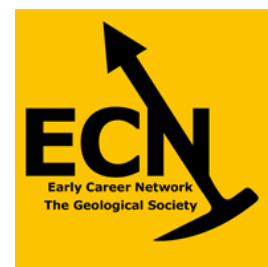


# EARLY CAREER NETWORK

## COMMITTEE MEETING MINUTES



Date: Wednesday 8<sup>th</sup> January (17:00 GMT)  
Location: via Microsoft Teams

**Present:** Dan Hope (Chair), Jocelyn Barker (Vice-Chair), Will Downes (Treasurer), Ayesha Landon-Browne, Harriet Warnock, Awei Mabi, Rachael Sims (External Group Liaison); Ellen Mularkey (External Group Liaison), Simon Groom.

**Apologies:** Jean-Jaques Ferguson (Secretary), Alex Christopher,

*Minutes compiled by Jocelyn Barker, Vice Chair.*

### 1) MINUTES OF THE LAST MEETING – Actions Arising

Item	Actionee
Create a member's survey to gauge membership info (e.g. chartered, has a CGeol/CSci mentor, years in industry, industry sector, preferred events etc)	JB
Early Career Geologist Award – FAQs to be uploaded to website, shared on social media, sent to RGs.	JB / JJF
ECGA – Date to be re-shared with RGs, reminder for regional heat deadline.	JB / JJF
Book/confirm ECGA venue – confirm time in Jan meeting	DH
Reach out to potential sponsors for 2025 events (from January).	DH
YMP / MDSG collaborative event – to be held Q1 2025	AC / JJF
Merchandise – finalise designs, order merch to use remaining 2024 budget.	RS / JB / JJF
Treasurer – end of year Report. To be circulated to committee in Jan and sent to GSL.	WD

Comments/updates:

- Survey – to be completed and added to newsletter: **Act/ JB**
- LinkedIn post by EOW **ACT/ JB**
- YMP – Alex and JJ not present
- No update on Merchandise – keen to use all leftover budget from 2024 on anything that can be stored and given out at events.

### 2) 2024 ROUND UP - DH

Dan gave a verbal summary of 2024, including success with:

- Socials

- Responding to queries from ECN followers.
- The Early Career Geologist Award
- Public Lecture

### 3) 2024 TREASURER UPDATE – WD

Will Downes presented a summary of 2025 expenditure (*Presented below*).

## **The Geological Society of London**

### **Annual Report and Financial Statements for the year ended 31 December 2024**

Group name **Early Careers Network**

Income & Expenditure for the year	Total 2024
<b>INCOME</b>	
Income received from the Geological Society (e.g. Grant)	1,000.00
Income received from sponsorship	833.33
Income from conferences, events, visits and similar activities	-
Income from donations received	-
Bank Interest / refunds during the year	-
Other - (specify)	-
Other - (specify)	-
Other - (specify)	-
<b>SUB-TOTAL INCOME</b>	<b>1,833.33</b>
<b>EXPENDITURE</b>	
Committee expenses, admin & travel to AGM, etc.	426.24
Room hire costs	360.00
Speakers' expenses	-
Expenditure on field trips and similar events	-
Refreshments and other meetings costs	509.00
Bank charges incurred during the year	-
Expenditure on prizes, competitions and gifts	241.22
Other - (specify)	-
Other - (specify)	-
Other - (specify)	-
<b>SUB-TOTAL EXPENDITURE</b>	<b>1,536.46</b>
<b>SURPLUS (DEFICIT) FOR YEAR</b>	<b>296.87</b>

- End of Year summary form to be submitted to GSL. **ACT/WD**
- EC Award trophy for 2025 already purchased and has arrived. Send photo to WhatsApp chat ☺ Act/WD
- Get award engraved. **Act/WD**

Dan presented a proposed 2025 budget.

- DH to request an increased annual budget from GSL. Application to be submitted by/in June 2025 for 2026 budget. ACT: DH/WD
- DH: "Sponsorship will be a massive crux point in terms of how much we can do with this."
- DH has created a sponsorship plan. This can be shared to potential sponsors and others to highlight what we are doing and our plan for the year. ACT: DH to circulate to committee following the meeting for comment. ALL - to respond with amendments / suggestions / improvements.
- DH has created potential sponsor list. ACT: Others to add to this list. DH: Contact potential sponsors in January following finalising the sponsorship plan.

Item	#	Est Cost
GSL Allowance		1000
Sponsorship		0
<b>Expenses</b>		
Collab Event - YMP		0
Chartership Event - March 2025		400
Early Career Geologist Award May 2025		730
EC Award Networking Social (May)		300
Summer Social - July 2025		300
Public Lecture		0
Careers Day (2 person attendance)		220
Winter Social		300
<b>Estimated Spend</b>		<b>2250</b>
Total Budget (inc. sponsorship)		1000
Remaining Budget		1000
% rem		100.00%

**2025 budget.**

4) 2025 Group Plan - DH

- Committee leavers & joiners
  - DH presented a gantt chart of committee terms (*snapshot below*).
  - ACT: DH to contact committee members whose terms are ending to discuss renewal/retirement.
  - ACT: ALL. Advertise for new committee members between Jan and Feb. This is to allow to get new people in so when we have turnover we have some lapse.
  - ACT: DH to amend in Terms of Reference to reflect 'Elections' in February-March and 'Retirement' in Apr-May of each year, to promote transition/continuity of roles.

ECN Committee									
Note: From 2024, all Officer Roles to be offered renewal/extension after 2 year period. Advertise Apr for elections May of each year from 2025.									
	2018-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	
Matt Sharp		Chair	Chair	Chair	Chair	Retired			
Dan Hope		SGL	Sec	Sec	VC	Chair	Chair	Retire?	
Alex Christopher		Sec	Trs	Trs	Trs	OM	Retire?		
Tom Skiggs		OM	OM	OM	Retired				
Huw Richards		OM	OM	OM	Retired				
Simon Groom		OM	OM	OM	OM	OM	Retire?		
Serdar Aldanmazlar		OM	OM	OM	Retired				
Ayesha Landon-Browne			OM	OM	OM	OM			
Matthew Johnson				OM	Resigned				
Harriet Warnock				SGL	SGL	SGL	Retire?		
Awei Mabi						OM			
River Adler Stewart						Treasurer	OM		
Jean Jacques Ferguson						Secretary		Retire/Extend	
Jocelyn Barker						Vice Chair	VC	CHAIR	
Ellen Mullarkey						Start Q3 2024	EGL		
Rachael Sims						Start Q3 2024	EGL		
Will Downes						Start Q3 2024	Treasurer		
New 1									
New 2									
New 3									

- 2025 Aims to include:

1. Improve the Early Career Professional (ECP) experience at GSL and with the ECN.
2. Understand and target our following demographic.
3. Promote in-person attendance at CPD events and networking.
  - Marketing:

Marketing expenditure to follow 2024 progress. Additional purchases as deemed necessary to promote in-person attendance at events and professionalism of the ECN.

## 5) 2025 EVENTS

Proposed 2025 events were discussed:

EVENT	PROPOSED DATE	PROGRESS	LEAD
YMP COLLAB EVENT	Feb 2025	YMP on-board, details TBC	AC / JJF
“Challenges in Chartership – Panel Information Session”	March 2025	DH Initiated discussion with Eleanor Williams	DH
ECN ECGA – Wildcard	April 2025	Holding	HW
ECN ECGA – FINALS	28 May 2025	Venue reserved, price TBC	JB
GSL Public Lecture	September 2025	Holding	JB / EM

**Other events to be discussed at future meetings (IoQ collab, field trips, skills workshops? – see members survey).**

Question raise:

RS: Can we charge people to come to an event? RS suggested an event at Tarmac, for example, but would need to charge people for this.

DH – we can do this. We have to bare in mind how we hold those finances. The hydro group have a paypal account that they have people paying in to. Geolsoc hold most of our funds, but could look into creating a paypal to allow for this functionality.

## 6) ANY OTHER BUSINESS

EM: Funding and awards - EM to investigate details of funding and awards applicable to early career geoscientists. Share key awards & eligibility with our network, perhaps via newsletter.

Social Media: Request to the committee to share to the network.

- **Act** – Post on LinkedIn re ECN. **All Committee members**
- **Act/ RS** – message JJ to get scale cards details. **RS to liaise with JJ**
- **Act/** Get a branded tablecloth – **RS**

Question Raise: DH “Are the regularity of committee meetings of one per month too much/enough/not enough?” General response from Committee is that one per month is ideal, perhaps with increased frequency leading up to bigger events.

## **Key Actions – to be fed back at next meeting**

<b>Item</b>	<b>Actionee</b>	<b>Deadline</b>	<b>Notes</b>
Create a member's survey to gauge membership info (e.g. chartered, has a CGeol/CSci mentor, years in industry, industry sector, preferred events etc). To be shared with committee and added to newsletter.	JB	12 <sup>th</sup> Jan	Updated from November Meeting
Early Career Geologist Award – FAQs to be uploaded to website, shared on social media, included in website	JB / JJF	12 <sup>th</sup> Jan	Updated from November Meeting
Share reminder to regional groups for regional heat deadline.	JB / DH	12 <sup>th</sup> Jan	
Book/confirm ECGA venue – confirm time in Jan meeting	DH	End of Jan	
Reach out to potential sponsors for 2025 events (from January).	DH		
Committee to review Sponsorship back	All committee members	12 <sup>th</sup> Jan	
YMP / MDSG collaborative event – to be held Q1 2025	AC / JJF		
Merchandise – finalise designs, order merch to use remaining 2024 budget. Tablecloth and Scale Cards.	RS / JB / JJF	End of Jan	
Treasurer – end of year Report. To be circulated to committee in Jan and sent to GSL.	WD	End of Jan	
Get ECGA engraved	WD	End of March	
LinkedIn post on ECGA – to promote and encourage engagement with regional groups	JB	End of Jan	
Wider LinkedIn sharing – all committee members to have access to the LinkedIn	All committee members	N/A	