



# SERVICE NOT SELF

ROYAL ENGINEERS ASSOCIATION ANNUAL REPORT 2018

# Looking Backwards...



100TH BIRTHDAY  
CERTIFICATES WERE  
PRESENTED TO THE  
FOLLOWING MEMBERS  
ON THE OCCASION  
OF THEIR 100TH  
BIRTHDAY IN 2018:

MR OSWALD BROWN  
MR ALBERT GARDNER  
MR KENNETH DOWNWARD  
MR DOUGLAS STEWART  
MR ROY SPICER (99TH)  
MR RONALD MCBRIDE



REA GRANTS GIVEN MEDWAY  
BRANCH REA GAZEBO AND  
BANNERS  
22 ENGR REGT CAMPERVAN  
33 ENGR REGT (EOD)  
CAMPERVAN  
170 GP INFRA SP MINIBUS  
RIPON BRANCH PROJECT HONKER  
AMAZON BRIDGE MEMORIAL





# CONTENTS

A Message From The President Maj Gen Alastair Dickinson CBE
Introduction by The Controller of the Royal Engineers Association
2018 in numbers
Esprit de Corps/What we do
Benevolence
Welfare
Membership
2018 Trustees Report and Financial Summary
2018 – A look back and looking forward

# INTRODUCTION

## PRESIDENT'S MESSAGE MAJ GEN ALASTAIR DICKINSON CBE

Welcome to the entirely reformatted REA Annual Report. It is designed not only to provide the essential detail required of an annual report but also be an informative, readable magazine that enables the REA to get its message out. We hope you like it - I must thank our relatively new Controller – Ken Kirk – and all the staff at HQ REA for their tremendous work creating this report.

The REA has transformed this year with the introduction of a new Board replacing the old Council. The introduction of external Trustees onto the Board brings much needed expertise from other military charities, the penal system and the legal profession. Additionally, the new Board has retained experience from the old Council and includes representatives from all the various levels of the Association. I encourage you to take a quick peek at the brief bios of the new Board.

Beyond creating a new Board, this year the Association has aligned the support provided to national branches with that already enjoyed by local branches. Furthermore, we have introduced a new category of branch – known as themed branches – the first 3 are a football branch, a cycling branch and a blue light branch. The idea is to encourage sporting branches that combines serving and veteran sappers. They have got off to a great start, but I am sure there are more ideas out there for the Association to support.

I have asked the Controller to write his own forward with the raw facts of the Association's performance this year. But without stealing his thunder, I am delighted to see just how much the membership has increased this year, frankly bucking the trend of our sister associations across the Forces. And whilst it would be fabulous not to have to provide welfare or benevolence support to those in need, our benevolence committee continues to do sterling work responding to the needs increasingly being identified by our wider membership. On that point, I should conclude by urging you all to think of those whom you have not heard from recently and get in touch to check all's well.





# INTRODUCTION BY KEN KIRK

## REA CONTROLLER

Over 2018 the Royal Engineers Association has embarked on an ambitious restructuring process to improve the governance and delivery of the services and support we provide through our benevolence, welfare and membership structures.

The Association can be rightly proud of what we have achieved for our beneficiaries; working in partnership with other service charities including the British Legion, SSAFA and ABF we have delivered over £430,000 of benevolence assistance to 600 families and individuals. This has provided the Sapper family – our serving soldiers, veterans and their families with vital life-changing support. We are working in an increasingly regulated environment, so we have reinforced our commitment to data protection investing in new secure data management systems. We have encouraged caseworker training for branch welfare officers to give our members the support they need to assist our beneficiaries. We have reached out to serving units, briefing all ranks on the work of the REA on the support we provide as we see the numbers of serving soldiers and families we assist continue to grow.

We have continued to provide welfare grants and in 2018, we announced a £250,000 grant fund inviting RE Units and REA Branches to apply for funding for resources to improve the welfare of soldiers and veterans.

We have sought to find new ways to inform, contact and assist the most vulnerable members of the Sapper family; we have improved our social media presence, while encouraging growth in our most critical asset: our members. This past year has seen the formation of a new national Diving branch and the announcement of a new class of themed branches that include, Football, Cycling and Blue light Branches, it is hoped that this will encourage a wider participation in the Association linking veterans and serving soldiers with common interests. Membership has grown strongly this year with 716 new life members joining, bucking the trend experienced by other membership associations. We have recently merged Sappers Network into the Association in order to improve the provision of employment services to veterans and service leavers.

We have also begun exploring partnerships with other service charities and support providers who could assist us in the

provision of a comprehensive range of services that support our serving and veteran families across a wide range of areas including, housing, employment, supported living and elderly care, in order to meet current and future challenges.

From Chilwell to Gibraltar our national events have seen many hundreds of veterans combine with serving soldiers to celebrate the Corps, renew old friendships and remember fallen comrades and demonstrate to a wider audience the strength and camaraderie of our Association. Our Association is well placed to face future challenges and we will continue to adapt and change to meet these in the coming years.

I cannot finish without thanking the team in REAHQ - Iain, Ann, Rod, Julia and Fiona, and those many individuals who give up their time willingly to support the REA as branch officials, fund raisers and Committee members in particular Andy Craig and The Benevolence Committee and Chris Davis and The Finance Committee for all the great work they do.



# REASSOCIATION

**£432,008**

IN BENEVOLENCE GRANTS

**£277,102**

IN WELFARE GRANTS  
2018-2019

**104**

REA BRANCHES ACROSS  
THE UK AND ABROAD







**716**

NEW MEMBERS OF THE  
REA IN 2018

AROUND

**70,000**

REGISTERED REA MEMBERS  
ACROSS ALL BRANCHES

**£86,077**

LEGACIES

**7,500**

ACTIVE MEMBERS  
OF THE REA

# ESPRIT DE CORPS



The aims of the Association are to promote and support the Corps of Royal Engineers among members of the Association by fostering esprit de corps and a spirit of comradeship and service, and by maintaining an awareness of Corps traditions. The Association also acts as a link between serving and retired members of

the Corps and it provides financial and other assistance to serving and former members of the Corps, their spouses, widows and dependents who are in need. Grants, within Association guidelines, are made to the Army Benevolent Fund and to other charities that further the objectives of the Association.





## WHAT WE DO

Each year the Association considers hundreds of requests for assistance, and annual benevolence grants in meeting these requests is in the region of £300,000. It's not only serving personnel that are considered for assistance. Most of our cases are from the retired service community and their families.

REA Benevolence aims to provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers and dependants who are in need through poverty. Benevolence should be seen as 'a hand up, not a hand out'.

## EXAMPLES OF CASES ASSISTED WITH IN 2018:

NOV

Former Sapper  
The REA granted £700 towards rent and brown goods .

SEP

Widow of a former Sapper  
The REA granted a weekly allowance of £42.50 towards care home top up fees .

JUN

Serving Sapper  
The REA granted £480 towards removal expenses

JUN

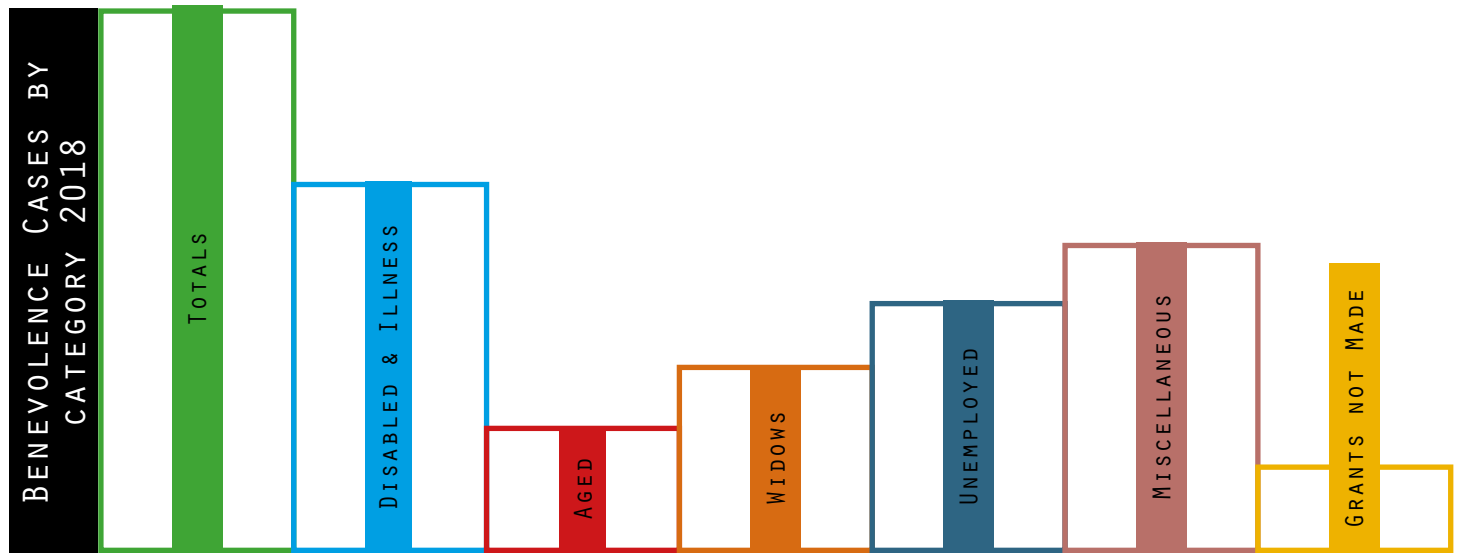
Former overseas Sapper  
The REA granted £8,850 towards home and household repairs

MAR

Former Reserve Corporal  
The REA granted £250 towards brown and white goods.



# BREAKDOWN OF BENEVOLENCE CASES ASSISTED WITH IN 2018:



CATEGORY 2018 2017

Disabled & Illness	166	163
Aged	41	32
Widows	63	51
Unemployed	128	119
Miscellaneous	124	129
Grants not made	31	51
Totals	553	545

## REGULAR/RESERVIST CASE COMPARISONS (NUMBER/EXPENDITURE)

	2018	2019
Regular Cases	466	450
Reservist Cases	58	44
Regular Grants	£261,987	£255,169
Reservist Grants	£26,423	£16,614



# THANK YOU!

"...ON THIS OCCASION I FIND IT PARTICULARLY HARD TO EXPRESS FULLY HOW GRATEFUL I AM FOR YOUR DONATIONS TOWARDS MY NEW WHEELCHAIR. THIS WOULD BE WAY BEYOND MY EVER BEING ABLE TO AFFORD SUCH A FANTASTIC THING THAT WILL CHANGE MY LIFE AND GIVE ME A LOT MORE FREEDOM INDEPENDENTLY."

FORMER SAPPER AUG 2018

"...I CAN ONLY THANK YOU WITH ALL MY HEART FOR YOUR SUPPORT AND GENEROSITY IN MAKING MY LIFE SO MUCH MORE BEARABLE AT A TIME WHEN MY WIFE AND I WERE SO UNPREPARED FOR SUCH A DEVASTATING TRAUMA."

FORMER RE OFFICER JUL 2018

"...I CANNOT THANK...THE ROYAL ENGINEERS ASSOCIATION ENOUGH FOR THE...GRANT I HAVE RECEIVED. THIS WILL HELP ME MOVE FORWARD WITH MY LIFE AND GET BACK TO WORK SOON."

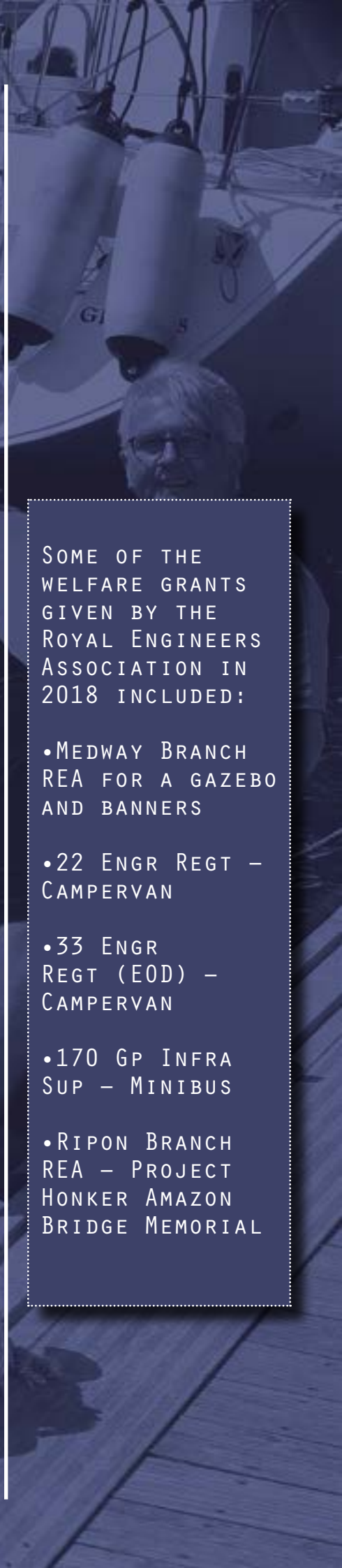
FORMER SAPPER FEB 2018

"...WOULD JUST LIKE TO SAY HOW GRATEFUL WE ARE AND WOULD LIKE TO THANK THE ROYAL ENGINEERS ASSOCIATION FOR CONTRIBUTING TOWARDS THE COST OF INSULATING OUR CONSERVATORY. THE CONSERVATORY (NOW USED AS (AN) ADAPTED BEDROOM) IS SO MUCH WARMER AND SUCH A COSY PLACE TO SPEND TIME IN.

...WE'D ALSO LIKE TO THANK YOU FOR CONTRIBUTING TOWARDS THE PURCHASE OF A HOSPITAL BED AND RECLINER CHAIR."

WIFE OF A FORMER SAPPER NOV 2018





SOME OF THE  
WELFARE GRANTS  
GIVEN BY THE  
ROYAL ENGINEERS  
ASSOCIATION IN  
2018 INCLUDED:

- MEDWAY BRANCH  
REA FOR A GAZEBO  
AND BANNERS
- 22 ENGR REGT –  
CAMPERVAN
- 33 ENGR  
REGT (EOD) –  
CAMPERVAN
- 170 GP INFRA  
SUP – MINIBUS
- RIPON BRANCH  
REA – PROJECT  
HONKER AMAZON  
BRIDGE MEMORIAL

# OUR PEOPLE



Most young Sappers will be well acquainted with the Brompton Barracks Soldier Space; An area filled with TVs, pool tables, games and even a bar, it provides a space for trainees to unwind and socialise outside of training. In July 2017 Corporal Stewart Holborow and Cpl Craig Dell were tasked with the upgrade and revamp of the Brompton Soldier Space. This was an exciting project and provided the opportunity to seek the opinion of the trainees and find out what they felt would make their existing soldier space even better. The trainees came up with some great ideas. A significant number asked that an area be sectioned off as a quiet space and study area where they had space to work collaboratively in groups. With this in mind, plans were made to install custom made room dividers and additional seating and desks to break the space up. Other students mentioned the televisions were outdated and lacked USB

capability; this led to the idea of creating a cinema room which received great feedback and with the addition of a quality projector, surround sound speakers and comfortable seating there was soon a plan in place to make this possible.

The other key people and services in the existing Soldier Space also provided some great input to the renovation; Learning Support, led by Alison Belger who provides a key service to students asked for more new furniture and room dividers to make the space fit for purpose and more private. The WRVS asked for frosted glass to provide greater privacy for anyone talking to the volunteers. These ideas were all taken on board and added to the renovation plans.

Planning complete, the next stage was to secure the funding for our proposals and this was when we received an extremely generous donation from the REA of almost £10,000 which was further supplemented by a Unit contribution. This was enough money to carry out all the work as planned and ensure it was executed to the highest standard.

Over the next few months we implemented



the proposed improvements and carried out the renovations. This required a huge amount of liaison with a number of civilian contractors as well as the Estates Team on camp in order to source the equipment and carry out the refurbishment work. Thanks to a lot of hard work from all parties involved the project remained on schedule and it was great to see the space taking shape into what we had envisaged. The Soldier Space was officially reopened on the 27 March 2018 by the Commanding Officer 1RSME Regiment, Lieutenant Colonel Will Robinson. There was an excellent turnout from the trainees and Permanent Staff across the unit and the positive responses and appreciation of the trainees more than made up for the efforts put in over the previous few months. This project would not have been possible without the hard work and generosity of a number of personalities and organisations from both inside and outside the Regt. To all those involved in the project and in particular the REA for their continued support and generous contribution, on behalf of 1RSME I would like to offer our sincere appreciation.

By: Cpl Craig Dell Lendrim Troop



**The Royal Engineers Association,  
without whom this project wouldn't  
have been possible.**



# OUR PEOPLE

## NATIONAL STANDARD BEARER

MR RICK TOOTLE 2018  
REPRESENTED THE CORPS AND THE ARMY  
AT THE FESTIVAL OF REMEMBRANCE IN NOVEMBER 2018



# BADGE OF MERIT WINNERS

## ANNOUNCED IN JANUARY 2019

The Royal Engineers Association Badge of Merit is awarded in recognition of outstanding commitment to the Association and its members.

MARK STEVENS  
CYRIL WROE  
JACK NOBLE  
GEORGE SIMPSON  
GEOFF KEEFE  
JAMES JOHNSTONE  
TONY WEBB  
SUE SIMM

SOLENT AND DISTRICT  
BLACKPOOL  
GIBRALTAR  
DUNDEE  
SOUTHAMPTON  
DONCASTER  
MALVERN AND DISTRICT  
CAMBRIDGE BRANCH

CENTRAL SOUTHERN GROUP  
NORTH WEST GROUP  
HQ AND OVERSEAS  
SCOTLAND AND NORTHERN IRELAND GROUP  
SOUTH WEST GROUP  
NORTH MIDLANDS  
SOUTH WALES GROUP  
EAST ANGLIA GROUP



## CHIEF ROYAL ENGINEERS'S COMMENDATION

The Chief Royal Engineer's Commendation is presented to members of the Chesterfield Branch REA in recognition of their continued dedication and service to the care and maintenance of the Royal Engineer Memorial at National Memorial Arboretum over many years.

CHRISTOPHER CARPENTER...EDWIN LOWBRIDGE...JOHN MCGAHAN...KEVIN BAZELY



# WELFARE GRANT 2018/2019

## WELFARE

Unit or Branch	Title	Total Cost of Project	Amount Requested	Unit /Branch Contribution	Other Contribution	Approved Value
1 RSME Regt	Contact House Furniture	£2,500.00	£2,250	£250		£2,250
101 Engr Regt	Chair Covers For Marquee Chairs	£155.00	£100	£55		£100
170 Engr Gp	WO & Sgts Mess Recreation Room	£8,728	£6728	£2,000		£1,000
170 Gp Infra Sp	2 x Minibuses	£44,898	£33,892	£8,898		£16,946
170 Gp Infra Sp	Cpls Club Furniture	£6,027	£5,027	£700	£300.00	£5,027
22 Engr Regt	Camper Van	£34,568	£32,840	£1,728		£32,840
22 Engr Regt	Living enhancements	£2,000	£1,000	£450	£550.00	£350
22 Engr Regt	Communal Room Furnishing x 6	£15,000	£13,500	£1,500		£13,500
24 Cdo RE	Camper Van	£37,500	£34,169	£3,331		£34,169
26 Engr Regt	Communal Room Furnishing	£15,000	£13,500	£1,500		£13,500
3 RSME Regt	Picnic table Replacement	£5,184	£4,665	£519		£2,500
3 RSME Regt	PA Speaker System	£309		£309		£309
3 RSME Regt	WO & Sgts Mess Sound System	£3,818	£3,436	£382		£1,000
3 RSME Regt	Minley Station Welfare House	£842	£758	£84		£2,000
3 RSME Regt	CSG Gazebo	£1,498	£1,349	£149		£1,349
33 Engr Regt	Camper Van	£48,000	£43,200	£4,800		£43,200.0
35 Engr Regt	Cpls Club Improvements	£29,697	£21,197	£3500	£5000	£21197
Derby REA	Gazebo and Banners	£1400	£1260	£140		£1260
IOW Memorial	Additional Names on Memorial	£15000	£1680	£7000		£1680
Medway Br	Gazebo and Banners	£1596	£1436	£160		£1436
NW GP REA	Gazebo and Banners	£1548	£1393	£154		£1393
RBLI Cycle Ride	Support for RE Vets and Serving	£3500	£1050		£2450	£1050
RE Museum	Touring Exhibition Group	£12285	£11056	£1128		£11056
RHQRE	wifi to RE Museum	£28950	£8970	£19620		£8970
Ripon Gp	Amazon Bridge Memorial	£23342	£15342	£3000	£5000	£15342
RHC	Lt Wt Scarlet Coats	£15500	£9300		£5800	£9300
Sheffield Gp	Gazebo, Chairs and Tables	£1400	£1260	£140		£1260
Wakefield Gp	Dome Tent	£3000	£2700	£300		£2700
W C'land Gp	Pop-Up Banners	£461	£415	£46		£415
<b>TOTALS</b>		<b>£363,700</b>	<b>£273,476</b>	<b>£61844</b>	<b>£19100</b>	<b>£247,102</b>





## MOTTO

THE MOTTO OF THE ASSOCIATION IS "SERVICE - NOT SELF".

## AIMS

THE AIMS OF THE ASSOCIATION MAY BE INTERPRETED TO BE:

A. TO PROMOTE AND SUPPORT THE CORPS AMONG MEMBERS OF THE ASSOCIATION IN THE FOLLOWING WAYS:

- (1) BY FOSTERING ESPRIT DE CORPS AND A SPIRIT OF COMRADESHIP AND SERVICE.
- (2) BY MAINTAINING AN AWARENESS OF CORPS TRADITIONS.
- (3) BY ACTING AS A LINK BETWEEN SERVING AND RETIRED MEMBERS OF THE CORPS.

B. TO PROVIDE FINANCIAL AND OTHER ASSISTANCE TO SERVING AND FORMER MEMBERS OF THE CORPS, THEIR SPOUSES, WIDOWS, WIDOWERS AND DEPENDANTS WHO ARE IN NEED THROUGH POVERTY.

C. TO MAKE GRANTS, WITHIN ASSOCIATION GUIDELINES, TO THE ARMY BENEVOLENT FUND AND TO OTHER CHARITIES THAT FURTHER THE OBJECTIVES OF THE ASSOCIATION.

## VISION

OUR VISION IS TO ENSURE THAT ALL MEMBERS OF THE SAPPER FAMILY HAVE ACCESS TO COMRADESHIP AND SUPPORT THAT ENABLES THEM TO LIVE FULL LIVES

## OUR MISSION

IS TO REACH OUT TO ALL MEMBERS OF THE SAPPER FAMILY AND PROVIDE SUPPORT TO THOSE IN NEED BY MAINTAINING THE LINKS BETWEEN ALL SERVING SOLDIERS, VETERANS AND FAMILIES.

## FAMILY

THE SAPPER FAMILY ARE THE FOCUS OF ALL OUR ACTIVITIES; WE ARE FULLY COMMITTED TO REALISING THE WELFARE NEEDS OF OUR SERVING SOLDIERS, VETERANS AND FAMILIES.

## RESPECT

WE RESPECT THE NEEDS, EXPERIENCE AND DIVERSITY OF INDIVIDUALS AND ARE COMMITTED TO PROVIDING A COMPASSIONATE AND CARING ENVIRONMENT WHERE THE CONTRIBUTION OF EVERYONE IS VALUED.

## ASSOCIATE MEMBERSHIP

Applications for Associate Membership can only be initiated at Branch level by a Branch Official and must be approved by the regional Group Director. The Associate Membership Application Form is available in PDF or Word format in the REA Forms & Documents section of the REA website.

## GIFT AID

Did you know that you can now make contributions to the Association by the new Gift Aid Scheme? If you are a tax payer, for every £1 you contribute, the Association gets a further 25p under the Government's new ruling.

Existing Members

You can update your details such as change of address, by submitting a new online line membership form.

## MEMBERSHIP 2018

Membership of the Royal Engineers Association continues to grow, with around 70,000 registered members in total across 104 branches worldwide.

In 2018, 716 new members joined the REA, 30 of whom were complimentary Life Members and the remainder Life Members. There were no new Branches created in 2018, although there are some in the planning stages. No Branches were advised as having closed in 2018.

Themed Branches have been proposed, with the first of these – the Diving Branch, looking set to be established as a National Branch in 2019.

## HAPPY BIRTHDAY 100

100th Birthday Certificates were presented to the following members on the occasion of their 100th birthday in 2018:

Mr Oswald Brown  
Mr Albert Gardner  
Mr Kenneth Downward  
Mr Douglas Stewart  
Mr Roy Spicer (99th)  
Mr Ronald McBride





# THE ROYAL ENGINEERS ASSOCIATION 2018 TRUSTEES REPORT AND FINANCIAL SUMMARY

FOR THE YEAR ENDED 31 DECEMBER 2018

CHARITY NUMBERS: 258322 AND SC041832

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

## CONTENTS

TRUSTEES' REPORT  
REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY,  
ITS TRUSTEES AND ADVISERS  
INDEPENDENT AUDITOR'S REPORT  
STATEMENT OF FINANCIAL ACTIVITIES  
BALANCE SHEET  
STATEMENT OF CASH FLOWS  
NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDING 31 DECEMBER 2018

The Trustees ("Council") present their annual report and the audited financial statements for the year ended 31 December 2018. The financial statements have been prepared in accordance with the accounting policies set out at note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and the Charities SORP FRS 102. Trustees consider that in preparing these financial statements they have taken into account all information that could reasonably be expected to be available (including levels of reserves held). Therefore, the going concern basis of accounting is deemed appropriate and there are no material uncertainties.

## CONSTITUTION

The Royal Engineers Association ("the Association" or "REA") is established under authority of a Deed of Declaration of Trust dated 19 November 1968 and Supplemental Deed dated 1 December 1974 as varied by a scheme of the Commissioners dated 11 August 1997, and supplemented by the Rules of the Royal Engineers Association 2009, hereafter referred to as 'The Deed'.

## RESTRICTIONS ON FUNDS

The Deed describes two Funds, A and B, which are restricted for the benevolence respectively of commissioned and of warrant officer and other rank members and past members of the Corps of Royal Engineers, together with their dependants. Both the A and B Funds were reduced to zero in 2015 and will not be re-used unless a specific grant is made in support of commissioned officers or other rank members of the Corps. A further restricted fund, the Gabriel Fund, was established during 1997, following receipt of a legacy from the estate of the late Colonel R C Gabriel (see note 24 to the financial statements). The General Fund is not restricted. A further restricted fund, The Kitchener Scholarship, which was the subject to an administrative transfer on 31 December 2008, was accepted by the REA Trustees from The Institution of Royal Engineers at their meeting in May 2009 and is now administered through the REA Benevolence committee.

## OBJECTS AND ACTIVITIES

Objects of the Association, as set out in the Deed, are:

(1) To promote the efficiency of the Corps in all or any of the following ways:

- (a) by fostering Esprit de Corps and a spirit of comradeship amongst serving and former members of the Corps;
- (b) to provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers and dependants who are in need;
- (c) to make grants to the Army Benevolent Fund The Soldiers Charity and to such other Charities as the Council think fit which further the objectives of the Association.

## VOLUNTEERS

REA branches are autonomous and are run democratically in accordance with the REA Rules 2009 by members who take on the stewardship and running of the branch voluntarily. The membership side of the Association would not exist without these dedicated REA volunteer members.

## ACHIEVEMENTS AND PERFORMANCE

The charity set out to ensure that grants are made in a speedy, efficient and cost effective way. This was achieved, and grants, periodical allowances and Christmas benevolence gifts were made to 701 recipients, from whom many letters of appreciation have been received. The total number of benevolence cases considered in 2018 was 5% more than the previous year.

For the year ending 31 December 2018  
Grants Considered 2013 to 2017

Year	2018	2017	2016	2015	2014
Disabled & Illness	165	163	174	175	202
Old age	41	32	53	71	63
Widows	63	51	55	86	78
Unemployed	128	119	107	118	137
Miscellaneous	124	129	136	149	171
No grant made	31	51	40	51	68
Totals	553	545	565	650	719

## OTHER GRANTS

The RE Continuous Personal Development (RE CPD) Team is the operating arm of the RE Vocational Education & Training Trust (REVETT). In 2016 the CEO of REVETT requested support for the expansion of the current portfolio of (civilian-recognised) qualifications available to serving members of the Corps. An annual grant of £30K per year for 3 years (wef 2017) was approved. Annual updates from REVETT indicate that the money is being used to provision the mapping of military courses to the most appropriate civilian qualifications. Again, this expenditure is positive evidence that the REA is providing valuable support for the serving soldiers in ensuring that their military qualifications will be readily transferable to the civilian world into the future: a convincing demonstration of the REA's commitment to enhancing Esprit de Corps. REVETT has underspent the 2018 grant of £30k but has indicated that the remainder could usefully be used in 2019, in addition to the sum already set aside for that year. The Finance Committee agreed to a carry-forward of the 2018 under-spend into 2019 without prejudice to the £30k already allocated for 2019.

A Welfare Grant of £1M was allocated from Capital Reserves for the year 2017. This was to enhance Esprit de Corps – a specific objective of the REA - by providing the opportunity for Units and Branches to bid for support in funding projects or activities which had no – or incomplete – support from other resources. The overall result both in 'PR' for the REA and benefit for recipients was most encouraging.

In terms of actual delivery the 2017 welfare grant was only a partial success with 50% of the fund available being distributed. This was mainly due to a slow take up by Branches and Units which resulted from a lack of awareness of the grant and also a lack of resource in both Units and Branches to complete the applications for the grants or deliver the appropriate project planning to enable applications to be supported by the REA.

As a result of this changes were implemented for future Welfare Grant Applications, with a greater awareness being promoted to both Units and Branches through direct briefings, email and social media and support from REA HQ when needed. It was decided to set the grant at £250,000 per annum for a three year period with annual reviews. This has resulted in a more measured response and take up from applicants and it is hoped that in 2019 the welfare grant will provide a diverse and wide group with direct support. For larger projects these will be considered on an individual basis when the need arises and REA HQ can assist in the preparation of the applications

## DELIVERY – BENEVOLENCE

- Benevolence to those in need is considered of paramount importance. Applications for benevolence assistance are dealt with within two or three days after checks on service records and establishing financial need. All applications received from the Sapper family are considered sympathetically, the vast majority of applicants receive financial assistance.
- There will be many eligible persons in need of assistance of whom the Association is unsighted. Following the appointment of a Controller and Assistant has given the resources to begin looking at how better the Association can reach further, a review is currently underway to look at bring additional funds to bear in outreach/training and direct support in areas such as mental health, housing, supported living and how to access support.
- Cases requiring financial assistance greater than £1,000 (Controllers financial threshold increased from £500 in 2016) are referred to the REA Benevolence Committee that, since the increase in the Controller's delegated powers, sits quarterly rather than monthly. Cases of an urgent nature that exceed the Controller's delegated powers are considered out-of-committee in consultation with the Chairman of the Benevolence Committee and the Hon Treasurer REA. There is no financial limit on grants that the Committee can authorise for benevolence. The Committee also deals with applications for weekly allowances. Cases, having been in front of the Committee, are despatched within a week of the Committee decision.
- Regular weekly allowances were made to about 61 applicants and, where there is a need to assist financially with nursing home fees, some have further assistance from the Army Benevolent Fund The Soldiers' Charity.
- 1,300 Christmas cards and some 244 monetary gifts were sent out in November to those in elderly people homes, in hospitals or homes for the mentally infirm, to those who are in receipt of weekly allowances and those being treated through Combat Stress.
- A grant of £50,000 (2017: £40,000) was made to ABF for the work they do on behalf of the wider Services' benevolence systems.
- A grant of £20,000 (2017: £15,000) was made to SSAFA Forces Help.
- A further grant of £3,000 was made to Veterans in Action to support an expedition helping veterans who have faced challenges in adapting to civilian life.





## ABF THE SOLDIERS' CHARITY

The Trustees are most appreciative of the financial support provided by the ABF The Soldiers' Charity towards the cost of welfare grants to serving and former members of the Corps and their dependants. In this financial year, The Soldiers' Charity has supported 154 serving and retired Sapper cases with grants of £136,000

## DELIVERY – MEMBERSHIP

- Applications for Membership are handled on the day of receipt with a service record check and issuing of a membership card.
- Meetings and reunions are held at numerous locations under arrangements of Groups and Branches.
- The REA Recruiting Committee sits when needed to consider the wider marketing of the Association and Public Relation issues and initiatives.
- Command courses held at both Minley and Chatham are addressed to inform them of the activities of the REA.

## ASSISTANCE

The Association acknowledges with gratitude the assistance provided by the caseworkers of SSAFA, TRBL and REA branches for their contribution to the benevolence system.

## FUNDRAISING ACTIVITIES

In 2002 the Trustees considered whether fund raising activities should be undertaken and, other than an information campaign to the serving officers and soldiers of the merits of the Days' Pay Scheme, the Trustees decided that no further fund raising activity should be undertaken. There has been no change to this decision.

## REA BRANCH ACCOUNTS

In March 2004 Trustees were informed by their auditor that SORP 2000 required them to include the income, expenditure, assets and liabilities of those REA Branches that did not have separate legal status in their annual charity account, if material. Subsequent legal advice confirmed that the current REA Branches do not have separate legal status and that the extant Rules of the REA did not require Branches to furnish this information to HQ REA. Trustees have changed the Rules of the REA and directed REA Branches to provide this financial information to HQ REA by 31 January each year. The funds associated with these branches are designated.

## ACTIVITIES IN SCOTLAND

The Association has nine active branches in Scotland under the control of the Scotland & Northern Ireland Group Headquarters based at Leuchars, Fife. Because of this presence in Scotland the Association is registered with the Scottish Charity Regulator. As with the remaining UK and overseas branches, those branches based in Scotland do not carry out fundraising, but aim to promote and support the Corps in accordance with the Objects of the Association.

## 2018 FINANCIAL REVIEW

Serving RE officers, warrant officers and soldiers subscribe to the Royal Engineers Central Charitable Trust under the Army's 'Days Pay Scheme'. After the Institution of Royal Engineers has received a set percentage of officer and soldier subscriptions the Association receives 50% of the monies received from the Days Pay Scheme. Any shortfall of income compared to expenditure comes from investment income. Donations and legacies that are retained are available for investment towards future benevolence.

## SUMMARY

Net income before other recognised gains and losses was £321,647 (2017: net income -£655,760). The Charity did not authorise any further funds for investment in 2018.

## BALANCE SHEET

The accumulated funds decreased by £855,095 to £11,783,054 (2017 increased by £298,955 to £12,638,150).

Notes to the Statement of Financial Activities and Balance Sheet provide supplementary information against each funding activity.

Expenditure on benevolence grants to individuals increased by £23,867 from £251,357 in 2017 to £275,224.

Christmas grants decreased by £4,064 to £14,976 in 2018 and weekly allowances decreased from £72,157 in 2017 to £64,848 in 2018.

## INVESTMENT HOUSE

In June 2002 the Trustees accepted a recommendation made by the Royal Engineers Investment Committee to leave Schroders Investment Managers and join the Army Common Investment Fund (ACIF), which was launched on 2 September 2002 and is managed by BlackRock Investment Managers. The ACIF was established to provide Armed Forces charities with a professional investment management and administration service. The Fund has an independent Advisory Board, comprising representatives of participating charities and senior city business executives appointed by the Army Board. During 2007 the ACIF changed its name to the Armed Forces Common Investment Fund ("AFCIF").



## INVESTMENT POLICY

The independent Advisory Board set the investment policy for the ACIF. This was reviewed by the Royal Engineers Investment Committee in May 2002 and subsequently approved by Trustees in June 2002. In 2011 the Advisory Board conducted a strategic review and examined: investment performance, portfolio construction and the benchmark. Trustees considered and supported the new investment recommendations on 7 December 2011. The Objective of the Fund is unchanged and seeks to achieve real growth in capital and income over the long term by investment predominately in equities.

## INVESTMENT PERFORMANCE

Investments delivered dividends of £421,851 in 2018 (2017: £419,074). During the period 1 January to 31 December 2018, the performance of the distribution units in the Fund was -6.6% (2017: +13.4%) after fees and expenses. Since launch the fund has produced a return of +229.4%, -4.0% (2017: +252.7%, +5.9%) behind its investment benchmark.

## RISK STATEMENT

The risks to which the Charity are exposed are reviewed by the REA Management Committee at each of its meetings. The basis of the review is a Risk Management Matrix that identifies and defines the risk, its impact and likelihood, and those mitigation measures the Trustees feel need to be applied. The Risk Management Matrix was reviewed at the July Management Committee meeting in 2018 and members were content that systems have been established to mitigate those risks identified.

## KEY RISK

The key risk identified (from the REA risk register) to which the charity could be exposed - assessed as 'Medium' likelihood with 'High' impact - is the 'loss of key staff'. Mitigation actions that have been identified are: succession planning and documentation of systems, processes and plans. This risk was confirmed and now appears on the Chief Royal Engineer's Committee overarching risk register.

## RESERVES

The account posts net income of £321,647 (2017: net expenditure £655,760) before realised and unrealised gains. Losses on investments amounted to £1,176,742 (2017: gains of £954,715) giving a negative net movement in funds of £855,095 (2017: £298,955). It is the Trustees policy to withdraw capital from the Designated and Restricted Fund's investment portfolios in order to maximise grant making. The Trustees are also prepared to draw on the capital of the Unrestricted General fund when necessary. The general fund acts as a reserve to meet both projected needs and the demands for the 'unexpected'. This latter contingency, however difficult to assess, must feature, as a matter of prudence, in the central charitable fund supporting army benevolence. It is the intention of the Trustees to maintain free reserves amounting to a minimum of 15 years' operating costs (essentially benevolence payments and staffing costs). This is intended to provide adequate security against market volatility, and future risks to both income and expenditure whilst maintaining long-term benevolence support to the Corps' beneficiaries. Current unrestricted reserves are £11,165,328 (2017: £11,986,245) which Trustees consider is consistent with this policy.

## PUBLIC BENEFIT

The REA Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity should undertake. This fund provides public benefit by assisting service personnel to more effectively perform their role within the Corps of Royal Engineers and assisting those of the wider family of the Corps (those who have left uniform). Where there is "need" the fund helps those who have fallen on hard times like debt, family separation, mobility aids for the infirm (such as stair lifts and electric powered scooters and wheelchairs) and walk-in showers at home where the applicant is unable to use a bath safely. In addition the Fund has helped some of our serving Sappers where there is a "need".



## PLANS FOR THE FUTURE

The Trustees of the REA have set objectives over the coming years to continue assisting those who have fallen on hard times and in need of financial assistance. In addition the Trustees will continue to promote the Corps of Royal Engineers throughout the ranks of the serving (Regular and Reservists), the retired REA membership and through Groups and Branches. Although the Association has Strategic Objectives, the Chairman is keen to develop these as a plan and show how we intend to meet them. The Strategic Plan will focus on two aims, one is to maintain the esprit of the Corps from cradle to grave and the second is to ensure that we have a wide reaching benevolence strategy in place that met the diverse needs of those eligible. There will be different courses of action and lines of operation that will need pulling together and the recommendations of the recent Membership Scoping Study will form an important part of the strategy. The final strategy would be put to Council for their endorsement in due course.

The RE Days Pay Scheme contributions, which constitute the REA's main source of annual income, are being further enhanced by the introduction of the RE Reservist Days Pay Scheme although membership of the Reserve scheme has scope for improvement. Trustees continue to monitor any decrease in subscriptions and the impact this may have on meeting REA objectives and, if necessary, reconsider their extant policy not to pursue active fundraising.

In February 2017 the post of Controller was disestablished from the Civil Service and became a charity funded post. In June an Assistant Controller was recruited and subsequently resigned after five months; the post remained vacant until the end of 2017. This had a negative impact on our capacity to review our 5 year annually "refreshed" strategy.

The appointment of a Controller and Assistant Controller in Jan 2018 enabled the Association to undertake many of the recommendations from the REA Membership Scoping study. A new website was introduced at the beginning of 2018, our social media presence has increased with continued growth in the use of this as a means of contacting and informing members and a wider audience of the activities of the Association. National branches have continued to grow and a new Divers Branch has been established, the review of the affiliation of REA branches will be completed by 01 May 2019 this will connect many more RE Units directly to the REA through the revised group structure.

The Association will undertake a study in 2019 on how to enhance the use of the REA financial resources and in particular the reserves to provide additional benevolence and welfare support and outreach to Serving soldiers, dependents and Veterans. The initial report will be presented to Council in May 2019

The Queens Gurkha Engineers (QGE) is part of the family of the Corps of Royal Engineers. At the same time, Gurkha Sappers also belong to the Gurkha family. From 01 May 2019 members and veterans of the Queens Gurkha Engineers will be able to join the Royal Engineers Association as full members, funding for benevolence support for Gurkha Sappers would be almonised between the Gurkha welfare funds and other service charities.

## AUDITORS

Kreston Reeves LLP remain the Trustees choice as Corps auditors.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The REA is governed by the Deeds of Trust dated 19 November 1968 and Supplemental Deed dated 1 December 1974 as varied by a scheme of the Commissioners dated 11 August 1997, and supplemented by the Rules of the Royal Engineers Association 2009.

## TRUSTEES

The Trustees who served during 2018 are detailed on page 8. There are three ex officio members of the REA Council (all Senior Serving Officers of the Corps of Royal Engineers), five nominated members, 3 Retired Officers, 1 Officer of the Reserve Army and the Corps Sergeant Major. An Honorary Treasurer is appointed and confirmed in his/her appointment each year. In addition there are eleven elected representatives of each Group of the Association who are initially appointed to serve for a period of 3 years; all are Trustees. A twelfth group, the HQ and Overseas Group, does not warrant an elected representative; the Corps Colonel, an ex officio Trustee, represents this Group.

Trustee training and induction is carried out for each new Trustee. Trustees are not paid by the charity for their services as a Trustee but are reimbursed for expenses incurred during performance of their duties in accordance with the Trustees agreed policy.

## INDEMNITY

An order from the Charity Commission authorising the Trustees to provide indemnity insurance for themselves out of the charity funds was issued on 15 September 2001 and has been complied with.

## ORGANISATIONAL STRUCTURE AND NETWORKS

The Association is directed by its Council, constituted as described in the Deed, and consisting of ex officio, nominated and elected members. Its members are the Trustees of the Association's funds. Council meets as often as is necessary to fulfil its responsibilities, normally twice a year. Certain routine business of a non financial nature is delegated to the Management Committee, which meets twice a year. A benevolence committee meets quarterly to consider the more complicated applications for assistance and those requiring sums beyond the Controller's authorised powers.

## A FINANCE COMMITTEE DEALS WITH PARTICULAR MATTERS AND IS RESPONSIBLE TO COUNCIL.

The REA is divided into 12 geographical Groups throughout the UK and overseas. Each group has a Group Director who is appointed by the Corps Colonel and, in most cases, the Group Director is the senior serving Royal Engineer officer in the Group area. Within these Groups are 100 Branches. Of these, 90 Branches are located in towns and cities in the UK and overseas who normally meet up once a month for camaraderie and Esprit de Corps. The remaining 10 Branches are National Branches who represent specialist trades/functions with affiliated members throughout the UK and overseas; they will normally meet up once a year. All Branches are self financing and have the same objectives as those of the Association.

The Headquarters or Secretariat of the Association is managed by the Controller who, as Chief Executive, oversees all activities with particular emphasis on engaging and involving the REA and other veteran organisations in wider Corps affairs and business development. He is supported by a Deputy Controller who works part time and deals primarily with Esprit de Corps and benevolence matters. The roles of both the Controller and the Deputy Controller were reviewed during the year and in order to widen the appeal of the role, the deputising aspect of the Deputy Controller's role and the requirement for the incumbent to have served in the Corps was removed from the appointment requirements and the post re-titled 'Assistant Controller'.

HQ REA is established for four other full time administrative and clerical staff. One of the Secretariat staff is established and paid as a Civil Servant within the Regimental Headquarters of the Royal Engineers. The Assistant Controller and two full time members of staff are employed solely by the Association. A Sappers Network Ltd employee will be funded by the REA in 2019 and this will be reviewed mid-year to determine how best to provide employment networking support to the Serving soldiers and Veterans.

Reference and administrative details of the charity, its trustees and advisers  
For the year ended 31 December 2018

## TRUSTEES ( 'COUNCIL' )

Lieutenant General Sir Mark Mans KCB CBE DL  
Major General A S Dickinson CBE  
Brigadier AS Craig OBE  
Brigadier MTG Bazeley  
Colonel CM Davies MBE  
Colonel M Quare MBE ADC  
Lieutenant Colonel LSI Inge  
Lieutenant Colonel MJ Heffer RE TD  
WO1 (Corps SM) S Webster  
Vacant  
Mr G Owens  
Lieutenant Colonel AJ Bunting  
Major P Gill MBE JP  
Mr A Thomas  
Mr B Simm  
WO2 SM Tolley  
Major P Luscombe  
Mr E Hargreaves  
Mr EC Prosser BEM  
Mr JR Bell

President Retired September 2018  
President Appointed September 2018  
Chairman  
Commandant RSME Gp  
Honorary Treasurer  
Corps Colonel  
Retired Officer  
Army Reserve Officer  
Corps SM  
London Group  
South East Group  
Central Southern Group  
South West Group  
South Wales Group  
East Anglia Group  
South Midlands Group  
North Midlands Group  
North West Group  
North East Group  
Scotland & Northern Ireland Group





# TRUSTEE'S REPORT

## CHARITY REGISTERED NUMBERS

258322 and SC041832

## PRINCIPAL OFFICE

Regimental Headquarters Royal Engineers, Brompton Barracks, Chatham, Kent, ME4 4UG

## INDEPENDENT AUDITOR

Kreston Reeves LLP, Chartered Accountants, Montague Place, Quayside, Chatham Maritime Chatham, Kent, ME4 4QU

Reference and administrative details of the charity, its trustees and advisers (continued)  
For the year ended 31 December 2018

## BANKERS

Lloyds plc, Piccadilly Branch, PO Box 1000, BX1 1LT

## SOLICITORS

Furley Page LLP, 39 St Margaret's Street, Canterbury, Kent, CT1 2TX

## INVESTMENT MANAGERS

BlackRock Investment Managers, 12 Throgmorton Avenue, London, EC2N 2DL

Approved by the Trustees  
and signed on behalf of the Trustees

Major General A S Dickinson CBE  
President



# INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE ROYAL ENGINEERS ASSOCIATION



We have audited the financial statements of Royal Engineers Central Charitable Trust for the year ended 31 December 2018 set out on pages 14 to 29. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities in preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

## IN OUR OPINION THE FINANCIAL STATEMENTS:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2018 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

## BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISA's (UK) require us to report to you where:

- the trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## OTHER INFORMATION

The Trustee is responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent



with the financial statement or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Respective responsibilities of Trustees and auditor

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA's (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's report.  
Kreston Reeves LLP

Chartered Accountants, Statutory Auditor, Montague Place, Quayside, Chatham Maritime  
Chatham, Kent, ME4 4QU

Kreston Reeves LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

# STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2018

		UNRESTRICTED	RESTRICTED	TOTAL	TOTAL
	NOTE	FUNDS	FUNDS	FUNDS	FUNDS
		2018	2018	2018	2017
		£	£	£	£
INCOME AND ENDOWMENTS FROM:					
DONATIONS & LEGACIES	2	570,820	-	570,820	606,775
OTHER TRADING ACTIVITIES	8	162,466	-	162,466	166,699
INVESTMENT INCOME	9	403,022	19,218	422,240	419,856
OTHER INCOME	10	15,617	-	15,617	21,022
TOTAL INCOME		1,151,925	19,218	1,171,143	1,214,353
EXPENDITURE ON:					
RAISING FUNDS	11	5,659	-	5,659	3,972
CHARITABLE ACTIVITIES	12	843,837	-	843,837	1,866,142
TOTAL EXPENDITURE		849,496	-	849,496	1,870,114
NET INCOME BEFORE REVALUATIONS		302,429	19,218	321,647	(655,760)
NET GAINS/(LOSSES) ON INVESTMENTS	18	(1,123,346)	(53,396)	(1,176,742)	954,715
NET MOVEMENT IN FUNDS FOR YEAR		(820,917)	(34,178)	(855,095)	298,955
RECONCILIATION OF FUNDS					
TOTAL FUNDS AT 1 JANUARY 2018		11,986,245	651,904	12,638,149	12,339,195
TOTAL FUNDS AT 31 DECEMBER 2018		11,165,328	617,726	11,783,054	2,638,150

ALL ACTIVITIES RELATE TO CONTINUING OPERATIONS

THE NOTES ON PAGES 14 TO 25 FORM PART OF THESE FINANCIAL STATEMENTS

# BALANCE SHEET

## FOR THE YEAR ENDED 31 DECEMBER 2018

	NOTE	2018		2017	
		£	£	£	£
<b>FIXED ASSETS</b>					
TANGIBLE ASSETS	17	83,372		76,872	
INVESTMENTS	18	1064,7313		11,823955	
		10,730,685		11,900,827	
<b>CURRENT ASSETS</b>					
DEBTORS	19	175,173		153,483	
CASH AT BANK AND IN HAND		948,269		1,095,428	
		1,123,442		1,248,911	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	20	(71,073)		(511,589)	
NET CURRENT ASSETS			1,052,369		737,322
			11,783,054		12,638,149
<b>CHARITY FUNDS</b>					
RESTRICTED FUNDS	22		617,726		651,904
UNRESTRICTED FUNDS			11,165,328		11,986,245
<b>TOTAL FUNDS</b>			11,783,054		12,638,149

The Financial statements were approved by the Trustees on 2019 and signed on their behalf by:

Major General AS Dickinson CBE

Colonel CM Davies MBE

Chairman

Honorary Treasurer

The full Accounts can be found on our website [www.reahq.org.uk](http://www.reahq.org.uk)



# TRUSTEES



Alastair Dickinson CBE

Maj Gen (Retd.) Alastair Dickinson CBE has been President of the REA since September 2018 prior to that he served for two years as our Chairman.

His Army career spanned nearly 36 years including command of 59 Indep Cdo Sqn RE, 28 Amph Regt RE and 8 Engr Bde. Away from regimental duty Alastair considers he spent far too long on the third floor of the Ministry of Defence serving in both Defence and Army Resource and Plans departments. His final appointment as a serving officer was as a member of Executive Committee of the Army Board.

Alastair has recently taken over as Chairman/CEO of Sellafield's Programme and Project Partnership enterprise. He is married to Alice and spends his ever-reducing spare time supporting their two sons; helping to set one up in running his own business the other in his sporting career.



Andrew Craig OBE

Andrew Craig heads the IT leadership and governance stream of his consultancy Rame Associates Ltd. He is a visiting Senior Research Fellow at the London School of Economics and Political Science where he helped set up the Outsourcing Unit. He has coached executives, teams and boards in the Defence Procurement Agency, the UK Border Agency, the leisure industry, Balfour Beatty, HSBC and finance and fund management companies.

In his professional Army career, as a Brigadier, he commanded engineering operations worldwide, including the first Gulf War and Bosnia, and led the UK's planned military response to nuclear, biological and chemical terrorism. He was awarded an OBE in 1992.



Chris Davies MBE

Chris commissioned into the Corps as a Direct Entrant in 1971 and served across the world and, occasionally, the UK. There followed a range of challenging experiences including six months in Zimbabwe and the Falklands' Campaign. Promoted to Lt Col, a tour in the Procurement Executive followed and became Director of Studies (Weapons and Vehicles Division) at the RMCS on promotion to Colonel. Chris retired from the Army in 1989. Executive recruitment and the French wine industry provided a wealth of experience upon which to draw for the roles of management consultant and executive developer which filled his working life up to final retirement. Chris is married to Jenny. They have two children and six grandchildren. He sails, walks and cycles to maintain fitness and keeps contact with 'reality' by serving the REA, the National Coastwatch Institution, Probus, The Arts Society, The RBL and others.



Matt Quare MBE ADC

Col Matt Quare commissioned into the Royal Engineers in 1990. Early service included tours in Northern Ireland, Bosnia and Belize and saw him serve as Squadron 2IC in 21 Engr Regt, Germany. His career has seen him serve as a G5 CIMIC officer in HQ ARRC with operational deployments to the Balkans. He deployed on Op TELIC 1 with the US Marine Corps and to Iraq on Op TELIC 3 in support of the Basra Battlegroups. In 2009 he took command of 3 RSME Regiment. Post command he completed an extended OCE deployment with ISAF SOF for which he was awarded an MBE. He assumed the post of Corps Colonel Royal Engineers in 2017. He is a Chartered Engineer and Chartered Manager. His interests are centred around being outdoors; alpine skiing, swimming and running. He also likes to dabble in the kitchen. Married to Eleanor, they have one son who is currently at university.



Paul Clark

WO1 Paul Clark assumed the post of Corps Sergeant Major RE in June 2019. He enlisted into the Corps as an Army Apprentice in 1993 and gained operational experience of Northern Ireland, Macedonia and Afghanistan. He served in Iraq as a Reconnaissance Sergeant with 38 Engr Regt and had two tours in Afghanistan with 49 Field Sqn (EOD). His last Regimental appointment was as RSM of 21 Engr Regt in Ripon during which time he deployed as a member of the UK Task Force as part of the United Nations Mission in South Sudan.

He is married to Lauren and they have two young boys, Seth (8) and Ellis (6). Away from work he enjoys spending time in the saddle on any of his bicycles and ensuring his boys receive an early introduction to engineering through the medium of Lego.

# TRUSTEES



Colin Basnett

Colin grew up in Manchester and joined the RAF in 1979, serving for 33 years. In 2010 he was appointed CBE in the Queen's Birthday Honours List and promoted to Air Commodore. His achievements on his subsequent eighth operational tour were recognized with the award of the Legion of Merit, one of the highest US military decorations awarded to non-US personnel. On leaving the RAF in 2012, Colin has held the positions of Defence and Political Adviser (Air) and, latterly, Head Typhoon and Future Combat Air System at MBDA, before joining QinetiQ as the Group Director Strategic Engagement in 2018. Colin joined the RAF Charitable Trust Enterprises (the organisers of the Royal International Air Tattoo) as a Non-Executive Director in 2012 and the Royal Engineers Association as a Board Trustee in 2019. Married with two children at university, he is a keen, albeit haphazard, golfer who tries to keep fit by reading running magazines.



Larry Inge

Larry's total combined service in and for the Corps of Royal Engineers spans 57 years. He joined the Junior Leaders Regiment RE in 1958 and completed OR career attaining the rank of WO1 (RSM). Operational tours included a year in Aden Radfan and three tours to Northern Ireland in the 1970s. He then commissioned and attained the rank of Lt Col (QM). Tours included OC 63 Training Support Squadron Minley, QM Queen's Gurkha Engineers Hong Kong and QM 3 RSME Regt Minley. He also spent 15 years as Corps Mess Secretary of the HQ Officers Mess Chatham. A keen sportsman, he was a member of the Regimental Dinghy Sailing Team who won BAOR Championship in 1963 and 1964. He was also an Army Diving Supervisor and Instructor. He married Carolyn in 1967 and they have three children.



Claire James

Claire feels very privileged and proud to have served nineteen immensely rewarding years in the Corps of Royal Engineers: a troop commander on Operation TELIC 1; the Adjutant at 3 RSME Regiment; an operational staff appointment at divisional level and; initial staff appointments managing, the HTS PPP and Operational Commitments in HQ Theatre Troops. She was the Officer Commanding 33 Armoured Engineer Squadron during Operation HERRICK 16 and had a challenging period as Lead Armoured Battle Group. Subsequently on the Staff she supported Director Army Reform with the delivery of the Army Reserve Development Programme and more latterly, before selection to Lieutenant Colonel, Directing Staff on ICSC(L). Since completing ACSC and before taking command of 3 Royal School Military Engineering Regiment, she worked for the Corps Colonel and Head Manning on Army and RE workforce planning.



Martin Heffer

Martin is a Technical Director specialising in the planning and delivery of major transport schemes. He has extensive experience delivering major transport projects in Europe, Asia and Africa including Heathrow Terminal 5, M25 widening, Crossrail, London 2012 Olympics and HS2. He is a former business representative on the board of Coast to Capital Local Enterprise Partnership and a trustee of skin cancer charity Story FMR. Martin has been a Royal Engineers Reserve Officer for over 30 years and is a Civil Military co-operation specialist. He worked on joint Foreign Office and UK military infrastructure initiatives in Iraq, assisted with the development of disaster relief plans in Belize and Ghana and led the Department for Transport's response to the Cumbria floods in 2009. He is married to Sarah and lives in East Sussex where horses and gardening take up the rare moments of 'spare time'.



Eric Hargreaves

Eric Hargreaves is 67 years old and has been a part of the Royal Engineers family since he enlisted aged just 18, in that time he has served in both the regular and reserve forces. He is a life member of the REA and plays an active role in his local branch, he has also been a member of the REA committee for the last three years representing the North West Group. In his civilian career he was a manager with BT plc for more than thirty years, before retiring two years ago.

He lives in his home city of Stoke on Trent with his wife Hazel, they have four children and eight grandchildren, his main interests outside the REA are travel, rugby and DIY. He is committed to supporting all members past and present of the Royal Engineer family, in any way he can.



Bryan Sim

Brian served in the Corps from 1972 to 1987 starting as an apprentice in Chepstow. He served in Germany and UK with tours of Northern Ireland and the Falklands and on leaving the regulars served as a reserve with 510 STRE for two years that included a summer on Ascension Island. Brian is now a building surveyor working with a Housing Association in the Huntingdon. Before that he worked with the MOD at HQ Engineer Resources Long Marston until its closure in 1999. He is the Hon. Secretary of the REA Cambridge branch, his wife Sue is Treasurer. Both have received the Badge of Merit for service to the REA. Brian is also a Standard Bearer and has served as both National Standard Bearer and Captain of Standards for the REA. Brian is a keen cyclist and is setting up a cycling themed branch with in the REA.



Jeffrey Jupp

Jeffrey, was called to the Bar in 1994 and is a member of 7BR, a large set of barristers chambers in London. He practises in commercial litigation, employment law and regulatory and professional discipline. He is also a member of the Disciplinary Panel of the Bar Tribunals and Adjudication Service and the Chair of the Disciplinary Committee of the Institute of Financial Accountants. He has acted in many substantial discrimination cases involving all strands of discrimination. He has a particular interest in TUPE and has a highly regarded blog at [www.tupe.uk.net](http://www.tupe.uk.net) and is a co-author of the Chapter; Human Rights in the Workplace in Tolley's Employment Law. He also regularly advises on matters of data protection, RIPA, social media, and human rights issues arising out of the use of personal data in the employment context.



Jane Thomson

After training as a school teacher, Jane decided to join the Army in 1988. Her most enjoyable posting proved to be as a Platoon Commander at the RE Apprentice College in Chepstow. Having played hockey for Wales at various levels, Jane became the Army hockey captain and also represented Combined Services. Eighteen years later and after a variety of staff jobs, Jane decided to leave and work for herself. After her Army career Jane moved into the world of training consultancy and working for regulatory bodies. After an enjoyable period with the Nursing and Midwifery Council participating in nurse "court martials", Jane was appointed to the Parole Board. She has since become a Chair, but also acts as a mentor to new appointees. Jane is particularly interested in offender rehabilitation and the reasons why ex-servicemen end up in custody. Jane has taken up cycling as her primary means of keeping fit but also enjoys walking. She is also a school governor in Andover. Married to Allan (ex-REME), she has two children.





# YOUR REASSOCIATION



Kenneth Kirk

Ken served with the Corps from 1981 to 1989 serving mainly in BAOR with 28 Amph Engr Regt, 23 Engr Regt, 25 Engr Regt and Junior Leaders Regiment RE. On leaving the Corps he joined the Port of London Authority at Tilbury Docks. He held various senior management posts in Forth Ports Plc, including project managing major capital infrastructure projects building new Port Operating Facilities. Following this he became Managing Director of a major UK Port Operator for several years with operations across the UK. He then went on to own and run a marine manufacturing business based on the South Coast.

Having enjoyed a varied and rewarding career, he was delighted and honoured to have the opportunity to return to serve the Corps as Controller of the Royal Engineers Association.

Ken is married with two grown up sons and lives in Rochester.



Iain George

Iain George joined the Corps in 1972 as a Junior Leader at Dover. He served 25 years in the ranks and finished as the Corps Regimental Sergeant Major. He was commissioned in 1997 and served until 2015. His final posting was SO2 Transition London District. After leaving he worked for the Stoll Foundation, a Veterans charity in London looking after homeless and vulnerable veterans. As the Assistant Controller, Iain's responsibilities include the assessment of benevolence cases and the staffing of benevolence cases to the REA Benevolence Committee. He also organises the REA Annual Dinner and Sapper Sunday, the production of the HQ Circular and production of the Branch & Group contact list.

Iain has been married to Melanie for over 40 years and they have two grown up children and one grandchild. Iain has been a Volunteer Steward at Twickenham for the last ten years for all the International matches.



Julia Ferguson

Julia Ferguson joined the REA Benevolence Team in 2002 and moved to our membership team in 2009. She co-ordinates ticket requests for our external annual events and assists with administration for the Association Badge of Merit, notifications of RE In-Pensioner admittance to the Royal Hospital Chelsea, medical discharge, retirement and death notifications receipt of donations and legacies. Julia also coordinates REA Branch submissions for The Sapper including publication of obituaries in the magazine and the Corps Memorial Book. She is also the point of contact for the arrangement of Standard Bearer representation at cremations and funerals. Julia lives with her partner Tim, a former Royal Engineer who served 22 years with the Corps. Outside of work she enjoys walking, gardening and researching her family tree. Julia and Tim are both animal-lovers and are 'parents' to their adopted (and rather bossy) cat, Oreo





Fiona Louch

Fiona joined the Association team in October 2018, having previously been a secondary school teacher for 10 years. She is the Employment Coordinator for Sappers Network, an employment support service (now comes under the auspices of the REA), covering all Sappers, whether regular, reserve or veteran. Fiona also stands in for the Benevolence Secretary role when required and enjoys the variety and complexity of the work in both of her roles.

Fiona is married to Steve and they have one son who has just started studying at university. She has been an Sea Cadet instructor and administrator at her local Unit on the Isle of Sheppey for 29 years. When time allows, she likes to socialise with friends, read and listen to a wide variety of music.



Rodney Henderson

Rodney came to the very busy REA Benevolence Secretary role in March 2019, having already worked in REHQ in a different role. Rodney receives all benevolence cases and prepares them for consideration of assistance; he also works on preparing cases to be brought before the REA Benevolence Committee as well as liaising with caseworkers from other military charities regarding ongoing cases.

Rodney is married to Jo and enjoys holidays abroad, especially cruises. In his spare time, he plays golf, enjoys spending time with friends and eating out.



Ann Richardson

Ann Richardson is part of our membership team. She first joined the REA in 2008 as part of the benevolence team.

Ann maintain's all Membership records of which we have over 70,000. She is the contact for all membership enquiries and processes all new membership applications. Ann also assists with setting up new Branches, advising on the membership status of the founding members. Her skills extend to editing the REA website, keeping it up to date with Branch and Group officials contact details. Although Membership is now her main role, she continues to advise and lend a hand on benevolence matters when needed. Ann is married to John. Between them they have eight adult children and 17 grandchildren who keep them particularly busy. She also has four dogs. When not at work she loves gardening, reading, crafts and music, but mostly loves spending time with her grandchildren.





39 Engineer Regiment is in the fortunate position of being located in one of the most stunning parts of the UK; the Scottish Highlands. With its abundant and diverse wildlife, adventure sports and training opportunities and a plethora of sites of historic interest, it is crying out to be explored. There is no better way to do this than from the comfort of a new campervan and thanks to generous funding from the Royal Engineers Association, 39 Engineer Regiment are now the proud owners of exactly that! This offers our soldiers and the wider RE community the chance to explore Scotland and further afield in comfort and style.

39 Engineer Regiment contacted the REA in 2016 with a request to help fund the purchase of a campervan for welfare use. The REA is a fantastic organisation and every serving officer and soldier subscribing to the Day's Pay Scheme are automatically Life Members. Through their hard work and organisation they are able to support the Sapper community in many ways.

After 39 Engineer Regiment's application for funds,

we were kindly awarded a substantial grant from the REA and combined with additional funds from the Regiment we were able to purchase a new campervan. After much research we settled on a new 2016 Hyundai i800 campervan with a Wellhouse conversion which was delivered in February 2017. This was excellent timing with spring just around the corner!

The campervan is ready for use by any REA members, 39 Engineer Regiment personnel, and the wider Corps to enjoy with friends and family for just £35 per day. In order to book the campervan users will initially need to activate their REA membership which is a simple process (the Regiment will provide the necessary paperwork). Once done serving personnel will be able to book the van through the Regimental MOSS page. Simply click on the campervan link, check availability for the date required, fill out the booking form, pay your £35 a day hire charge and you're almost ready to go. For non-serving REA members, Regimental MT organise the hire and will run you through everything required to make your trip a success (tel: 01309 616165).

The campervan has already generated a lot of





interest around the Regiment and is being booked up for over the coming year. What makes this even more special is this campervan is not just for the warmer months. The campervan will still be a valuable asset for the winter months too as it is heated and has a

**THE CAMPERVAN IS READY FOR USE BY ANY REA MEMBERS, 39 ENGINEER REGIMENT PERSONNEL, AND THE WIDER CORPS TO ENJOY WITH FRIENDS AND FAMILY FOR JUST £35 PER DAY.**

hot water system with winter pack so you will never freeze! It even has a rear hot shower point to hose down muddy boots before going into the campervan and a bike rack - what more could we ask for?

As you can see from the photos the

campervan has already been on a few adventures around the Scottish Highlands including to the Outer Hebrides and the Cairngorms and all reports back suggest it will be a great asset for anyone wishing to use it. One of our officers will be using it over summer leave for his grandson's first adventure in Scotland, creating fantastic family memories. We would encourage all REA members to make good use of this excellent facility as this is an

amazing way to see Scotland. Unfortunately no dogs are allowed.

For those unfamiliar with what the REA does, the breadth of its work is apparent from its overall objectives which are to promote and support the Corps among members of the Association by: fostering esprit de corps and a spirit of comradeship and service; maintaining an awareness of Corps traditions; and acting as a link between serving and retired members of the Corps. The REA provides substantial practical support services such as providing financial grants and other assistance to serving and former members of the Corps, their wives, widows and dependants who are in need of a helping hand. The REA also make grants, within Association guidelines, to the Army Benevolent Fund and to other charities which further the objectives of the Association. If you are not already subscribing to the REA Day's Pay Scheme, why not show your support to the Corps and do so now as you never know what help you may need in the future and by contributing you are helping your fellow comrades old and new.

The campervan has been a tangible addition to the quality of life for the Regiment's personnel increasing the many opportunities that Kinloss can offer and we are so grateful to the REA for making this happen. We are look forward to hearing the tales of adventure from our personnel and families across the Regiment.



# YOUR REASSOCIATION





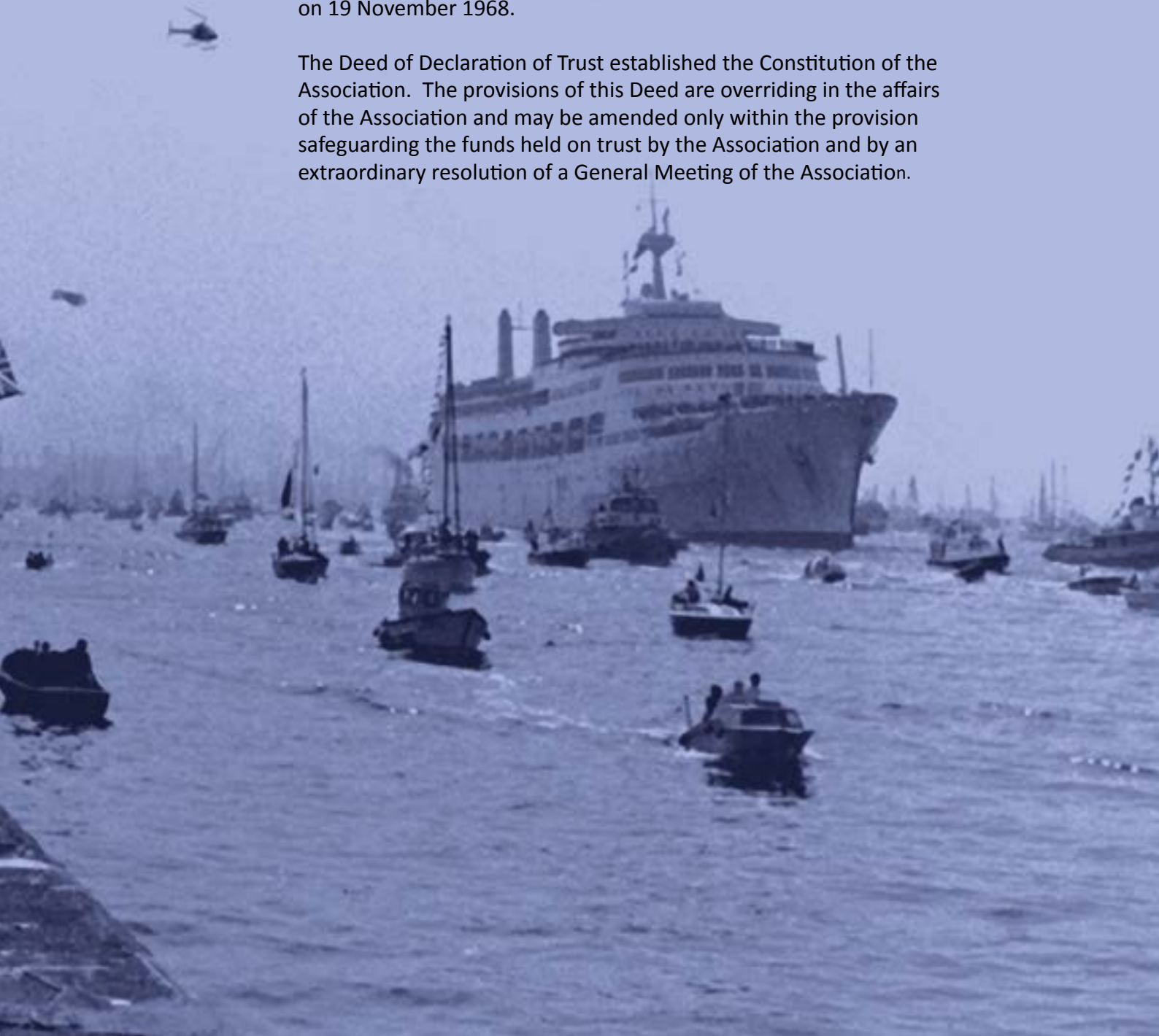
# THE REASSOCIATION'S ORIGINS

The original Royal Engineers Association was founded in October 1912 under the name of The Royal Engineers Old Comrades Association. Its name was changed to The Royal Engineers Association in 1952.

The Royal Engineers Benevolent Fund Ltd was originally established as the Royal Engineers Charitable Fund in 1868. It was incorporated as a Friendly Society in January 1925 and changed its name to The RE Benevolent Fund in July 1943. In October 1959 it was incorporated as a limited company.

The current Royal Engineers Association was formed under the condition of a Deed of Declaration of Trust by the amalgamation of the original Royal Engineers Association and the Royal Engineers Benevolent Fund Ltd on 19 November 1968.

The Deed of Declaration of Trust established the Constitution of the Association. The provisions of this Deed are overriding in the affairs of the Association and may be amended only within the provision safeguarding the funds held on trust by the Association and by an extraordinary resolution of a General Meeting of the Association.





# WHERE WE ARE



# BRANCH AFFILIATIONS

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HQ & Overseas Gp	HQ RE	HQ (Unaffiliated members), Bulawayo, Cyprus, Gibraltar, Jersey, Middle East, Willich
London Gp	101 Engr Regt	Bomb Disposal (N), Central London, Peckham, West London, Woolwich
South East Gp	1 RSME Regt	Medway, Gravesend and District, Thanet and District, Dover, Junior Leaders (N), Plant (N), Football (NT), Radio (N)
Southern Gp	36 Engr Regt	Maidstone, Crawley and District, Eastbourne, Tunbridge Wells, Brighton
Central Southern Gp	3 RSME Regt	Isle of Wight, Reading and West Berks, Solent and District, Minley, Diving (N)
South West Central	22 Engr Regt	Swindon, Taunton, Bath, Bridgewater and District Bristol, Armoured Engineers(N)
South West Southern	26 Engr Regt	Bournemouth and District, Weymouth, Southampton, Postal and Courier (N), Andover and Winchester
South West	24 Engr CDO	CDO Engr Branch, Truro-Cornwall, Plymouth, Newton-Abbot
South Wales Gp	R Mon RE	Cardiff, Chepstow, Malvern and District, Monmouth, Newport and Cwmbran, Swansea
South Midlands Gp	170 Engr Gp	Birmingham, Cannock, Gloucester and District, Lichfield and Tamworth, Long Marston, Stafford, Walsall, Wolverhampton
East Anglia Gp	33 Engr Regt	Bedford, Cambridge, Colchester, Luton, Lowestoft and District, Peterborough, Cycling (NT)
National	42 Engr Regt	Mil Survey (Geo) (N)
National	23 Engr Regt	Airborne Branch (N)
North East Gp	32 Engr Regt	Bridlington, Hull and District, Newcastle and District, Scarborough, Whitby and District, Hartlepool, West Cumberland
Eastern Gp	21 Engr Regt	Bradford, Leeds, Wakefield, South Humberside, Ripon and District Amphibious Engineers (N)
North West Gp	75 Engr Regt	Birkenhead, Blackpool, Chester, Crewe, Manchester, North Wales, Preston, St Helens, Warrington, Potteries
North Midlands Gp	66 Wks Gp	Chesterfield, Derby and District, Doncaster, Nottingham, Sheffield
Scotland and NI Gp	71 Engr Regt	Aberdeen, Dundee, Edinburgh, Fife, Forth Valley, Highlands and Islands, Northern Ireland, Glasgow and West of Scotland, Lanarkshire, Paisley

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PROPOSED CREATION OF THEMED REA BRANCHES:  
REA DIVERS BRANCH...CONTACT: M STEWART261@MOD.GOV.UK

REA FOOTBALL BRANCH...FOR ANYONE EVER INVOLVED IN SAPPER FOOTBALL  
PAST AND PRESENT...CONTACT: SIMAYERS@HOTMAIL.COM



Royal Engineers Association

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