



AGM 2024

Challenger Society for Marine Science

18th September 2024



Council Members from Sept 2023

Officers of Council

- Mike Meredith President
- Maeve Lohan Incoming President
- Ed Mawji/Alex Brearley Treasurer
- Kate Hendry Secretary

Co-opted members

- Angela Colling Ocean Challenge editor
- Stephen Dye Chair OC editorial board
- Kerry Howell SCOR/Deep Sea SIG
- Nick Owens 2024 conference chair
- Gillian Damerell EDI
- Ben Fisher EDI

Council members

- John Allen Challenger Wave editor
- Cecilia Liszka SIGs
- John Bacon Webpage
- Siddhi Joshi ECR
- Chelsey Baker Membership
- Anna McGregor Media and communications
- Terry Sloane Industry liaison
- Al Tagliabue SCOR
- Mark Inall Chair of NOC-A
- Robyn Tuerena Outreach and Education
- Sophie Wilmes Travel awards and Stepping
Stones bursaries

Agenda

1. Approval of minutes from the AGM in September 2023
2. Matters arising from minutes of the 2023 AGM
3. President's Report
4. Portfolio reports
5. Treasurer's report and accounts
6. Appointment of auditors for Independent Financial Review
7. Election of new Council Members
8. AOB

Approval of minutes of previous the AGM, September 2023

http://www.challenger-society.org.uk/Annual_General



Proposer: Terry Sloane

Seconder: Cecilia Liszka

2. Matters Arising

No matters arising

3. President's Report - AGM 2024

Prof Mike Meredith



President's Report

- Working towards finalisation and publication of strategy
 - All of Council participated, plus co-opted members from outside
 - Sets vision and direction for next 5 years; can be refreshed as needed
- Participation in Future Marine Research Initiative (FMRI)
 - President sits on FMRI Board; engaged in Options meetings, Board decisions etc.
 - Challenger Policy Rep sits on FMRI Delivery Board
- Completion of Upscaling Autonomy Working Group (UAWG) report
 - Joint with NOCA and MFP; led by Mark Inall
- Engagement with All-Party Parliamentary Group (APPG) on the Ocean
 - Representing Society at Westminster events relating to marine geoengineering, future of ocean technology etc.
- Represent Society at NOC Association Board meetings
- Discussions with partner Societies re scaling up joint activities
 - includes RMetS, TOS, IES etc.
- Chairing Council meetings etc.

4. Portfolio reports

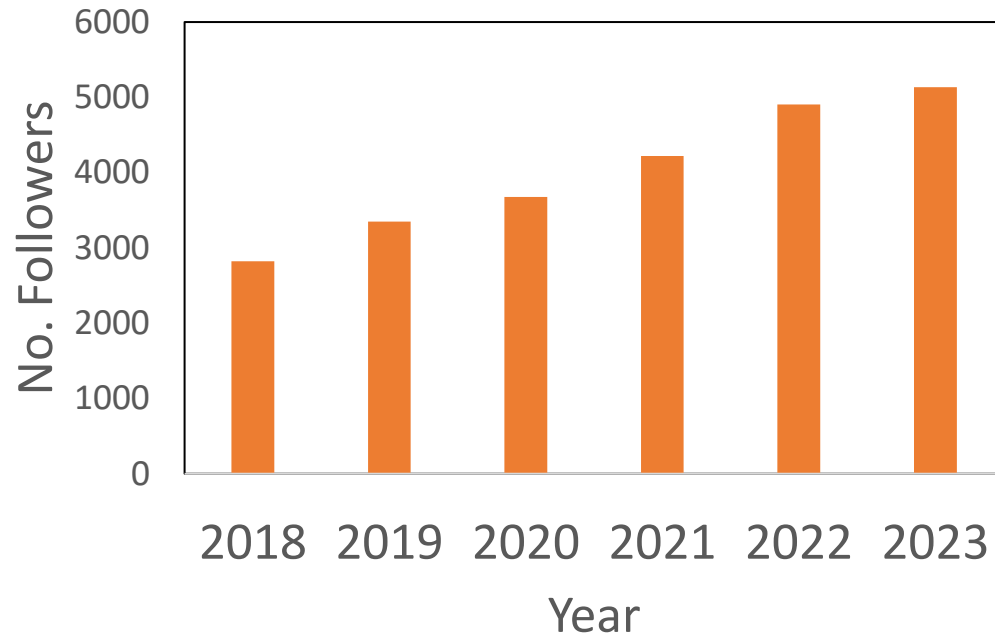
4. Portfolio reports

Comms

COMMUNICATIONS

Anna McGregor

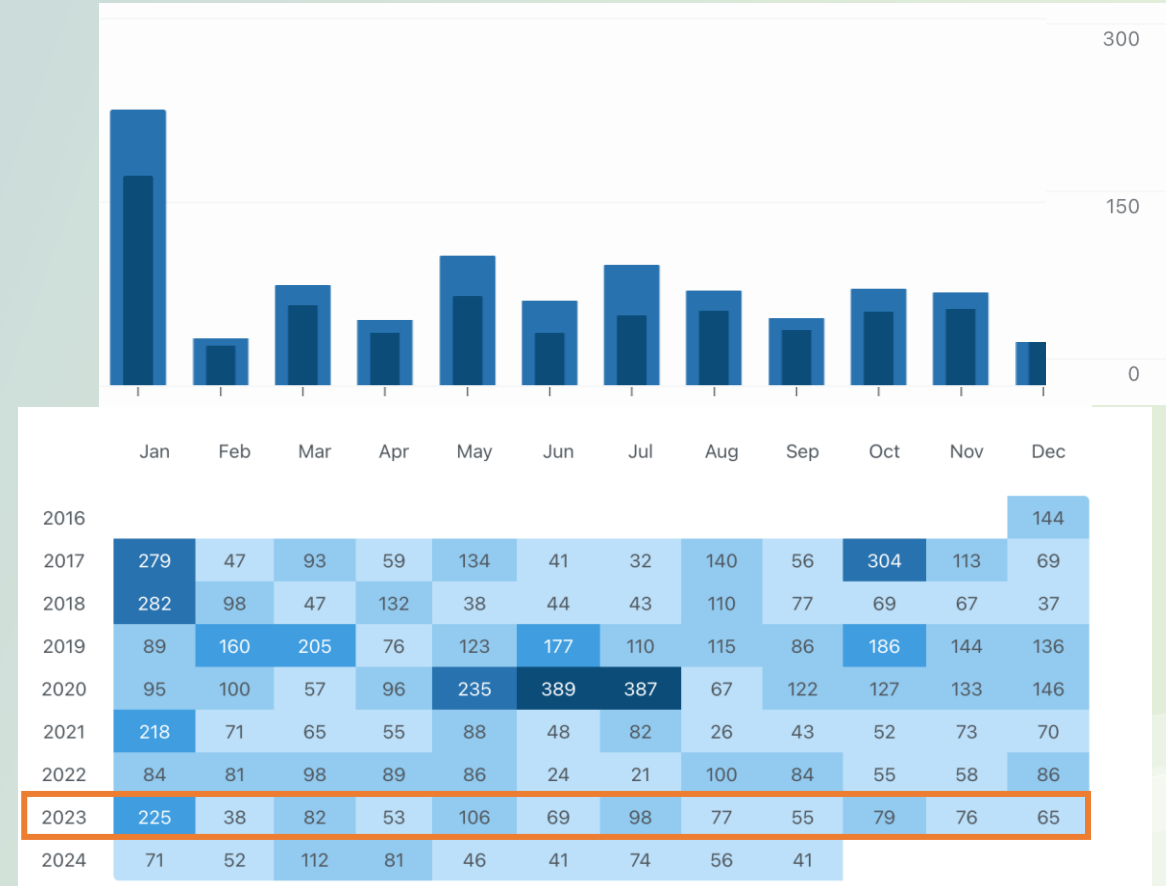
Twitter (@challengersoc)



Followers: 5133

↑272 followers from 2022

Captain's Blog



LinkedIn page: start Nov 2023

LinkedIn: ~450 impressions/month

Blog: 11 posts published

4. Portfolio reports

UK SCOR

SCOR

- UK continues to play a key role in SCOR
 - 600 scientists from 60 countries participate in SCOR activities
 - 8 current working groups are chaired by UK scientists
- Three new SCOR working groups approved
 - WG168 4D BGC: Coordinating the Development of Gridded Four-Dimensional Data Products from Biogeochemical-Argo Observations
 - WG169 GLUBS: Global Library of Underwater Biological Sounds
 - WG170 PRIMO: Physiology and Rates in Microbial Oceanography
- Capacity development continued, with new visiting scholars sponsored
- Ongoing links with SCAR via co sponsorship of the Southern Ocean Observing System



- Challenger Society covers 51% of SCOR subscriptions and council is the UK SCOR committee
 - UK SCOR committee meets annually to review working group proposals and discuss strategy
 - Contributions to overall Challenger Society strategy developed
 - Partnership with the Royal Society continues to work well
- UK SCOR review of Working Group applications completed, new groups to be decided at 2024 SCOR AGM in Oct

4. Portfolio reports

Awards



Travel Awards

- Application numbers on upward trend after Covid-19
- January: 5 applications – 3 funded
- April: 8 applications – 3 funded
- July: 12 applications – 5 funded
- October: 6 applications – 5 funded
- Total spend: approx. £7000
- Funded activity examples:
 - AMBIO conference
 - INCISE symposium
 - Fieldwork in Polynesia
 - Research cruise to the Southern Ocean
 - Australian Marine Sciences Association conference
 - Challenger Ocean Modelling SIG Meeting 2023
 - International Symposium on Chemosynthesis-Based Ecosystems
 - Arctic Circle Assembly



Stepping Stones Bursaries

- Application numbers on an upward trend after Covid-19
- 6 applications, 4 successful, 1 returned (change in circumstances)
- Total of £4000 awarded
- Opportunities advertised on social media
- Recipients:
 - **Imogen Napper:** Applied Scientific Research Course Leader at the Cape Eleuthera Island School (Bahamas)
 - **Gui Bortolotto:** Assessing Rescue from Strandings project - rehabilitation of stranded Magellan penguins
 - **Russell Arnott:** Research visit the National Institute for Agriculture, Food & Environment (INRAE), Bordeaux
 - **Charel Wohl:** Reserarch visit to Aerodyne in Boston, MA to learn more about the details of operating and analysing VOCUS – analysis of volatile organic compounds



4. Portfolio reports

SIGs

Challenger SIG update

Cecilia Liszka

- Reviewed membership lists and GDPR compliance
 - All now run by SIG leads via JISC mail
 - Legacy lists held by CSMS deleted
- 5 SIGs meetings held in 2023 (non-conference year):
 - Deep Sea Ecosystems, Sept 2023
 - Modelling, September 2023
 - AMBIO, September 2023
 - Sea Ice, September 2023
 - History 'Challenger Expedition' event at National Maritime Museum, November 2023
- ~£2000 in financial support provided in 2023
- Updated financial support form
 - Require lead convenor membership number
- Update of SIG webpages - ongoing
- Review & update of active SIGs & key contacts - ongoing

Deep-Sea Ecosystems



Ocean Wind Waves



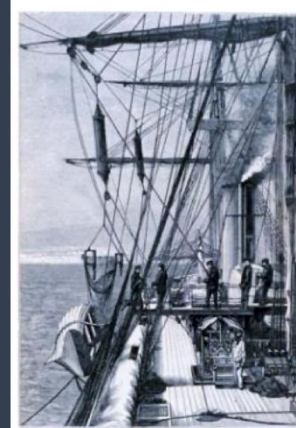
Coastal and Shelf Seas



Sea Ice SIG



History of Marine Science



Ocean Modelling Group



Advances in Marine Biogeochemistry



OCEAN Challenge



4. Portfolio reports

Ocean Challenge

**Tara Oceans: a window into the world of plankton •
The birth of shelf-sea oceanography • The challenges
of siting wind turbines offshore • Using 19th century
data in climate science • Engaging with policy-makers**

Vol. 27

Editor: Angela Colling

Editorial Board Chair: Stephen Dye

- **Schedule:** Printed copies of Vol.26(2) went out in April 2023 and Vol.27(1) went online in late 2023 (with printed copies out in 2024). Barclays Bank unexpectedly closing the Society's account meant that the printers, and people who produce artwork and design for Ocean Challenge, could not be paid promptly, but luckily they were all very understanding. The supply of copy has continued to be extremely slow, with many potential authors asking to postpone their articles because of pressure of work.
- **Editorial Board:** The year began with Editorial Board members Laura Grange, Emma Cavan and Kelvin Boot, along with new members Megan Baker and Gillian Damerell. Later in the year, both Laura and Emma took a break from the Board and Gillian obtained a post in Norway, where she is our foreign correspondent. Thank you to them all.
- Please contact Angela or Stephen if you might like to join the Editorial Board.
- We had an extended Teams/email meeting over the course of two weeks in February, with lots of good ideas for future articles.

4. Portfolio reports

Early Career Researchers

Early Career Researcher Activities in 2023

Early Career Researcher Portfolio Holder: Dr Siddhi Joshi

Funding opportunities, tips and challenges with Challenger Society for Marine Sciences webinar



ECOP Webinar available at QR Code



ECOP Programme webinars: Episode 7: Funding opportunities, tips and challenges for ECOPs

Join the ECOP Programme, special guest moderator and three experienced guest speakers who will share their knowledge, experiences, and advice to help make research funding applications and career goals a reality. This insightful 90 min webinar will cover a range of funding opportunities available for ECOPs including awards of the Challenger Society for Marine Sciences - the Chris Daniels Award, the Stepping Stones Bursary and the Daphne Jackson Award.

Friday 30 June 2023
2 PM BST

Registration link: <https://tinyurl.com/2wckk4je>
More information: www.ecopdecade.org/webinars



Introduced and moderated by:

Siddhi Joshi - Early Career Researcher Network Coordinator for Challenger Society for Marine Sciences

Featuring:



Terri Souster

A polar marine ecologist with 15 years research experience in both the Antarctic and the Arctic looking at the effect of climate change and human pressures on the seafloor ecosystems. Terri is the post doctoral representative for the ARCTOS network and heavily involved in ECR development through workshops and training. Terri reviews grant proposals for EU, NSF and Polish Science Academy.



Samantha Garrard

A marine ecologist with a PhD in the impact of ocean acidification on seagrass, Samantha went on to work for the Ascension Island Government. Since receiving a Daphne Jackson Research Fellowship in 2020, she has worked on the impacts of plastic pollution on marine ecosystems at University of Plymouth and is currently based at Plymouth Marine Laboratory.



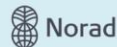
Sophie-Berenice Wilmes

A physical oceanographer and climate scientist based at Bangor University, Sophie has a PhD in tidal dynamics and is currently a postdoctoral researcher investigating Archean climate dynamics. She coordinates the Travel Awards and Stepping Stones Bursaries for the Challenger Society for Marine Sciences.

www.ecopdecade.org/webinars

Join the ECOP Programme global database and mailing list on our website.

For more information on the ECR network of the Challenger Society for Marine Sciences visit: www.challenger-society.org.uk/ECR_Network



Challenger Society URGE POD initiated and monthly meetings commenced from June onwards

Outcomes and Experiences from the Challenger Society Unlearning Racism in Geoscience Pod

Siddhi Joshi¹, Chelsey Baker², Gillian Damerell³, Anuschka Miller⁴, Sandra Antonio⁵ and Dave Munday⁶
1. Independent Researcher, Challenger Society for Marine Sciences, 2. National Oceanography Centre, Southampton, 3. University of Bergen, 4. Scottish Association for Marine Science (SAMS), 5. National Autonomous University of Mexico (UNAM), 6. British Antarctic Survey.

MOTIVATION
The Challenger Society Equity, Diversity, Inclusivity and Accessibility working group initiated an Unlearning Racism in Geoscience (URGE; <https://urgegeoscience.org>) discussion pod in June 2022. This was motivated by an acknowledgement that those from diverse ethnic groups are severely underrepresented within the Society and marine science in general, especially beyond the undergraduate level.

WHAT IS AN URGE POD?
The URGE pod is a monthly journal club which focuses on learning about race and racism in geosciences by reading mostly academic literature and listening to experts and personal experiences. The pod met online for nine months to discuss a range of topics beginning with understanding the many facets of racism and how it manifests in academia, to learning about schemes that were successful in improving the representation of historically underrepresented groups within the geosciences.



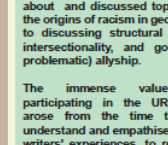
FIGHT RACISM
Top left: Free the beaches. Campaigning against beach access discrimination in Jamaica. Image credit: Christine Cowie. Middle: A group of people swimming in the ocean. Image credit: Rajeev Anand. Bottom left: A portrait of a man. Image credit: Patricia Dudenhofer / Ocean Image Bank.
Above: Prof. Conrad Just, the first black professor of marine science in the USA.

POD GUIDELINES
RESOURCE MAP DISSEMINATION PLAN
ADMISSIONS AND HIRING GUIDANCE
FIELDWORK INCLUSIVITY GUIDE
URGE DELIVERABLES
CODE OF CONDUCT FOR MEETINGS
DEMOGRAPHIC DATA
COMPLAINTS AND REPORTING POLICY

REFLECTIONS
Leading this URGE pod was a significantly emotive experience for me as being a British marine scientist of Indian origin, who has also studied/worked in Ireland; with somewhat mixed experiences in both countries. My experience has been that it is very difficult to be accepted in the world of marine science work - despite people giving you a chance, the strongest obstacle I have had to face is racism and discrimination in the world of academic work in marine science. Many people don't imagine a person like me to be a marine scientist and it does have implications on my career. In academia I found there was a significant accountability gap when confronting universities about racism within the discipline. Leading the Challenger Society URGE pod was an opportunity for me to really do something constructive about it and discussion on what can be done by institutions to increase representation and improve hiring practices.



As a white woman who has grown up in the UK and has navigated into a career in marine science with minimal barriers to overcome, I was keen to participate in the URGE pod to broaden my understanding of racism within the geosciences and how it impacts the day-to-day experience through to wider career progression of people of colour. Through the URGE pod we learnt about and discussed topics from the origins of racism in geoscience, to discussing structural barriers, intersectionality, and good (and problematic) allyship.



The immense value from participating in the URGE pod arose from the time taken to understand and empathise with the writers' experiences, to reflect on situations and view them in a new light, to unpack fragile and uncomfortable truths about your own privileges, and to work together to consider how to make meaningful, sustained progress going forward. A huge thank you to Siddhi for leading us!

The top three things I learned:
- The many and varying ways that racism can manifest, many of which I'd not thought of before.
- The difference between being an effective ally and being merely a well-intentioned ally.
- A lot of the more effective actions require substantial commitment - and funds - for example, an entire university department changing their courses to decolonise the curriculum and provide greater support to students from diverse ethnic groups. We need to advocate for such actions!



POD GUIDELINES

RESOURCE MAP

DISSEMINATION PLAN

ADMISSIONS AND HIRING GUIDANCE

FIELDWORK INCLUSIVITY GUIDE

URGE DELIVERABLES

CODE OF CONDUCT FOR MEETINGS

DEMOGRAPHIC DATA

COMPLAINTS AND REPORTING POLICY

Challenger Society for Marine Science Unlearning Racism in Geoscience (URGE)

Pod Guidelines

1. Listen actively.
2. Step up, step up. If you're listening a lot, step up your speaking. If you're speaking a lot, step up your listening.
3. Maintain confidentiality. Stories shared in this space stay in this space unless explicit permission is given by the person sharing the story that it can be shared in another setting.
4. Assume everyone's good intention.

Challenger Society Code of Conduct for Meetings

Overview

The Challenger Society and the activities that it supports provide a safe, productive, and welcoming environment for all participants. The Challenger Society welcomes a diversity of views and opinions and is committed to positive action to improve i) diversity monitoring and reporting, and ii) pipeline support, visibility and accessibility for underrepresented marine researchers and students, including but not limited to class, disability, ethnicity, gender, neurodiversity and sexuality. Our Equality, Diversity and Inclusion Statement can be found at https://www.challenger-society.org.uk/EDI_Statement. Participants are encouraged to respectfully express their viewpoints, with consideration of time and space for other participants to do the same. The Challenger Society Code of Conduct for Meetings, which is guided by the [AGU Meetings Code of Conduct](#), applies to all participants, staff, and support personnel of Challenger Society-sponsored activities, as well as recipients of Challenger Society support to participate in other meetings and activities.

4. Portfolio reports

Education and Outreach

Education & Outreach



Development of Challenger Society online outreach

- Established links with the newly formed Ocean Literacy SIG (at Challenger 2024 meeting) about communication strategy
- YouTube channel to be launched early 2025
- To run video making workshop either late 2024/early 2025, to be available to anyone in the Challenger Soc. To be run by Andy Crabb, Videographer at SAMS
- Email to be sent out soon to recruit volunteers soon (and some already found!)

Outreach Materials

- Development of a 'bank' of materials that can be sent to interested members of the society, to make outreach events easier and less time consuming
- Can this be hosted on the website?

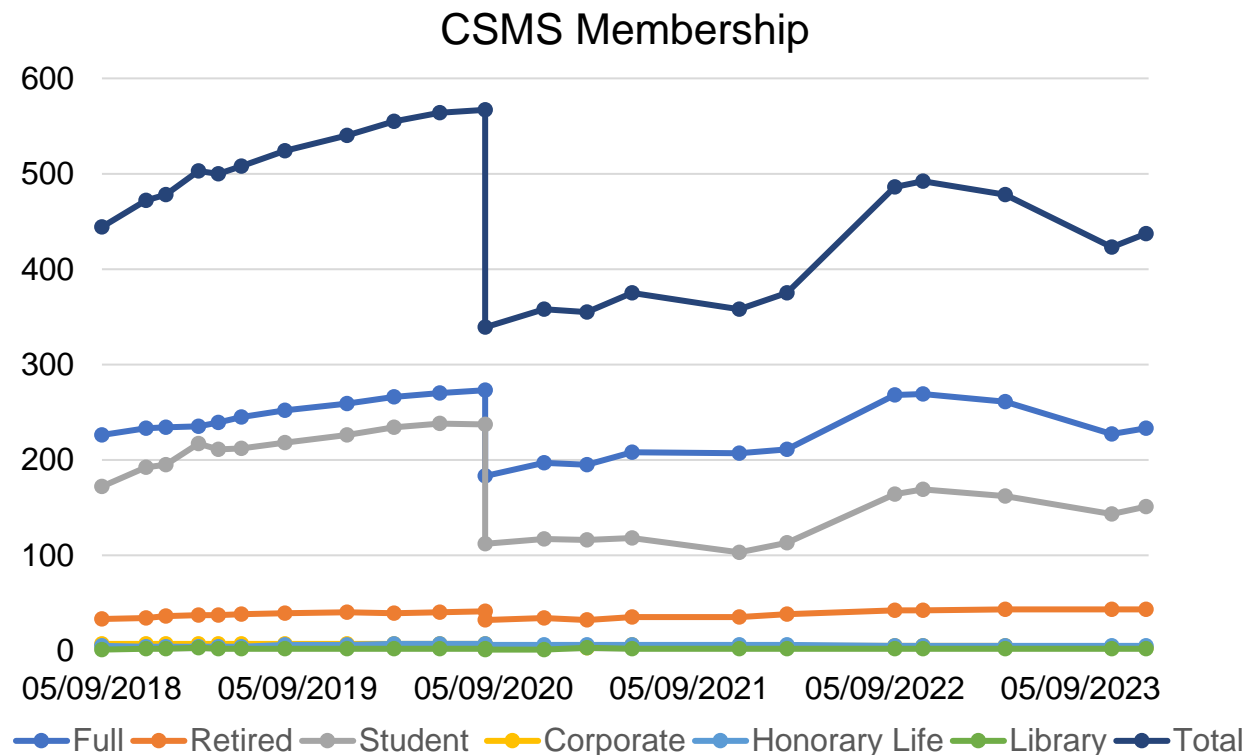
4. Portfolio reports

Membership and data protection

Membership and Data Protection

Chelsey Baker

- Updated membership statistics to reflect members (5th January 2024)
- Small decrease post 2022 conference membership peak
- Bank account issues in December 2023 mean we ceased removing expired memberships until further notice



Membership Type	Membership (05.01.2024)	Change in 2023
Full	233 (53.3%)	-36
Retired	43 (9.8%)	+1
Postgraduate student	151 (34.6%)	-18
Corporate	3 (0.7%)	-2
Honorary Life	5 (1.1%)	No change
Library	2 (0.5%)	No change
Total	437	-55

4. Portfolio reports

Industry liaison

Industry Liaison and Technology

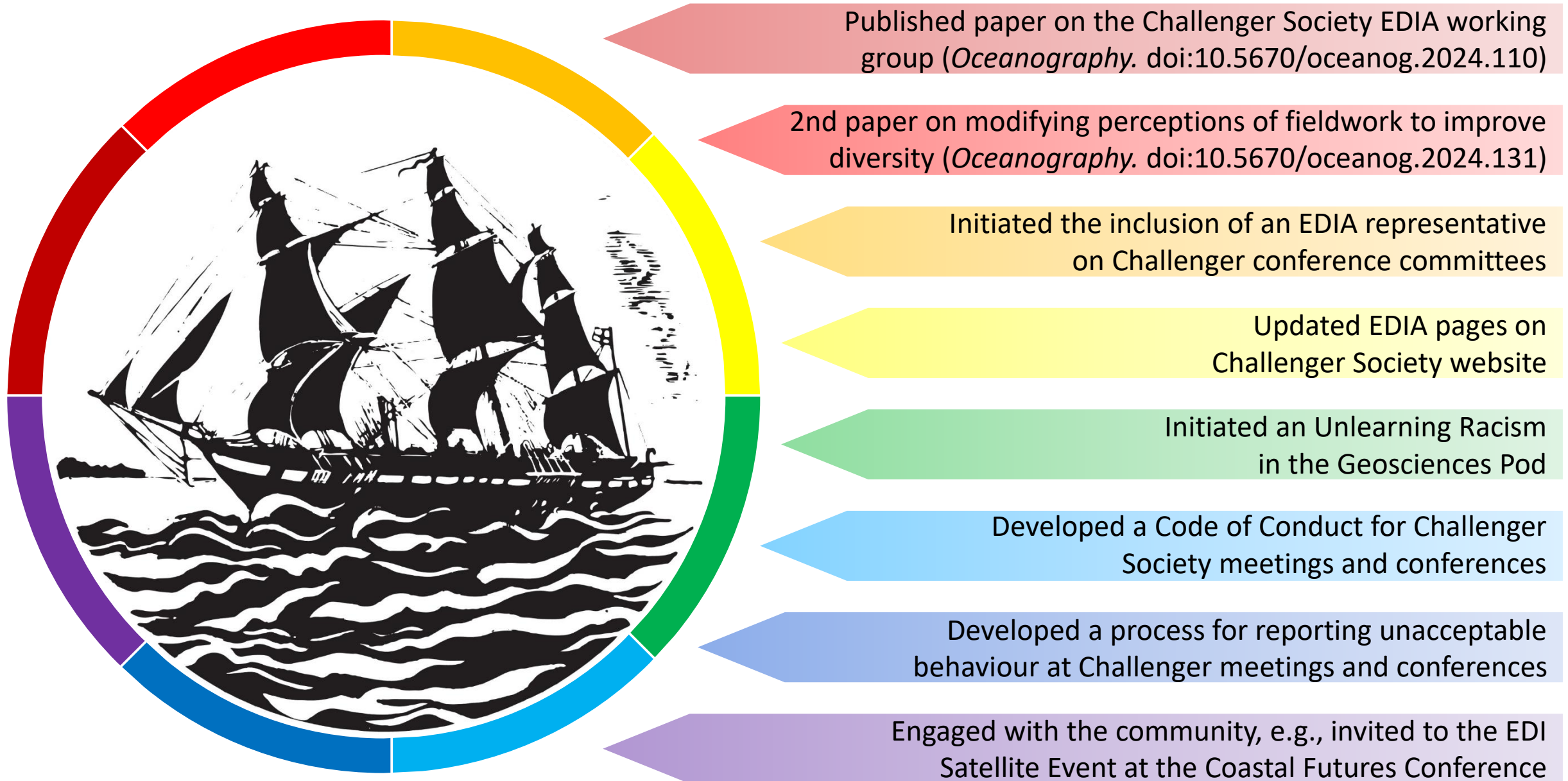
Terry Sloane

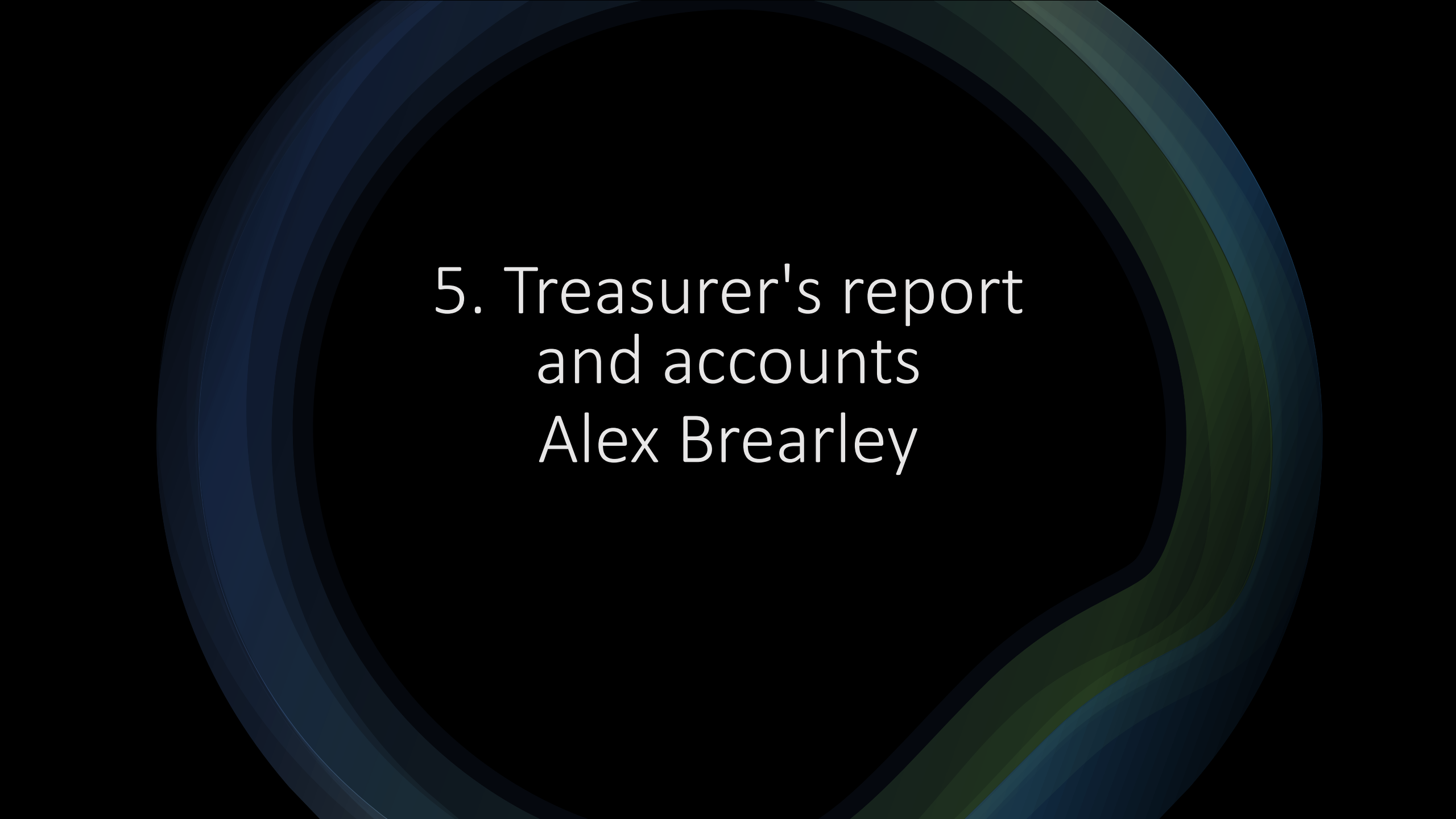
- Liaison with industry to provide access to news, research opportunities, commercial opportunities and employment opportunities from within the ocean business community
- Liaison with MSTG (Marine Science & Technology Group) trade association, The Society for Underwater Technology & IMarEST to provide a conduit for government organisations and policy makers from a lobbying, economic and business perspective and with the international oceanographic, hydrographic and meteorological instrument manufacturers and suppliers www.maritimeindustries.org www.imarest.org
www.SUT.org
- To strengthen the relationship between the organisations to provide a coherent business and science contact point to government and the media as well as early career members .
- To provide the council and membership with information on developing technologies, “horizon scanning” sponsorship opportunities, industry support for research bids and technology search capabilities and to respond to requests for technical information
- To provide industry with a view of the future requirements of the marine science community and to brief instrument manufacturers
- To facilitate introductions between membership with respect to joint venture and licensing opportunities
- To facilitate space at UK based exhibitions and reciprocal marketing activities
- **To raise sponsorship in support of our conferences and events – including the next meeting in Oban**

4. Portfolio reports

EDIA Working Group

Challenger Society EDIA Working Group Activities 2023





5. Treasurer's report
and accounts
Alex Brearley

2023 Accounts *YEAR ENDED 31 DECEMBER 2023*

As of 2019 the CSMS hosts the finances of the UKPN, all numbers presented do not include the UKPN restricted funds.

- The Society's total income for 2023 was £29,963 an increase on 2022 (£28,171).
- Total expenditure during 2023 was £36,419, an increase from 2021 (£ 32,442).

Other finance news

Cooperative bank is the new provider of the society's current account after Barclays closed our previous current and savings accounts in November 2023. Everyone should now have been paid for any outstanding monies owed during the period of our banking hiatus.

Cambridge and Counties is the new provider of the society's savings account to try and spread some of the risk going forward.

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:						
Donations and legacies	27,925	8,800	36,725	24,316	2,000	26,316
Investments	2,038	-	2,038	1,855	-	1,855
Total income	29,963	8,800	38,763	26,171	2,000	28,171
Expenditure on:						
Charitable activities	36,419	5,148	41,567	32,442	3,961	36,403
Total expenditure	36,419	5,148	41,567	32,442	3,961	36,403
Net gains/(losses) on investments	5,638	-	5,638	(7,974)	-	(7,974)
Net income/(expenditure) and movement in funds	(818)	3,652	2,834	(14,245)	(1,961)	(16,206)
Reconciliation of funds:						
Fund balances at 1 January 2023	97,247	13,377	110,624	111,492	15,338	126,830
Fund balances at 31 December 2023	96,429	17,029	113,458	97,247	13,377	110,624

Donations and membership fees

UKPN

	2023		2022	
	£	£	£	£
Fixed assets				
Tangible assets		40		54
Investments		66,993		61,355
		<u>67,033</u>		<u>61,409</u>
Current assets				
Debtors	4,258		3,007	
Cash at bank and in hand	52,127		47,545	
	<u>56,385</u>		<u>50,552</u>	
Creditors: amounts falling due within one year	<u>(9,960)</u>		<u>(1,337)</u>	
Net current assets		<u>46,425</u>		<u>49,215</u>
Total assets less current liabilities		<u>113,458</u>		<u>110,624</u>
The funds of the charity				
Restricted income funds		17,029		13,377
Unrestricted funds		96,429		97,247
		<u>113,458</u>		<u>110,624</u>

Charitable activities

	Advancement 2023 £	Advancement 2022 £
Depreciation and impairment	14	18
Journals	5,294	5,469
Prizes and awards	550	3,991
Professional subscriptions	12,659	10,798
Sponsorship, events and SIG	4,890	2,098
Travel and subsistence	142	497
Meeting expenses	152	41
UKPN costs	5,148	1,961
	<hr/>	<hr/>
	28,849	24,873
Grant funding of activities	9,495	9,456
Share of support costs	2,131	910
Share of governance costs	1,092	1,164
	<hr/>	<hr/>
	41,567	36,403
	<hr/> <hr/>	<hr/> <hr/>

Questions on 2023 accounts ?

Proposer: Cecilia Liszka

Seconder: Povl Abrahamsen

Reserves policy

The Society's reserves policy has been prepared through consultation with the Charities Commission guidance on reserves policies for small charities and has previously been agreed by council.

- 1) **£15k** would be placed in reserve to cover unforeseen emergencies
- 2) **£30k** (3 x £10k) would be placed in reserve to offset any potential future uncertainties in income (effectively the difference between annual subscriptions (£15k) and total income=expenditure ~£25k)
- 3) A contingency fund of **£20k** (equivalent to one year average annual expenditure over past decade) be held in reserve to meet unforeseen needs including unexpected opportunities which might arise for the society to further its objectives.

The reserved policy to be kept under review by council and presented for acceptance by the membership annually at the AGM

Reserves policy


In summary:

Council proposes a £65k reserve to be kept under annual review.

Current funds held, excluding UKPN, (31 December 2023) are £96,429 - this is a decrease from last year (£97,247)

Fixed assets (investment) £67,033

Current assets (Bank Accounts) £ 29,396

The background features a series of concentric circles in shades of dark blue and teal, centered on a black background. A prominent, wavy, light-colored line curves across the right side of the image, partially overlapping the circles.

6. Appointment of auditors for Independent Financial Review

Accountants

In the interests of maintaining complete transparency in all of our affairs, the Challenger Society Council elected to continue to engage the services of an external auditor to perform an Independent Financial Review of the Society's accounts each year.

We have retained the services of:

Argents Chartered Accountants
15 Palace Street
NORWICH
Norfolk
NR3 1RT

The background features a series of concentric circles in various shades of blue and green, creating a tunnel-like effect. A wavy line in a similar color palette cuts across the circles from the bottom right towards the center.

7. New and outgoing council members

Anthony Lucio - Portfolio for publications and website

Senior research engineer in the ocean technology and engineering group at NOC

- Updating webpages
- Upload and circulate Challenger Wave
- Upload and circulate Ocean Challenge
- Upload and circulate news items
- Upload travel and stepping stones reports
- Circulate communications via our mailing lists



Changes to Council

- Thanks to Mike Meredith who is leaving council
- Welcome (again) to Maeve Lohan who is moving from Incoming President to **Actual** President!





8. AOB Changes to
Articles of Association and
Memorandum of
Association

Changes to Memorandum and Articles of Association

- The Memorandum of Association is a legal statement signed by all initial shareholders or guarantors agreeing to form the company
- The Articles of Association are written rules about running the company agreed by the shareholders or guarantors, directors and the company secretary
- These are documents needed by any company to operate → Any changes need to be approved by the membership.
- We have made the changes to bring Challenger up-to-date and make the organisation fit for the future.
 - Change in Presidential Term to 3+2 years
 - Change to allow more Council members
 - Change in bank account signatories to three officers (President, Hon Sec, Treasurer)
 - Change in wording to allow officially for online/hybrid meetings and electronic documents
 - Change to allow for undergraduate members that do not pay a membership fee

Voting

- Motion - to reduce the number of members required to be quorate to 15, if there are no legal restrictions

Proposed: Gillian Damerell Seconded: Angela Colling

Votes for: 8. Votes against: 4. Remainder abstained.

Meeting adjourned as <75% of required agreement

- Adjourned meeting held 25/9/2024
- Motion – to agree on special resolution to approve the new articles of association

Proposed: Matt Donnelly Seconded: Sophie Wilmes

Unanimously voted for. Motion passed

8. AOB

It was noted that this meeting was close to being quorate and we should think of ways to improve member engagement with AGM.

It was suggested to return to having the AGM at the Challenger Conference during Conference years.