

Council Meeting Minutes

Meeting Title: CIBSE Council Meeting

Meeting Date and Time: 17 June 2025 1330-1530

Location: This meeting was in person at AECOM and online via Microsoft Teams

Invited: All 2025/26 Council Members (See Council List Appendix 1)

Chair

Vince Arnold (VA)

CIBSE President

CIBSE Executive:

Ruth Carter (RC)

CEO

Richard Goldsbrough (RG)

Director of Membership

Anastasia Mylona (AM)

Technical Director

Chris Winston (CW)

Director of Finance

Simon Parker (SP)

Managing Director of CIBSE Services

Michael Wallace (MW)

Director of Operations

Kieran O'Brien (KO)

Director of CIBSE Certification

Melissa Drayton (MD)

Marketing and Communications Director

Apologies received from:

Richard Daniels

Dave Cooper

Jacquelyn Fox

Jessica Glynn

Mark Walker

Michael Bottomley

Neil Rooney

Tony Day

Christopher Iddon

Doug King

Welcome from the Chair (Vince Arnold – VA)

VA welcomed all attendees to the Council meeting, expressing appreciation for their participation and ongoing commitment.

Minutes of the last meeting

Council members approved the minutes of the April 2025 Council Meeting.

Chief Executive's Report (Ruth Carter - RC)

RC began by welcoming the new Council members, expressing her gratitude to Vice President Mike Burton and AECOM for hosting.

RC congratulated VA on his inauguration and Presidential Address and noted the impressive turnout at the AGM, a reflection of the pride and commitment of members of our Institution.

Drawing on CIBSE's legacy, RC highlighted notable milestones: 1,257 new members this year compared to just 3 a century ago; the recognition of Dr. Margaret Fischerden, 100 years ago, as an Honorary Fellow and the charter discussions from 50 years ago.

RC celebrated solid growth in 2024 and 2025 – membership now stands at approximately 24,075, a 4.1% increase year-on-year, with particularly strong gains in the UK (+6%), Ireland (+7%), ANZ (+8%), UAE (+10%) and Hong Kong (+3%).

RC praised the Technical Department's expansion under AM, including its deepened global focus and stakeholder engagement, and announced the strategic hire of a Head of Government Affairs.

RC welcomed the formation of the new Society of Vertical Transportation and introduced the forward-looking 2025–2030 strategy developed under Fiona Cousins' (FC) Presidency, centred on supporting global members, championing the profession, maintaining technical excellence and anticipating future needs.

RC closed by expressing thanks to all Council members for their support and reminded everyone to save the date for the next Council meeting and The President's Awards Dinner on the 10th October 2025.

Membership Update (Richard Goldsborough - RG)

RG, Director of Membership, echoed RC and VA in warmly welcoming new Council members.

RG shared positive news in relation to the number of members within the Institution, noting that after declining slightly to 20,600 members at the end of 2022—compared with 20,900 in 2014—the Institution has grown impressively to over 24,000 members today, marking substantial percentage gains over three years.

RG noted that CIBSE is unique among the top 20 professional engineering institutions in achieving positive growth in registered members over the past 5 years. RG credited this success to the vibrant network of volunteer-led communities that drive forward CIBSE's foundational purpose of bringing together professionals to share knowledge and support each other.

RG stated that Membership expansion is being pursued across all regions, sectors and societies, with active work underway to build new registers for building-related professions (including HRB

and façades) and to deepen mutual recognition agreements with international bodies like Engineers Australia and the HKIE, and develop further global partnerships.

RG shared that the Membership team has bolstered volunteer support structures through the launch of the Volunteer Handbook and updated EDI guidance. Major upcoming initiatives include the September launch of the Society of Vertical Transportation (SoVT), continued strengthening of staffing in regions such as Hong Kong and the UAE, and governance simplification to streamline operations.

RG also added that three CIBSE Endorsed Organisations have already been approved in the UK with ten more in progress and RG anticipates exciting developments throughout the year.

RG concluded by inviting Council Members to continue to share their feedback with the Membership and Networks Department and thanked all of Council for their ongoing support and the volunteer time they put in to support CIBSE and its many activities.

Technical Update (Anastasia Mylona - AM)

AM delivered the Technical Update focused on recent and emerging UK developments, promising broader global insights in the October Council Meeting.

AM highlighted the 2024 UK Spending Review, which has ushered in significant government investment in housing, NHS, Schools, flood defences and climate resilience – creating valuable opportunities for CIBSE's specialist groups in healthcare, education, resilient cities and public health engineering.

AM introduced the newly formed AI Working Group focused on identifying essential skills for innovation and alignment with government's AI opportunities report and allocated funding, and the launch of the Data Centre Special Interest Group (SIG) in direct response to increased IT infrastructure demand.

AM also noted the UK government's release of its UK-SPEC High Risk Buildings (HRBs) standard and also the government response to the Grenfell Inquiry's second report – and noted initiatives that CIBSE is actively engaged with, particularly the competency scheme for HRB registration of CIBSE members.

Looking ahead, AM emphasised government priorities around energy independence, resilience, low-carbon design, AI integration and the digital transformation of the built environment and how CIBSE is planning to respond to those priorities.

CIBSE's technical work continues at pace, with global standards like TM65 gaining traction, new Weather Files and guidance to support design best practices, and forthcoming publications including tall buildings design guidance, natural ventilation (AM10), domestic heating design guide and TM65 on HVAC in offices.

AM closed by inviting members to join these dynamic technical initiatives, particularly the newly formed AI and sustainable cooling working groups.

Regional Liaison Committee Update (Ruth Tatanga - RT)

RT provided an update on Regional Liaison Committee (RLC) activity, summarising recent initiatives and progress since the last meeting. RT noted that Ella Sumner (ES) has introduced streamlined processes and tools to enhance event organisation, including guidance documentation, integration of Eventbrite with CIBSE's CRM and targeted communications to regional members.

RT shared that Chair inductions have been successfully delivered. Strong engagement across the regions was noted and highlights included a Southern Region decarbonisation event at a hospital, a joint innovation session at Coventry University, Northern Ireland's well-attended annual dinner, and growing interest in guidance on non-domestic ventilation and home care.

RT stated that the Young Engineers Network (YEN) remains highly active, with a successful Belfast event last November, robust chapter representation at the global conference and upcoming initiatives to support YEN30.

A pilot 'Region Scoring Matrix' has been launched with six regions trialling its use to assist them in assessing how they are operating and where they may require assistance. RT also made reference to the Home Counties London recent gala dinner in May, showcasing effective regional collaboration. RT noted that gala attendees were encouraged to support CIBSE's Benevolent Fund via QR code donations. There was also a call for volunteers to come forward as Assessors for Engineering Practice Reports.

RT closed the update and expressed thanks for the ongoing regional leadership support.

Group and Societies Update (Phil Draper - PD)

PD offered a brief update on Groups and Societies. He noted that Groups and Societies will be meeting next week to continue discussions on several key areas, including the Technical Department update, governance review, and the ongoing collection of feedback around processes and governance. Additional topics on the agenda include the volunteer feedback survey, the volunteer handbook and financial activity planning processes.

PD thanked everyone for their ongoing contributions.

Society Update - Society of Public Health Engineers (SoPHE) - Mike Carter (MC)

MC, Chair of the Society of Public Health Engineers (SoPHE), reported on the Society's active and expanding engagement across a number of public health areas, including plumbing, drainage, water, gas and vacuum systems.

MC shared that SoPHE has approximately 1,000 members currently in the Society with notable presence in London, North West England and Bristol. MC stated that the Society is keen to extend its reach to the Midlands, Scotland and East Asia – areas traditionally underrepresented in public health engineering.

MC noted that a key strength of SoPHE is the Industrial Associates group, which boasts around 60 manufacturer members and plays a central role in the Society's activities.

MC shared that over the past twelve months, SoPHE delivered 24 CPD events, and hosted a Technical Symposium focused on flood resilience and water neutrality, attended by approximately 110 delegates. They ran networking gatherings including a speed-networking event in Bristol and a major London dinner with over 300 attendees. MC also shared that the SoPHE quarterly newsletter has now exceeded 10,000 readers.

MC noted that the Society plans to mark its 21st anniversary with a celebratory dinner, launch a refreshed logo and brand, and hold a spring technical conference addressing topics such as water safety and hot water system design.

MC closed the update by sharing that SoPHE's annual Plumbing Centre of Excellence competition will be taking place soon and will include awards for graduates and apprentices and offer a prize trip to Ghana to collaborate with the Village by Village charity.

SoPHE has contributed £7,000 over two years to the charity, supporting school and water-supply construction.

Group Update – Education Buildings Group - Vince Ruane (VR)

VR, Vice Chair of the Education Buildings Special Interest Group (SIG) (formerly the School Design Group), confirmed that the name has officially changed to become the Education Buildings Group as they wish to encompass all education facilities – schools, nurseries, universities – and is planning its first LinkedIn outreach campaign in the coming month.

VR highlighted a successful and active 12 months for the group, featuring a series of valuable workshops. Key sessions included presentations on overheating and indoor air quality trials by Dr. Douglas Booker, an overview of challenges associated with low-flow LTHW systems, and a particularly engaging discussion on the impact of green infrastructure on thermal conditions in schools, including significant reductions in air and radiant temperatures. The group also received an insightful update on school acoustics from Emma Greenland of Anderson Acoustics and Chris Biggs of Noise Harvest. Finally, Andrew Howard from Hampshire County Council provided an important update on Legionella control initiatives. VR shared that the group regularly attracts around 100 people to its in-person events and is collaborating on upcoming site visits to Hounsom Passivhaus school and De Montfort University, as well as joint seminars with the Building Controls & IT SIG to foster cross-disciplinary engagement.

VR noted several recent events and discussions which have prompted actions requiring further technical input. He also noted that following conversations with other Council members, there are additional opportunities for SIG and regional collaboration.

Region Update - North West Region - David Glover (DG)

DG presented an update on the Northwest Region's revitalised social and wellbeing initiative, underpinned by three foundational pillars: technical programming, social engagement and wellbeing - all supported by a continuing focus on diversity and inclusion.

DG highlighted the region's vibrant committee and extensive online presence, including Wednesday lunchtime CPD sessions, regular LinkedIn updates and quarterly newsletters – collectively reinforcing community and stakeholder engagement.

DG shared that the region hosts frequent collaborative events with other CIBSE networks such as YEN, SoPHE and the Society of Digital Engineers (SDE), utilising both in person and online sessions.

DG shared that the region has a number of social and wellbeing activities planned for the year which include yoga, meditation, sauna and cold plunge events, and an upcoming padel session on 7 July - creating wellness opportunities for CIBSE members beyond traditional technical events. DG shared that The North West Region has set ambitious fundraising goals, aiming to raise £10,000 annually to enhance these activities and was pleased to report that they have already secured two sponsors and reached 30% of their target.

YEN Update – Max McCone (MM)

MM, Global Chair of the Young Engineers Network (YEN), delivered an update on the network's significant growth and ongoing initiatives. He welcomed the new regional YEN chairs and reported that the successful launch of the network's new LinkedIn page has doubled their followers in just two months, driven by an active communications team.

MM shared information on upcoming events including a 'Leadership and Leading Change' event in Ireland in partnership with the IET and Engineers Ireland, and a Global YEN conference in Scotland, which will feature STEM outreach activities with Glasgow Kelvin College and technical site visits.

MM noted that the network continues to deepen collaborative efforts with BESA NextGen, aiming to connect with young professionals in the contracting and trade sectors, and the CIBSE Fellows Network, ASHRAE YEA and IStructE YMG.

The flagship "30 Under 30" initiative has been launched which commemorates the 30th anniversary of the Young Engineers Awards.

The categories open for entries are: Emerging leader, Sustainable Champion, Innovator, Ambassador and Wildcard. Council Members were reminded that nominations close on Sunday, 29 June 2025.

Winners will be celebrated at an exclusive event along with being featured in the September issue of *the CIBSE Journal* along with being celebrated on YEN's website and LinkedIn.

MM concluded the update by inviting questions and reaffirming YEN's commitment to early-career engagement – at both university and secondary school levels – and to supporting apprenticeships and technical education as the foundation of engineering's future.

Benevolent Fund Update – (Kevin Kelly – KK)

KK, Chair of the Benevolent Fund, presented an update on the Charity's ongoing operations and financial status.

Established 'by CIBSE members for CIBSE members', the Benevolent Fund has been assisting individuals facing financial hardship for over 90 years. The Fund supports current and former members, as well as their dependents, with a typical eligibility requirement of three consecutive years of membership.

In the 2024 financial year, the Benevolent Fund's income increased to £72,000 from £65,000 in 2023. This income is derived from three main sources: dividends from investments, member contributions during subscription renewals, and donations from regions and events. Approximately one-third of the income comes from member donations, which have been declining over recent years. Only 19% of 2025 renewing members donated to the Fund, a decrease from previous years. KK emphasised the importance of raising awareness about the Fund to encourage more members to contribute.

KK shared that the Fund's expenditures include £50,000 in direct grants to beneficiaries, £3,780 in administrative costs and £2,500 for auditors' fees. The standard grant is £800 per quarter, with additional one-off assistance provided for specific needs. KK noted that the Fund aims to operate at a break-even point to maximize support for beneficiaries.

KK emphasised that Governance and accountability are central to the Benevolent Fund's operations and noted that the Charity underwent a governance review in 2024, chaired by Dave Cooper, and has implemented safeguarding training for Trustees and volunteers as a result. All Trustees and Almoners have undergone DBS checks, and client information is anonymised to protect privacy. The Fund's activities are overseen by the Charity Commission, and an annual report is published on the website for public access.

KK concluded by expressing gratitude to all contributors and volunteers, highlighting the collective effort in supporting members in need. He called on all Council members to help disseminate information about the Fund to ensure that those eligible for assistance are aware of the support available.

Brand Refresh – (Melissa Drayton – MD/ David Fitzpatrick – DF)

MD and DF presented on the CIBSE Brand Refresh, explaining the rationale, the process followed and the progress made so far noting that the project had been triggered by the need to modernise a brand unchanged for 40 years.

MD/DF noted that the Refresh aims to better reflect CIBSE's purpose, values and forward-thinking vision in a digital age. MD/DF cited extensive consultation with members, non-members and diverse stakeholders who have all informed the process, which emphasised accessibility, simplicity and global relevance.

A new hawk silhouette logo was presented for discussion alongside refreshed colour palettes and potential straplines.

Feedback was gathered revealing mixed responses on the hawk's appearance and the words used in the various straplines. Outputs from the polls are shared in Appendix 2.

Open discussion followed the presentation and the session concluded with assurances that refinement of the brand direction is part of a broader ongoing engagement process **Board Q&A**

No further questions were raised. However, VA noted that any further questions for the Board could be directed to the Chair via email at **president@cibse.org**.

All submitted questions raised about this Council meeting and corresponding answers will be compiled and shared with Council members to maintain transparency and ensure continued engagement.

AOB

There were no urgent items raised.

VA proceeded to close the meeting by thanking all attendees for their time and contributions.

Special thanks were extended to AECOM for their hospitality and to all presenters for their efforts and preparations.

VA concluded by emphasising the importance of collaboration and ongoing knowledge sharing, encouraging all members to continue "paying it forward" beyond the meeting.

Next Council Meeting: 10th October 2025

CIBSE COUNCIL 2025- 2026

President	Vince Arnold		
President Elect	Dave Cooper		
Vice President	David Stevens	Mike Burton	Mark Walker
Hon Treasurer	Les Copeland		
Immediate Past President	Fiona Cousins		
Elected Members of the Board	Vincent Ma, Ted Pilbeam, Peter Anderson, Sasha Krstanovic, Dejan Mumovic		

Elected Council

To Retire 2026:

Peter Anderson
Sasha Krstanovic
Emeka Osaji

To Retire 2027:

Jon Belfield
Geraldine O'Farrell
Jennifer Cox

To Retire 2028:

Darren Coppins
Sophie Parry
Bobo Ng

Appointed Council

Past Presidents

Young Engineers Network (Global)

YEN Mentor

EC(UK)Board Rep

Adrian Catchpole, Kevin Mitchell

Max McCone

Andrew Saville

Andrew Rowe

Nominations Panel

WIBSE

Fellows Network

Engineer Of The Year

Tony Day (Vice Chair)

Jessica Glynn

Mike Burton

Volkan Doda

Standing Committee Chairs

ET&M

Technology

Knowledge Management

EDI

Andrew Rowe

Rob Redfern

Ted Pilbeam

Immediate Past-President

Prof Conduct

RLC

Groups and Societies

Doug King

President Elect

President

Society Representatives:

Society of Light and Lighting

Kristina Allison

Society of Public Health

Engineering

CIBSE Patrons

Mike Carter

Society of Digital Engineers

Michael Bartyzel

Society of Façade Engineers

Kenneth Zammit

Josh Emerson

Group Representatives:

ASHRAE

Building Simulation

Heat Networks

Daylight

Electrical Services

Energy Performance

Facilities Management

Healthcare

Heritage and Retrofit

Homes for the Future

David Green

Ben Abel

Huw Blackwell

John Mardaljevic

Leon Markwell

Emeka Osaji

David Stevens

Mark Walker

Andrew More

Tom Lelyveld

HVAC Systems

Intelligent Buildings

IT & Controls

Lifts

Natural Ventilation

Resilient Cities

Education Buildings

Sustainability

Data Centres

Philip Draper

Yangang Xing

Jon Belfield

Michael Bottomley

Christopher Roy Iddon

Darren Woolf

Richard Daniels

Katie Clemence-Jackson

Austin Williamson

Regional Representatives:

Australia and New Zealand

East Anglia

East Midlands

HC North East

HC North West

HC South East

HC South West

Hong Kong

Merseyside and North Wales

North East

Mark Davie

Luke Goldfinch

Simon Maher

Dave Perry

Dimple Rana

Steven Peet

Ruth Tatanga

Kwok Wai Ethan Poon

Daniel Whitley

Neil Rooney

North West

Northern Ireland

Republic of Ireland

Scotland

South Wales

South West

Southern

West Midlands

Yorkshire

UAE

David Glover

Conor Gallagher

Laura McMahon

Damien Kane

Ian Thomas

Carla Bartholomew

Chris Hodgson

Anil Chandla

Graham Etherington

Imran Shaikh

