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Appendix 1 Chair Report prepared by Maggie Swindells

Thank you for your continued hard work and your support since our last meeting.

RAMBLERS CENTRAL OFFICE

Ramblers Central Office (RCO) has certainly presented us with a few challenges in 2024 but we have developed good systems in order to manage them. One of the major issues since 15th May has been the new requirements RCO have introduced for NEW walk leaders and the registration of new volunteers. With Anne's help we now have an agreed system in place to ensure we can register new volunteers efficiently and support new walk leaders.

Assemble, which was the portal for Ramblers' Volunteers, has been disbanded and all the information has been transferred to the main website. On the new Volunteering page, we can now access all the volunteer resources, such as walk leader guidance and publicity materials, the Document Hub as well training courses.

For committee members who support other volunteers we can now access members details and update Ramblers of any changes to roles within ECR.

All relevant policies and documents are available through the following route:

Ramblers - sign in - using email and password, click - Support Us, click - Volunteering.

ECR WEBSITE WALK LEADERS 'TAB'

Roger Fielding has created a new tab on the home page for Walk Leaders. In that section we have uploaded the following documents which we hope will be of use to all walk leaders:

1. What a volunteer needs to do before leading walks
2. Process for certification of a walk leader
3. Notes for Walk Leaders
4. Posting a Walk Description
5. Leading a Walk – Frequently Asked Questions
6. Ordnance Survey Phone App Instructions
7. How to Register your Phone for Text SMS Messages to Emergency Services

As we create/find other useful resources we will add them to this section of the website. Many thanks to Anne Ball for her input and help with the resources.

TRAINING



We ran a very successful Ordnance Survey App course in August which was well attended. As a result we have at least three new potential walk leaders. We hope to repeat the training next year.

INCIDENT

There has only been one reported incident on a walk to date this year (2024). The new online report form is very easy to use. If an incident does occur walk leaders are kindly reminded to contact the secretary and chair to inform them that an incident has occurred and to please send them a copy of the report. To find the document; (Ramblers – sign in – volunteers – document hub – walking activities – leading and organising walks)

RECCE EXPENSES

A number of questions have been raised about recce expenses for weekends away and coach trips. I emailed Ramblers CO regarding this issue and after several reminders they emailed the relevant page from the Finance Handbook. I have attached this for your information. It is clear ECR should have a policy to manage claims and I propose that we set up a small group to formulate a draft based on CO guidelines.

PATHWATCH2

Earlier this summer Charlie Bingley, from Stoke & Newcastle Ramblers, contacted all three Cheshire East Ramblers group for support to develop Pathwatch2. As a result Louise Whittaker contacted ECR in August to request financial support for the project. Pathwatch 2 is an app which will enable the general public to report footpath faults in the field thus providing an accurate grid reference. We understand 'reports' will be collated into a spreadsheet for each area. As we know ECR already has a very good, interactive, footpath database and, whilst we wouldn't gain anything from the project, we agreed to support the initiative as it would assist the ongoing improvement of footpaths and inspection in our area. Staffordshire and Lincolnshire also agreed to provide financial support.

The £500 contribution from Cheshire East would be split pro-rata across ECR; Congleton, and South Cheshire. Congleton have agreed to support the project but unfortunately South Cheshire has decided not to go ahead. Louise will update the position at our meeting on the 27 th September.

EVENT FOR VOLUNTEERS

The bedrock of our group, as I know you are all aware, is the tremendous support we receive from volunteers. In our 50 th Anniversary year we provided a special afternoon tea to thank everybody concerned. Whilst we may not want to go to that expense again I feel it would be worthwhile doing something. Anne, Melanie and I are almost at the point where we have an up to date data base of all our volunteers. When this list is finalised we will have an accurate number which should help us shape whatever event we decide to do. I would welcome a short discussion about this initiative at the meeting.

**EMAILS**

ECR have emails for key roles in the group. However, whilst we can receive external emails we can't reply using them. Roger Fielding suggested it would be better if individuals set up their own email and he would then link the ECR one to that account. Anne Ball and I have done this successfully and we're more than happy to help others do the same. It has the advantage of keeping personal emails secure, especially when corresponding to members/other individuals outside ECR.

VOLUNTEERS FOR SOCIAL EVENTS

Gina has provided an amazing social programme for ECR members supported by a small group of excellent volunteers who give a lot of time organising events/weekends away/coach trips. It would be advantageous if we could encourage more members to volunteer to lead such events. Any ideas about how we could achieve this would be warmly welcomed! We will include this as an agenda item at the AGM.

WALK COORDINATORS MEETING - AGENDA ITEMS

The Walk Coordinators' meeting will take place on 31 st October at 2pm. Are there any items the committee wish to include on the agenda?

AGM

Please find in your pack the paperwork for the AGM. The meeting will be held on Saturday 23 rd November at 2pm at Macclesfield Tennis Club.



Attachments

1. Key dates 2024
2. ECR Constitution
3. Introduction for Group Leaders (Power Point Slides) FYI
4. Ramblers Central Office Financial Review June 2024 (Keith Anderson)
5. Don't Lose Your Ways Coordinator Profile (Keith Anderson)
6. Recce Expenses Guidance (Ramblers Central Office)

Appendix 2 Treasurers Report prepared by Colin Finlayson

Bank Balance :

As at 21st September 2024 our bank balance stood at £7515.62

RWH Commission :

No further RWH commissions have been received since our last meeting.

Budget 2024/25 :

Our Budget application was submitted to the Area and subsequently forwarded to RA Central Finance on the due dates.

Following input from the FP Committee and FP Projects we have applied for £1248.00 for the forthcoming year to 30/09/25.

Historically ECR usually receive our Q1 payment from RA sometime in late September into early October.

Annual Return (Year End Accounts)

The Annual Return pack has now been distributed to all Areas and Groups and we have a submission date of 14th October to submit our Return. Work on finalising our accounts has commenced.

Recce Charges / Expenses

Ann Thompson has expressed some understandable concern about the potential increase in Recce expenses for her forthcoming trip to Borrowdale.

Following discussions with Ann we agreed to stick to the current limit of a £10 per head charge for this trip and bring the matter to this meeting for the ECR Committee review this matter for future trips.

To assist our review I have appended a copy of the current RA Treasurer's guidelines with regards to 'Expenses for Recc-ing Walks'.

**AOB:*****Charles Head Permissive Path***

John Goodman has now stood down from dealings with the two landowners who are the ECR partners with regards to the above path. In the past 3 years I have attended the annual meeting with the Landowners and so have now taken the lead in this matter and was delighted to have Louise Whittaker accompany me on this years visit.

Matters remain extremely harmonious with the Landowners and they both confirmed that they are happy for the current agreement to continue for another 12 months. The two peppercorn rents (£25.00) have been paid.

Report ends

ACF

Appendix 3 Footpath Secretaries Report prepared by Louise Whittaker

Footpath Secretary's Report to Main Committee [June to September 2024]

Meeting with PROW	Face to face meeting with Nicola Lewis-Smith [PROW Manager] scheduled for 7 th November. Louise; Neil, and Gillian to attend from ECR/FP Committee.
Disley Papermill	Comprehensive objection from CEC/PROW as plans do not include any reference to adjacent PROWs/Bridleways impacted. Legal obligations not met.
Inspections	Footpath Inspections on track to complete by deadline of 27 th September. Several FP Inspectors retiring at end of this year. Tony now recruiting.
Funding a Diversion Dane Valley Way	North Rode FP2 – in 2023 Brian & team upgraded the waymarking on an existing permissive footpath to provide a route around a very boggy area on North Rode FP2. ECR were seeking funding to support diversion of FP2 and incorporate part of the permissive route into a PROW. <u>The current landowner is no longer in agreement.</u> is in agreement. CEC have suggested that ECR provided funds to help take this forward.
Footpath Closure	Kettleshulme FP 23/Rainow 15 has been a problem path for 20 plus years due to thick mud along Cow Lane & absence of footbridge across Todd Brook. CEC placed a Temporary Closure Order on this route earlier this year. CEC Maintenance Officer [Matt Chapman] is walking the route with key stakeholders [ECR/local parish/landowners/peak park etc] as part of deciding how to address. Louise/Neil attended on 15 th August. Louise also to attend on 26 th September.
Closure of Permissive Footpath	Permissive path from Torgate Farm to Cat & Fiddle closed by landowner. ECR/FP Committee wishes to meet with landowner to understand the reasons & explore if 'we' can help to mitigate [eg kissing gates]. Peak Park Ranger being invited also. Path is important to network.
Pathwatch 2	In July Neil Collie organised a meeting bringing together footpath secretaries from ECR, Congleton & South Cheshire Ramblers together covering Cheshire East Area. Key topic: Funding for Pathwatch 2. Further discussions on-going, plus a meeting with Charlie Bigley to understand more about it.
E-Working Space	Discussions & exploration of options on-going.

LW 21st September 2024

Appendix 4 Membership Report prepared by Anne Ball

Membership Numbers

The number of members and affiliate members in September compared with May is as follows:

	15 May 2024	15 September 2024
Members	586	593
Affiliate Members	10	12
Total Membership	596	605

Nineteen new members have joined. Taking into account those who have left, the net increase in total membership since 15 May is 9.

We have not been advised of any Boundless Plus members taking advantage of their option to join the Ramblers East Cheshire Group.

Members Unsubscribing

There are fewer members unsubscribing from emails via MailChimp than there were earlier in the year. Those that have done so have been sent an email explaining how to re-subscribe if they wish to, once they understand that unsubscribing cuts them off from ECR emails. A similar email has also been sent to two new members who haven't given permission to Ramblers for 'marketing emails', so that they will be aware that this means they will not receive emails from ECR. There is now a paragraph in the welcome letter explaining the implications of subscribing/unsubscribing.

Registration of Volunteers

We have been reviewing our body of volunteers to check that they are all registered with Ramblers central office to make sure that they are all insured. If a volunteer had not yet been registered, a request was sent to central office to register them.

These requests are made on a specific form. Team Leaders have been requested to advise the Membership Secretary when they recruit any new volunteers so that a registration request can be submitted. This will also ensure that we keep a record of all our volunteers in one place.

Currently there are 150 volunteers registered on the Ramblers database as walk leaders, footpath wardens (footpath inspectors), footpath maintenance team members, committee members, walk coordinators, walk leader trainers and webmaster.

Appendix 5 Social Secretary Report prepared by Gina Thompson

After a busy schedule in the first quarter of the year, summer has been relatively quiet here is what we have been doing:

APPS TRAINING 17th July was very successful in improving all who attended information and ability to operate the OS app. Grateful thanks to all our trainers, Gillian, Michael, Maggie, Anne, Jane & Frank.

PICKLEBALL SESSION 23rd August, organised and led by Michael Murphy at Macclesfield Tennis Club. Despite the breezy weather everyone tried their best and learned the rules and how to score there were 8 attendees so they were all able to play a doubles match with Michael coaching. Finishing with a sociable drink in the clubhouse. Many thanks Michael.

GEOLOGY WALK 2nd September led by Sue Munslow, this was well attended. With everyone enjoying Sue's explanations and information. Many thanks Sue.

Looking forward to the end of the year, we have our very popular quiz night on 4TH OCTOBER places going very quickly.

BORROWDALE MIDWEEK AWAY 7-10th October Organised by Ann Thompson, please get in touch with Ann for any information.

AGM 23rd November at Macclesfield Tennis Club from 2pm. Coffee and Biscuits will be available, We look forward to seeing as many members as possible please.

AREA AGM 25th November at Macclesfield Tennis Club.

WEEKEND CHRISTMAS LUNCH 7th December at Davenport Golf Club, organised by Gina Thompson Menu and information due out soon, this event is open to any members and partners.

MIDWEEK CHRISTMAS LUNCH 19th December at The Legh Arms Toby Carvery Adlington organised by Melanie Davy. Menu and information due out soon.

To whet your appetite for 2025 so far I have planned:

- Our New Year Day Walk led by Melanie and Lorraine,
- A talk about Rudyard Lake from Ray Perry, followed by a short walk around the lake the next day led by Benita.
- A guided tour of Bramall Hall
- A music evening with Susan Meyes



- A history walk around Marple led by Judith Wilshaw
- I am hoping we can organise a coach trip next year, I think the Forest of Bowland maybe good if anyone is interested in leading a walk please get in touch

If anyone is interested in organising an event or helping with an event

**Appendix 6 Lost Ways Report
prepared by Keith Anderson**

1. No new volunteers have come forward since the last meeting
2. Our 3 volunteers have either said they will try to find time in the winter or just have nothing to report. None of the volunteers (as far as I am aware) took up the opportunity of the training day earlier this month.
3. The main things discussed at the zoom meetings are technical issues and developments relating to Assemble and researchers in other parts of the country speaking about their successes or otherwise.
4. As previously reported, I am standing down at the end of the year. I have Colin Park's files to hand over to whoever wants to take this over.

Keith Anderson 21/9/24



Keith's email to the group 11th September from Sophie Reindorp

Keith Anderson

Wed, 11 Sept, 17:43 (11 days ago)

to Gina, Jennefer, Maggie, chaireastcheshireramblers, Colin, Jane, Louise, Melanie, MemSec, me, Sue, Margaret, Terry, Steve

I received the below Email yesterday. The DLYW volunteers were advised of this opportunity a while ago and as far as I know have not taken it up

I thought it might interest one or more of you ? Please get in touch with Sophie direct if you want more info or to take up a place

Keith

I'm writing to let you know that we still have spaces left on two training days running soon for volunteers working on historic research to protect rights of way across England and Wales that are at threat of being lost forever.

Facilitated by rights of way experts and authors of "[Rights of Way: Restoring the Record](#)", Sarah Bucks and Phil Wadey, these in-person sessions are essential training for those interested in conducting historical research and writing strong Definitive Map Modification Order applications to [save 'lost' ways](#).

Training day locations and dates

- [Leeds - 10am - 4pm, Sat 21 Sept](#)
- [Manchester - 10am - 4pm, Sun 22 Sept](#)

Tea and coffee will be provided and you can claim back reasonable travel expenses incurred. Please bring your own lunch, water bottle, laptop and power lead.

These days are run in conjunction with [British Horse Society](#) and [The Open Spaces Society](#).

If you have any questions please don't hesitate to get in touch.

Best wishes,

Sophie

Sophie Reindorp

Casework Officer (paths)

The Ramblers Paths Team

Appendix 7 Social Media Report prepared by Jennie Mellor

Post reach numbers were not available on FaceBook. Post engagement has almost doubled, page likes and new page followers have also increased.

Interactions have increased and “photo views” have more than doubled, as have “link clicks” from our posts.

There is a small change in Audience and Age and Gender

All of our walks are being added to Walks Manager on the Ramblers website, and a regular post on <https://macclesfield.nub.news/> gives an overview of upcoming walks and leads viewers to the ECR website.

Photographs of our walks added to Facebook are becoming more popular, in particular the “reels”.

We are very grateful to the photographers and those leaders that post their walks on Facebook.

ACTIVITY OVER THE LAST 28 DAYS TO 19th SEPTEMBER 2024

Discovery

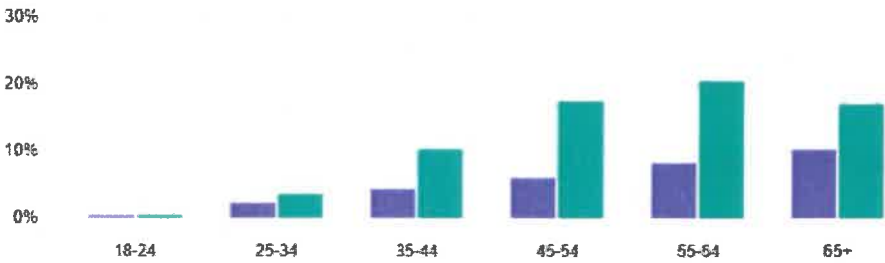
 Post reach	--
 Post engagement	1,264
 New Page likes	2
 New Page followers	7

Interactions

 Reactions	286
 Comments	13
 Shares	11
 Photo views	553
 Link clicks	98

Age and gender

Men 31.30%
Women 68.70%



Location

Towns/cities Countries

Macclesfield	161
Stockport	58
Wilmslow	46
Manchester	42
Crewe	39
Congleton	23
Knutsford	19
Nantwich	17
Northwich	17
Sandbach	17



Further Information

- 1 Introduction to Group Leaders
- 2 Keith Anderson Central Office Financial Review 0624 and email 11th July 2024
- 3 Don't Loose Your Way Volunteer Role Profile
- 4 Volunteer Expenses



1

The Ramblers Year

1 October - 30 September

Group AGMs - October to December

Area AGMs - November to February

Regional Cluster Meetings - Feb/Jun/Oct

Scottish Council - March

Welsh Council - March

General Council - April

Volunteers Week - 1-7 June



A word from our President!



Opportunities for linking up locally?

Area and Group AGMs

Joining Group Walks in your area

Sharing best practice

Members days

Explore ideas with your engagement officer



Other useful Ramblers tools

- **Your Ramblers Area** Link up, attend Group AGMs, join in Ramblers democracy
- **Insight Hub** For useful data on membership, area and group stats etc.
- **Walks Manager**
- **Ramblers website** (Area & group webpages on the Ramblers website and the Volunteer Hub)
- **Ramblers App**
- **Walk Leadership Conversations** Online Eventbrite sessions
- **Online Footpath Forum** Online Eventbrite sessions
- **Group and Area** Online Eventbrite sessions for lead volunteers
- **Volunteer Update**, every two weeks and **Members Update**, every month (only if you have given permission)
- **Social media** facebook.com/ramblers instagram.com/ramblersGB twitter.com/ramblersGB
ramblers.org.uk
- **Regional Cluster**

We're here to help: for your regional engagement officer England REI@ramblers.org.uk

for general enquiries and questions ramblers@ramblers.org.uk

for general enquiries in Wales – ramblerscymru@ramblers.org.uk



Resources to guide you, examples of what you can find.....

Online trainingavailable through Training Library on the website

- Safeguarding Module 1.
- Volunteer Recruitment & Volunteer Welcome
- Walk Leader Essentials
- Preventing and Managing Incidents

In the Document Library

- Area & Group documents - changing group name, Flexi-Groups, constitutions etc.
- Ramblers Values
- Volunteer role profiles – what people do in each role
- GDPR & Data Protection – keeping members and volunteer' data safe
- Insurance and Finance – how you are covered and for what. Financial guidance and forms.
- Brand logos and templates – for your publicity and online publications
- And much more.....

Don't worry about the volume of documents and feel under pressure to read everything. We want you to feel safe, confident and have fun if you need help or support talk to a regional officer.

Documents to guide you

Ramblers Values,

<https://ramblers.chorus.thirdlight.com/link/3r06unc8vr7-i4xuky/@/preview/333?search=values>

Safeguarding Policy,

<https://www.ramblers.org.uk/about-us/safeguarding-ramblers>

Privacy Policy,

<https://www.ramblers.org.uk/about-us/privacy-policy>

Complaints Policy,

<https://www.ramblers.org.uk/about-us/complaints>

Media Centre,

<https://www.ramblers.org.uk/media-centre>

The Volunteer Hub,

<https://www.ramblers.org.uk/support-us/volunteering>

Social Media Guidelines,

<https://www.ramblers.org.uk/our-social-media-community-guidelines>

Anti-racist Statement

[The Ramblers commitment to being an anti-racist organisation - Ramblers](#)

Assemble v Volunteer Hub

We have been reviewing Assemble because.....

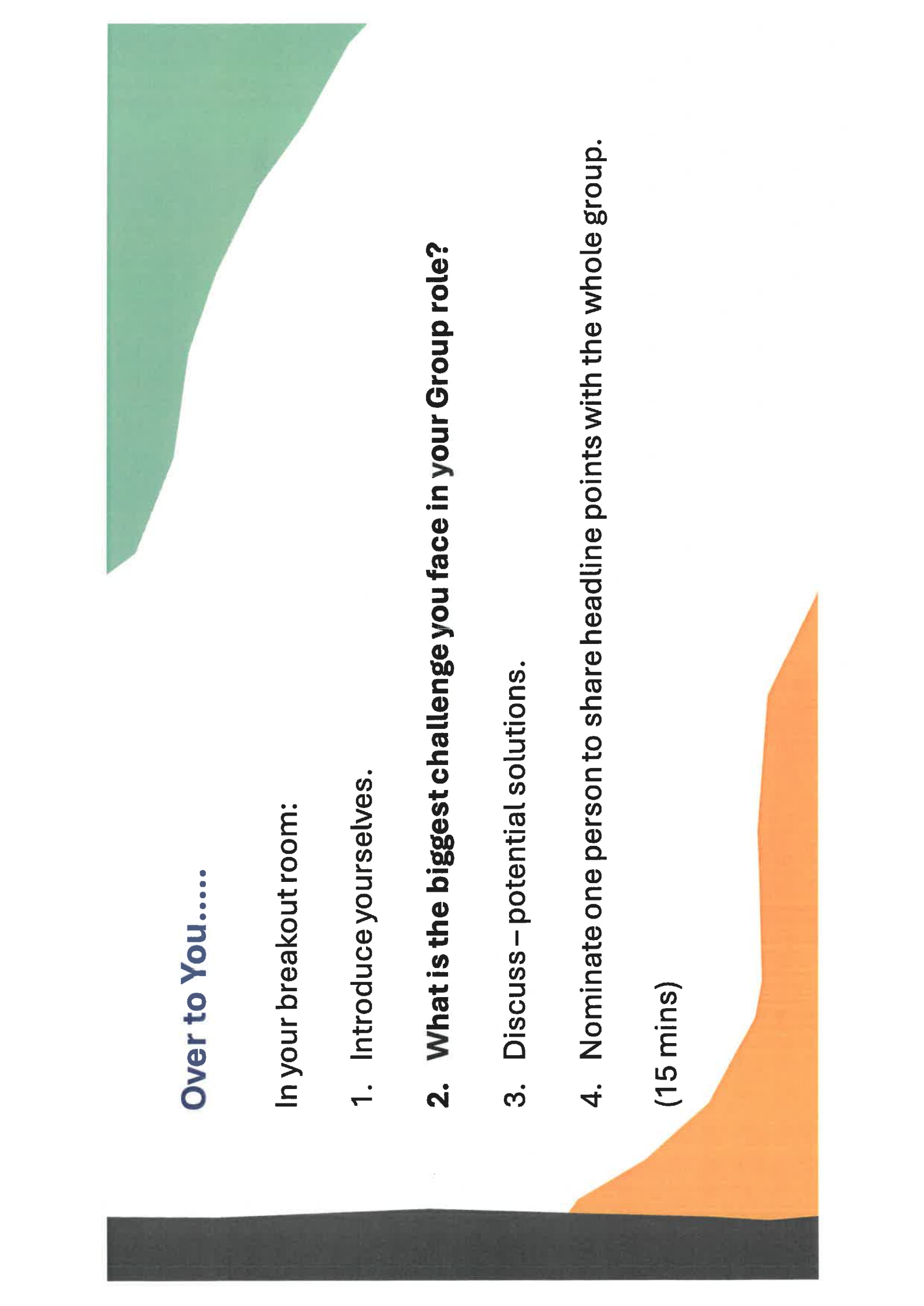
- Ongoing feedback and decline in logins
- General Council motion in 2023 asking if Assemble was the right tool for Ramblers
- Training modules hard to find and documents only accessible via a login

The next part of the review will look at other aspects of Assemble:

- Area and Group Leaders will be consulted on what tools you need

You now have easier access to:

- Document Library
- Personal Training portal (called the Training Library)
- A form to set up a new volunteer or to add an additional role to an existing volunteer
- A form to update any training done by a volunteer offline



Over to You.....

In your breakout room:

1. Introduce yourselves.
2. **What is the biggest challenge you face in your Group role?**
3. Discuss – potential solutions.
4. Nominate one person to share headline points with the whole group.

(15 mins)

Doing things your way

- Feel confident in how you organise your Group roles to suit the specific circumstances of your Group.
- Each area and group is different and will organise themselves in their own way.
- Don't feel tied to the specifics in a Volunteer Role Description, you can work out with your team, what works best for your group members and volunteers.
- Importantly, enjoy your time opening the way to walking for all.
- It's OK to have a particular focus e.g. Footpath Maintenance, Walking Festivals, Walk Leader Training, innovative ideas that support the Ramblers Strategy.
- Its your time, you are giving it freely, it should be personally fulfilling, fun and enjoyable.
- If you want to talk about volunteer role's and how they are organised in your area, please have a conversation with your regional officer.

Group Leaders – what you do

Group Secretary

- Working with the Group Chair to arrange meetings, including agendas Arranging meetings, including the AGM, booking rooms, sending out invitations, and other arrangements.
- Making sure that accurate minutes are taken and circulated.
- Making sure that all records are kept up to date and safe (within the GDPR policy).
- Keeping in touch with Ramblers' offices and nations teams, sharing news, including key organisational policies with the group committee and groups.

Group Treasurer

- Working with the other members of the committee to plan the group's budget for the year.
- Working with the group treasurers in the area to make sure that spending plans are coordinated.
- Keeping accurate records of all income and expenditure.
- Making sure that all income and expenditure is in line with policies and procedures, and regularly presenting information on the group's finances to local meetings.
- Providing formal financial returns to the Ramblers' offices for audit purposes, via the Area Treasurer.

Group Leaders – what you do (and much more!)

Group Chair

- Supporting the group committee to run the group well, follow good practice and join in national/local initiatives
- Make sure that policies and procedures are followed so that the group, its members and volunteers are kept safe and legal
- Oversee the group's working relationship with local authorities, organisations and politicians
- Develop activities in line with the priorities of the Ramblers' Area
- Make sure that the group follows all the required governance, including AGMs and attendance at area meetings
- Put in place activities and initiatives so that belonging to the Ramblers in your group is enjoyable and welcoming

Group Vice Chair

As above and

- Supporting the group Chair in the leadership of the groups, helping them to run well

Engagement Officers – what else we do

- Support you with local issue resolutions
- Support you with Safeguarding cases
- Share best practice between volunteers and with staff
- Learn from you
- Help areas & groups look at different ways of doing things especially those that align with the Ramblers Strategy
- Pilot community development projects to bring in external funding to get more people out walking
- Give you the heads up on organisational changes & updates
- Support you to grow your ideas and ambitions for new Ramblers activities which align to Ramblers strategy.

Engagement Officers – what the team does

- With other teams we deliver the Ramblers Strategy
- Co-ordinate Regional Cluster meetings
- Run Area & Group leadership sessions
- Co-ordinate trustees and staff attending Area AGMs
- Support General Council (Ramblers AGM)
- Signpost volunteers to other teams to help find the answers
- Link Ramblers teams up with the relevant volunteers
- Work with colleagues internally; Paths, Communications, Fundraising, Membership, Volunteering, Campaigns, Walk Experience, IT, Wellbeing Walks, Finance, Supporter Care, Publicity, Ramblers Scotland & Cymru
- Co-ordinate group changes e.g. opening/closing/merging of groups, name changes and Flexi-Groups

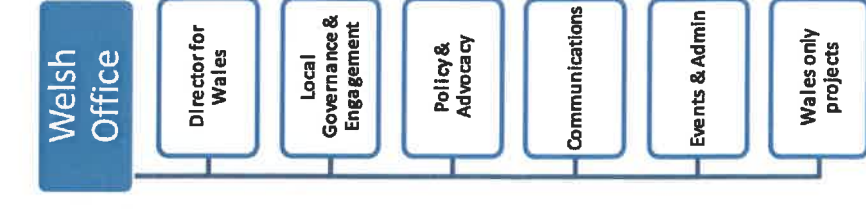
Introducing the Regional Officers in England & Wales

We are from L to R...

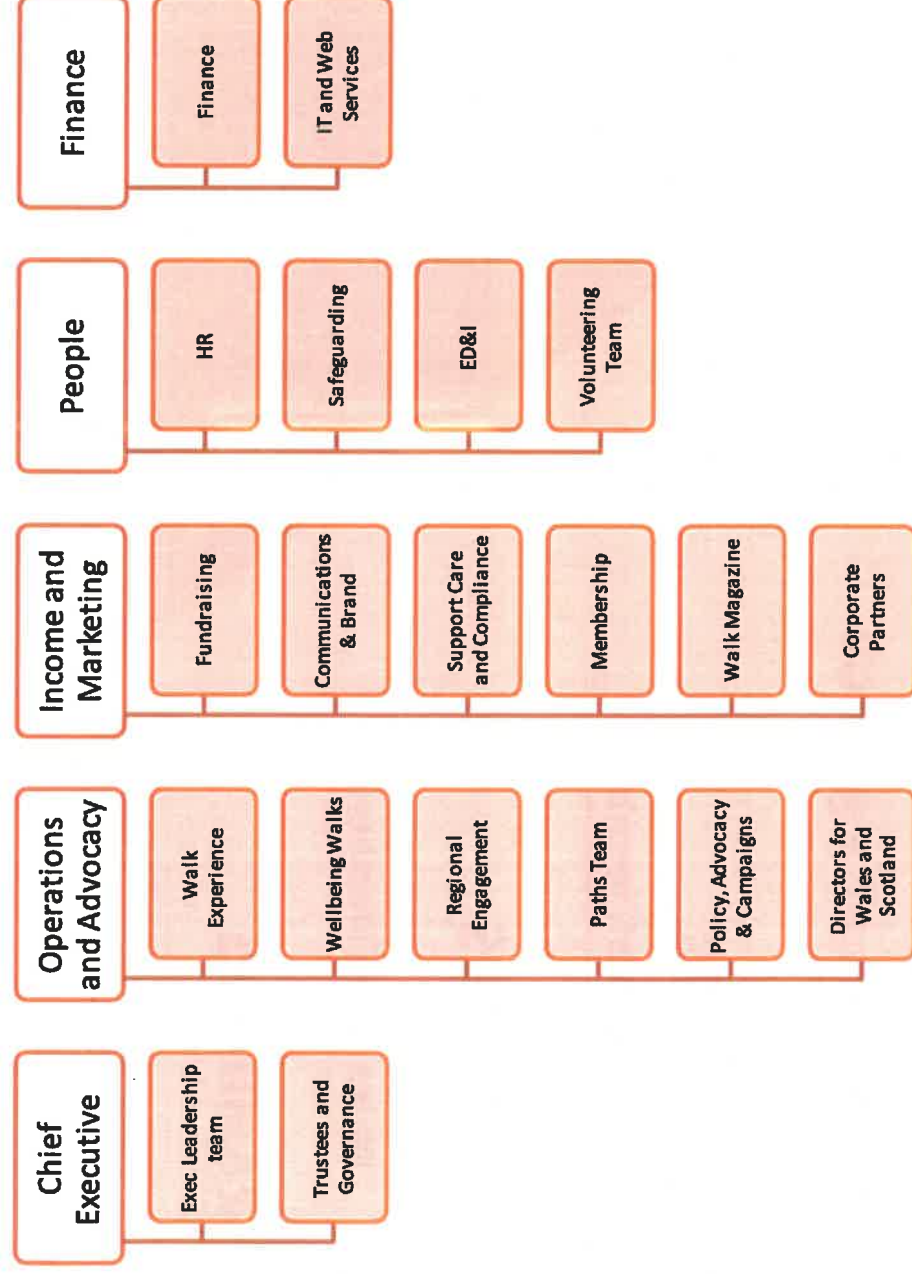
- **Diane** – North & North West England
- **Claire** - Midlands and East Region
- **Richard** – manages the team
- **Vanessa** - South East Region
- **Nicky** - South and South West England
- **Dai** – Wales



Who's who at Ramblers Cymru



Who's who at Ramblers GB



Ramblers at a glance



England - Staff members



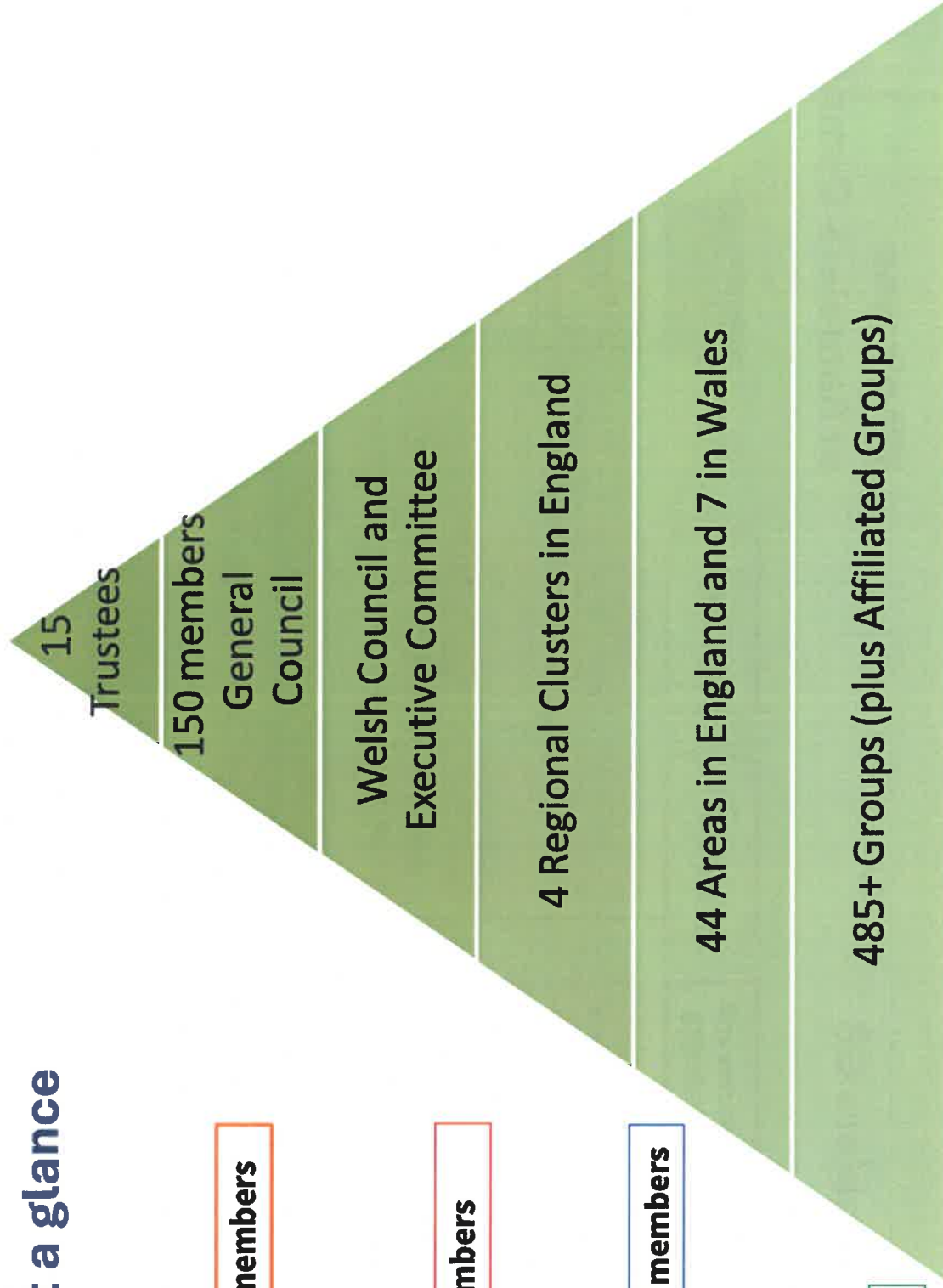
Wales - Staff Members



Scotland - Staff members



Partners



The Ramblers mission

Access, paths and rights of way

Improved
provision, quality
and information on
access,
paths and rights
of way.

Confidence and knowledge

Improved
confidence and
knowledge to walk
outdoors

Charitable cause

Improved support
for The Ramblers'
charitable cause.

Participation

Improved participation
of communities that
have the least access
and most barriers to
the outdoors.

***To create a country where everyone has the freedom to enjoy
the outdoors on foot and to benefit from the experience***

The Ramblers Values

Inclusive

We make everyone feel welcome and part of the Ramblers community. We make sure we all feel respected and accepted and know our contributions make a difference in achieving our mission.

Inspiring

We strive to inspire people through the way we act and the things we say. We channel our passion and ambition, so others are moved to help us achieve our mission

Empowering

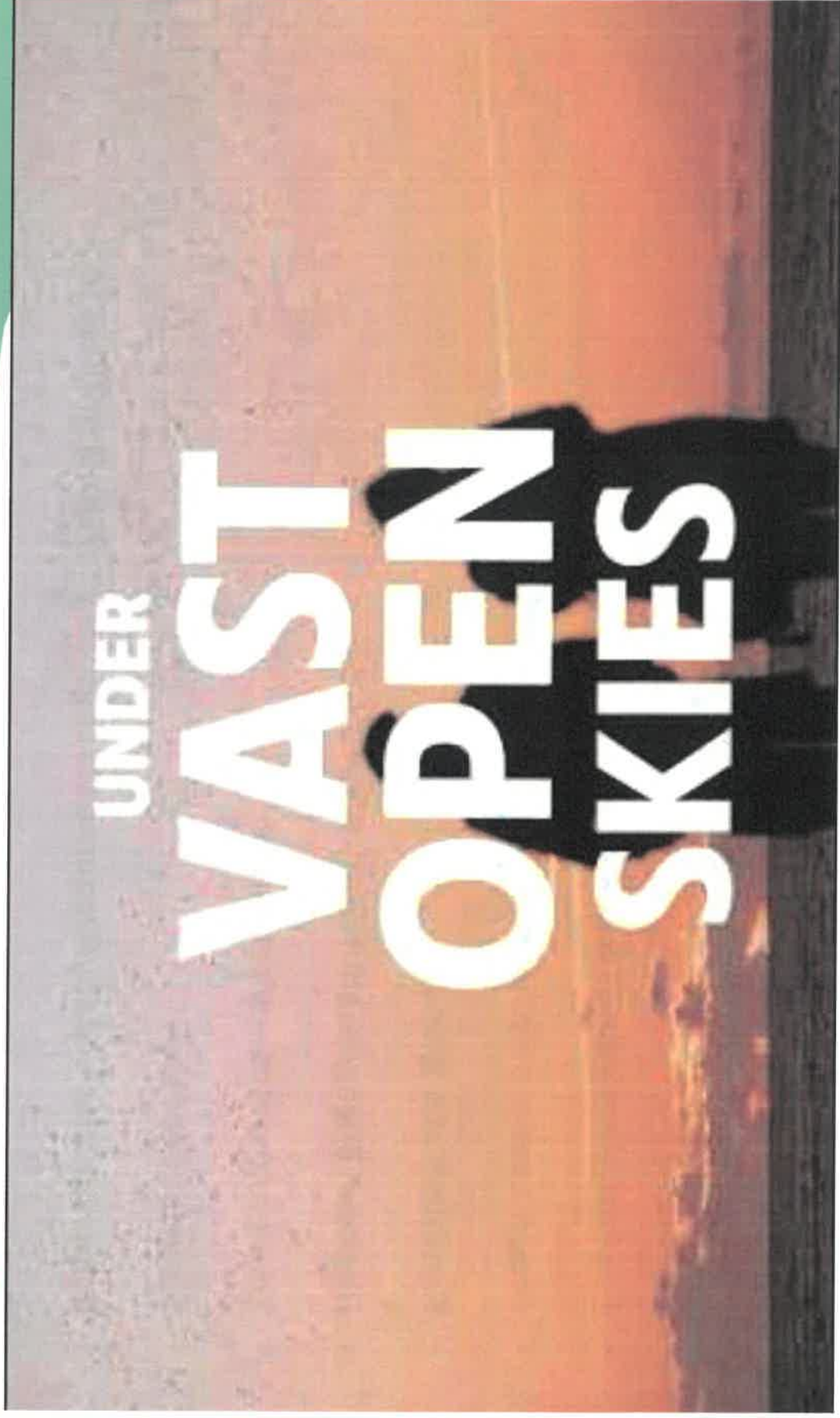
We empower and encourage each other to make a positive contribution to our teams and the Ramblers. We do all we can to make sure everyone has the ability and feels confident to act.

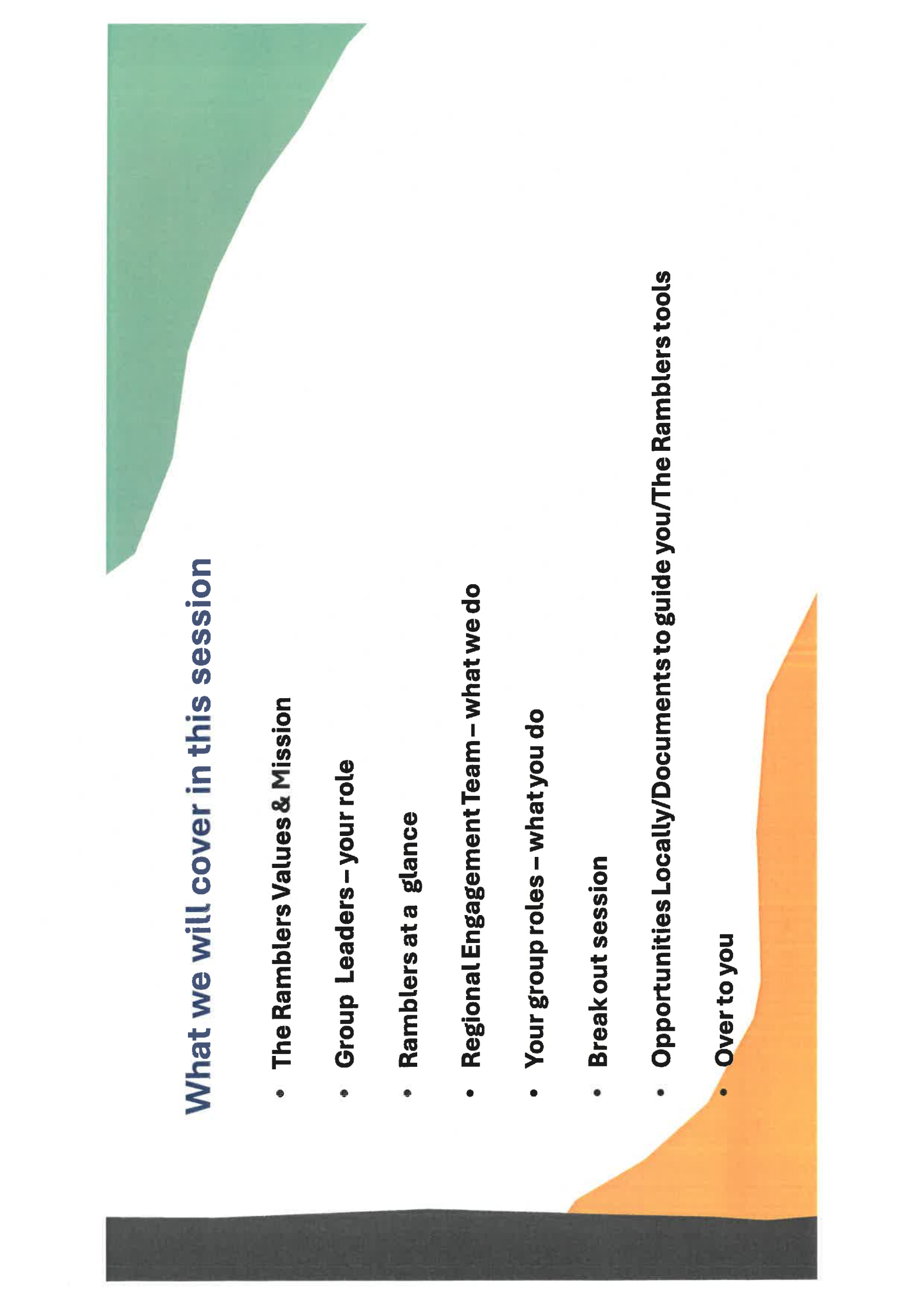
Responsible

We take responsibility for ourselves and those around us seriously by always acting in a safe and supportive way. We care about the environment and make sure we do what we say we will do.



Let's set the scene!





What we will cover in this session

- **The Ramblers Values & Mission**
- **Group Leaders – your role**
- **Ramblers at a glance**
- **Regional Engagement Team – what we do**
- **Your group roles – what you do**
- **Break out session**
- **Opportunities Locally/Documents to guide you/The Ramblers tools**
- **Over to you**



Welcome

Thank you for choosing and being elected to a key role in Ramblers. People like you carry out vital activities for the good of walkers and potential walkers, across the three nations of England, Wales and Scotland.

On behalf of staff, members, fellow volunteers and the public who benefit from your Ramblers activities, we want to say a big **THANK YOU**.

This pack is a resource that will give you a brief overview of the Ramblers.

This series of slides will also signpost you to the various support that is on offer to you.

We are delighted that you're at this session and we sincerely hope your volunteer experience is both fun, fulfilling and maybe a little challenging.



Group Leadership Introduction

2024



Thank you. Any questions?





2

Ramblers Accounts

Year ended 30/3/23

Income £000's

All £000's

Membership	3117
Donations	2922
Contracts	1390
Legacies	1107
Areas & Groups	2278
Gift Aid	732
Trading	419
Investments	82
Total	12047

Expenditure

Programmes & Promotion	4169
Areas and Groups Walking activities	2426
Raising funds	1908
Rights of Way	2229
Freedom to roam	1732
Countryside Protection	1719
Total	14183

Deficit	2136
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Assets as at 31/3/23

IT & Systems	1100
Tangible assets	292
Investments	1569

Total Fixed assets	2961
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Stock	24
Debtors	1517
Cash - central	3457
Cash - areas, groups & councils	1452

Total current assets	6450
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Creditors etc	992
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Net assets	8419
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Staff Costs	2023	2022
Salaries	4412	4065
Employer's NI	457	438
Employer Pension Contributions	366	347
Sub-total	5235	4850

Agency recruitment and training	758	505
Redundancy	43	
		50
Total staff costs	6036	5405

Increase % 11.67%

Pay over £60k

60-70	0	2
70-80	1	1
80-90	2	2
90-100	1	1
130-140	1	

By implication the people represented by the above numbers are

CEO

Director of Operations & Advocacy

Director of Finance

Director of Income and Marketing

Director of people & digital

Analysis of staff numbers in Fulltime Equivalents is given as follows :-

Direct Core Charitable activities	78
Direct Funded Charitable activities	16
Governance	2
Fundraising	5
Total	101

Cost per fulltime equivalent £000's * 52

* cost includes salary, NI and Pension contributions as set out above.



3

Volunteer Role Profile

Volunteer Role

Don't Lose Your Way Team Coordinator

Volunteer Manager

Programme Officer (Don't Lose Your Way)

Where you will be based

Community

Why we want you

Help us save our historic public paths. Over 140,000 miles of paths and rights of way crisscross England and Wales but many are unrecorded and if they're not registered soon, they'll be lost forever. Bringing together all of the key volunteers involved in the Don't Lose Your Way project in the local area, Team Coordinators help drive local activity, making everyone feel involved and giving Don't Lose Your Way the best chance of success in the local area.

What you will be doing

- Welcoming and supporting all Don't Lose Your Way volunteers in your team
- Keeping all key Don't Lose Your Way volunteers in the local area engaged and informed about progress locally, building a strong local team
- Building and nurturing links with local authorities, working with other Ramblers' volunteers, so they are engaged with the aims of Don't Lose Your Way
- Keeping up to date with the news and programme, working with the Programme Officer to make sure that local successes and issues are noted
- Liaising with other key local Ramblers' volunteers to make sure they all know about Don't Lose Your Way in their area, linking in with a coherent local strategy for working with the local authorities
- Getting the local public involved in Don't Lose Your Way, including helping to recruit new volunteers

The skills you need

- Enjoys working on own initiative
- Real "people person", able to inspire and enthuse others
- Great team leader, with sensitivity and diplomacy
- Organised and able to understand complex processes

What's in it for you

- Exciting team leader role where you can use your people skills
- Opportunity to be able to help protect historic paths through a non-technical role
- Varied role where you can develop plans and focus on building a great



4

Volunteer expenses

FIN014



Expenses for 'recce-ing' walks

The following guidance has been developed in 2010 following discussions held with Area and Group volunteers, and in consultation with the Area Treasurer Sounding Board. This replaces any guidance previously issued on the topic of pre-walk reconnaissance (or 'recce') expenses.

Every year our Areas and Groups organise about 28,000 walks, each led by a volunteer walks leader. To ensure that these walks are safe, walks leaders often carry out a pre-walk 'recce', for which they may incur out-of-pocket expenses. Although we would like to be able to reimburse all such expenses, unfortunately we do not have sufficient funds available to do this. In practice, the vast majority of our walks leaders do not claim any expenses incurred in carrying out pre-walk reccees, and we are very grateful for this.

However, we recognise that some walks leaders may not be able to afford to pay their own recce costs, and we recommend in this case that Areas and Groups meet any such reasonable expenses where claimed. We would not expect volunteers to have to provide evidence of their financial circumstances and as such, there is an element of trust in the individual concerned.

If you are planning to reimburse walks leaders' recce expenses, please consider the following:

- Areas and Groups are responsible for setting local policies on the claiming of recce expenses. In particular, it is advisable to establish limits on such expense claims, to keep the level of claims manageable. A limit on the maximum claim amount per recce is recommended. In addition, it may be advisable to limit the mileage rate for recce expenses to a level below the guidance rate (see the section on mileage rates above).
- Whatever policies are put in place for the reimbursement of recce expenses, all claims have to be based on actual expenses incurred (see the section on tax implications above).
- We suggest that walks leaders who are planning to claim their recce expenses discuss this with the committee before incurring any costs.
- Areas and Groups should only allow one recce expense claim per route for each leader, unless sufficient time has passed since the last recce of that route to warrant another recce.
- For coach trips, recce expenses (if paid) can be factored into the price of a seat on the coach. This allows walks leaders to claim their expenses with no cost to the Area or Group.
- For holidays (i.e. walks involving one or more overnight stops) most Areas and Groups do not reimburse recce expenses. If you do wish to reimburse walks leaders for holiday reccees, we would advise that contributions are sought from trip participants.

Contact the Finance team: areagroupfinance@ramblers.org.uk

Updated: August 2012