



The Civil Engineers Club

Development Plan 2025-2029

Introduction and Background

The Civil Engineers Club, formed in 1979, is approaching its 50th anniversary. The purpose of this Plan is to define a pathway to reinvigorate the Club as it approaches this milestone.

The Club has its origins in a group of civil engineers on the South coast of England, with a collective interest in sailing – hence the sail on our logo. The range of activities the Club organised grew quickly, with a 1986 Newsletter reporting monthly events from wine tasting and a treasure hunt, to organising an art and photography exhibition at One Great George Street. From the outset it was a Club for ICE members wishing to engage socially with fellow professionals.

The Club's original purpose is reflected in the objectives set out in its current constitution:

- Fostering the well-being of Civil Engineers during their professional life and afterwards.
- Promoting social and sporting activities amongst Civil Engineers and their families.
- Giving members of the Institution the opportunity for creating and maintaining friendships established throughout their professional life.

An aging membership, falling support for some of its activities, and a continuing south-east focus need to be addressed if the Club is to continue and grow. There is also a question of whether the social nature of Club activities is aligned with the ICE Charter and its charitable status.

The formation of the Club in 1979 was noted by ICE Council. A succession of former ICE Presidents have chaired its committee. Members pay an annual membership fee of £10 gathered as part of the ICE subscription. Club accounts form part of the ICE accounts. The Club has its own Committee with a Chair, Secretary and Treasurer. The Club is not an ICE Associated Society.

The question of Governance needs to be resolved as the Club moves forward.

In recent years the Club has broadened its membership with representatives from Northern Ireland, Scotland and Wales, the South East and West Midlands sitting on the committee. .

A workshop was held on 9th January 2025 to explore strengths and weaknesses, opportunities and threat (Annex A). In addition to Club members, guests from the Y&H Retired Engineers group and the West Midlands Seniors Group contributed to discussions and explored synergies.

The Seniors Groups that exist in a number of UK Regions have a learning society focus aimed at a senior demographic, rather than having a social focus. The Civil Engineers Club considers that its activities provide a wellbeing benefit to ICE members of all ages, and that it shouldn't be restricted to senior members. The Club wishes to retain its connection with the ICE.

Vision 2029

By 2029 the Civil Engineers Club will attract a diverse range of ICE members, reflecting ICE's diversity and inclusion policy. Members will be bound by the ICE Code of Conduct. Self-funded local activities will be arranged by subsidiary clubs across each of the ICE UK regions. Activities will aim to support the mental and physical wellbeing of ICE members and their families.

Development Plan Activities (see Action Plan overleaf)

- 1 To consolidate governance arrangements with ICE
- 2 To renegotiate the current Service Level agreement with ICE (including ICE website)
- 3 To review constitution clause 4(b) pertaining to Vice President or past President
- 4 Review the constitution and elect officers
- 5 Use social media to promote club activities
- 6 Establish Clubs across the UK Regions/Nations
- 7 Increase committee diversity by adding regional representatives
- 8 Extend the range of activities provided by CEC
- 9 Discussions with ICE Benevolent Fund re benefit of physical & mental wellbeing
- 10 Celebrate the 50th Anniversary of the Civil Engineers Club

Objective	Short Term 2025	Medium Term 2026/27	Longer Term 2028/29
1 Consolidate governance relationship with ICE	Negotiations after AGM with agreement by October 2025		
2 Service Level Agreement (including ICE website)	Negotiations after AGM with agreement by October 2025		
3 Review Clause 4(b) of the constitution (Chairman)	1 Adopt revised clause 4(b) at AGM 2 Elect Chair to lead Action Plan implementation (June 2025)		
4 Review Constitution and elect officers	Committee to review constitution for adoption at 2026 AGM	1 AGM adopts revised constitution 2 Elect officers	Committee to review constitution for adoption at 2029 AGM
5 Use social media to promote CEC activities	Establish LinkedIn and other relevant social media accounts	Promote CEC activities through ICE Regions and social media	Promote CEC activities through ICE Regions and social media
6 Establish Clubs across the UK Regions/Nations	Establish agreement in principal through governance discussions	Establish two pilot clubs in regions agreed with ICE Membership	Build on pilot experience to extend across the UK
7 Increase committee diversity by adding regional rep's		New committee members from pilot regions	Extended and more diverse committee
8 Extend the range of activities provided by CEC	Existing committee members to consult colleagues on activities that will appeal locally	Trial three new activities that support physical and mental wellbeing	Roll-out successful activities and add new ones
9 Discussions with ICE Ben. Fund re wellbeing benefit		Present proposals to ICE Ben Fund re the support CEC can provide	Partnership with ICE Ben. Fund
10 Celebrate the 50 th Anniversary			Plan and deliver activities to celebrate 50 th anniversary

Annex A: SWOT Analysis developed at workshop January 2025

Strengths	Weaknesses
<ul style="list-style-type: none"> • Part of ICE in name.....BUT>>>>>> • Potential interest because of large number of ICE Members (97,000) • Part of a world renowned global institution. • Activities: golf, sailing, walking, bouldering, singing, bridge, Joint meeting with ICE • Subscriptions through ICE • Heyday with “Boomers” generation • Developing regionalisation (see opportunities) • Committed committee • A very good idea (CEC as a concept) • Cuts across specialisms and socialise • Strong financial footing • Landmark One Great George Street building • Regional ICE teams / facilities • ICE publicity – national & regional • Draws people together • Pragmatic – we wouldn’t be here if everything is rosy • What is CEC purpose? – <i>(see constitution)</i> • CPD benefits • Engineering benefit of social interaction • Y&H RICE (Frank O’Dwyer) <ul style="list-style-type: none"> - Currently 111 members; - 5 meetings annually (30+ attendance) (lunch charged) (+I.MechE) - Walks with civil engineering theme - Chair's Summer Social, family and friends invited - annual golf day is usually well attended - Christmas lunch 	<ul style="list-style-type: none"> • Home Counties focus (Too South East-based: few national events) • Aging demographic with no back fill (generation becoming less active/dying off) • Unknown outside a very select few • No traction through ICE • Not part of ICE legally • Few ICE Members participate in Club activities overall • Overseas members receive no tangible return for subscriptions • Small number of (existing) Committee Members • Average age is 52 years • Ageing committee members (Lack of younger Committee Members) • Low profile (Difficult to advertise well) • No identifiable brand • Reliant on face to face events / traditional comm’s • Ambivalence of membership • Lack of visibility (publicity) • Strengths not universal • Luke warm ICE support • NI Regional Support Team – “CEC not supported”
Risks	Opportunities
<ul style="list-style-type: none"> • Irrelevant to Gen X and beyond. • Has not yet found a format, hook, link that is relevant and sustainable. • Declining popularity of golf and sailing as pastimes • Other social opportunities – sailing/golf clubs; choirs; U3A; Company social activities • ICE Charitable Status (interpretation) – Most CEC activities have technical • Society has changed • Active young members pulled in other directions 	<ul style="list-style-type: none"> • Social media to promote/communicate with members • Need more support from HQ to move forward • Whole ICE membership (Enrol all ICE members automatically- small subscription) • Go national (Embed CEC in every region) • Y&H RICE; West Mid’s Seniors Group (+Nth East); Wales Retired Engineers Grp; NI CEC • Physical/mental wellbeing benefit of social activity • ICE Benevolent Society • Involve younger members • Discussion with ICE membership • Large potential cohort • Global spread • Regions to encourage CEC membership • LinkedIn and social media (WhatsApp Groups) • Voluntary box within annual subscription • Greater visibility within ICE website • CEC open to all age groups – not a retired member group • Resolve ICE governance • Regional support • Missed opportunity for ICE to build on