Lives.

Based on draft accounts for the year to 30 June 2025 (to be reviewed and approved by the Trustees) the Fund received donations of £19,100 for the year 2024/25. Donations are primarily individual donations from our Members.

The total of grants awarded in this year was £13,176. These were made from the cash balance held by the Fund. There were no withdrawals from the investment fund. The main grants awarded were:

Grants made or awarded in 2024/25	
Alliances	
Sea Cadets	£10,000
City Livery	
City Harvest	£2,000
Other	£1,176
Total grants	£13,176

The Sea Cadets £10,000
City Harvest £2,000

The Charitable Fund paid the Company £5,400 for support services provided to the Fund by the Clerk's office and £360 in bank charges.

The balance of cash available at the end of June 2025 was £32,819.

At the end of June 2025 the investment fund stood at £592,000 compared with £559,000 in June 2024.

The accounts of the Charitable Fund along with the report of the Independent Examiner will be presented to the Board of Trustees for approval. Once approved they will be published on the Company's website and with the Charity Commission.



*The Court L to R:
4th Warden Ian White, 3rd Warden Jim Foster, Master Andy Miles,
Consort Sarah Miles, 1st Warden Malcolm McCaig, 2nd Warden Collette Stone*



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