

The Royal Engineers Association

(Registered under the Charities Act 1992 and a charity registered in Scotland)

Patron: HER MAJESTY THE QUEEN



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All Board Members

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All Group Secretaries
All Branch Secretaries
Controller REA
Corps Treasurer

11 February 2022

Minutes of the meeting of the Royal Engineers Association Board of Trustees held at REA HQ on Friday 11 February 2022

1. Welcome and Apologies

Three guests addressing the meeting Gen

David Southall - RE Museum

Adrian Kirk - CEO Care after Combat

Graham Doughty – Care after combat

Apologies:

Jane Thompson Trustee

Attendees Trustees:

Alastair Dickinson President

REA Andrew Craig Chair REA Chair Benevolence
Committee

Colin Basnett

Matthew Quare

Claire James, Chair Recruiting Committee

Martin Heffer

Marc Elliott
Jeffrey Jupp
Mark Ruddy, Honorary Treasurer' Chair Finance Committee
Larry Inge

Attendees:

Ken Kirk, Chief Executive
Ian Sidebottom, Corps Treasurer

2. Conflicts of Interest

No Conflicts of interest were expressed by any of the board members.

a. Matters arising from previous meeting

MQ raised the point of nominations for the Chief Royals Commendation. It was agreed that a nomination should be made in 2022 with submission by the end of April. Further action KK to review at the management committee and make proposal at next board. AC asked for clarification of the action.

Up until now we haven't had any from the REA forwarded to the Chief Royals Committee to agree. And with it being the jubilee year it seems an appropriate thing to do

3. Confirm minutes of previous meeting of the Board of Trustees on 10 Sep 2021

Confirm the accuracy of the minutes of the meeting. (A full transcript is available)

The Board unanimously confirmed the minutes of the previous meeting

a. There were no further matters arising from the previous minutes.

4. Take Note of the minutes of the 136th Management Committee of 13 January 2022

The board took notes of the management committee.

BOM awarded for 2022

Chris Beaumont Thanet and District Branch South East Group Bob Beer

Cyprus Branch HQ and Overseas Group

Ray Ellis Junior Leaders Branch South East Group Jason

Farnell Medway Branch South East Group Eric Hargreaves

Potteries Branch North West Group

Brian Henderson Monmouth Branch South Wales Group Allister

Honeyman Lanarkshire Branch NI and Scotland Group Ron Macgregor

MBE Dundee Branch NI and Scotland Group John Stanley Cannock

Branch South Midlands Group

Kevin Street Long Marston Branch South Midlands Group

The board congratulated all those awarded the BOM and thanked them for their service to the Association.

5. Risk Register

Review of risk register

Board to propose any amendments

AD stated that he felt the register is slightly out of date and requested that a review was undertaken to bring the document up to date. MQ pointed out that while the risk register covered risk it should also identify opportunity.

Action KK to coordinate a review of the risk register for September board meeting.

6. Take note of the minutes of the REA Benevolence committee of 07 Dec 2021

Minutes attached - brief update on current benevolence position

AC explained to the board the activities and concerns of the benevolence committee over the past year. You've all had a look at the report for last year, the calendar year, and you'll see that we spent getting on for 230k, a little bit down on the previous year, about 31,000 down on that. So, the budget is going to stay at 300k which it has been for the last few years. There's probably been more declines due to cases not meeting criteria for various reasons, but also more importantly I'd say that case workers of course haven't been able to engage with clients and because of the lockdown and so on, people are a little bit more reticent about coming forward and so on. So, that uncertainty has meant that the case workers haven't really been able to do as much work as they would like. But we're pretty much the same and I do believe that over the last year, for those really important, I mean every case is important, but for those really difficult cases let's say, and I can highlight a couple, we've been able to make the decisions. If it's not been a complete board initially, the benevolence board, then it's been the quorum of Ken, Mark and I. So, I'm satisfied with the way that we're doing things and I'm hoping that in this coming year that the case workers will be able to get out a little bit more and visit clients. Some good work has been done on the benevolence handbook which has been updated by Ken and the staff which is great. It's now being distributed to all branches and to units and it's a comprehensive document, so thank you, Ken, for doing that hard work. I just want to mention the Kitchener Fund which you're all well aware of to help education of children of the corps, if I can put it that way. We've expanded the scope of that now, so it's from nursery care right through to, in some cases, university level. There are 11 families currently that we're supporting. In my experience that's probably the most that we've ever supported, so I'm pleased with that. Two of those 11 are families of serving soldiers, so the balance there I think is about right. And obviously the families that we do support are really very grateful and it's quite gratifying to get the feedback, especially from some of the younger children and so forth. Just things like helping with nursery fees and things like that really have a disproportionate effect on the families I guess. We've got a lot of soldiers, sappers from different countries, Fijian, Kenyan, Nigerian, Balinese, South African, and so on in a time when there was increased recruiting. There is a freeze at the moment and of course the corps is getting smaller too as we all know but these visas are not cheap. It's all very clear in the Ministry of Defense's rules and regulations, so it's not as if this is something that's come out of the blue, but nevertheless the visas are expensive. Anyway, to cut a long story short, what we've done is we've helped out a number of families over the year

to the tune of over £13,000, and obviously it's a number of different families, to get their families to be able to come over to England or renew their visas or whatever. The total sum is over 23k, so we're doing this in conjunction, as usual, with the Army Benevolent Fund and with the TRBL, so working closely with them.

TRBL is slightly saying we don't really want to support this because the MOD should be paying for it. Well, that is true but in my view if we took that line then we wouldn't be helping the individuals.

And these are people who have eight years' service or whatever. They've done their bit. So, we are helping. We're hoping that the MOD will eventually come to some arrangement with the Foreign Office to perhaps reduce the cost of these visas. Having said all that, because there's a recruiting freeze now which you're all well aware of I'm sure, I think we've probably seen a bit of a peak. We will expect a peak but I think that's going to tail off and fall over the next couple of years. However, we've decided that we should help those individuals. We have the money to be able to do it and we hope that the rules will be a little more sympathetic. But in the meantime I think it's right that the REA support those soldiers from those different countries.

AD stated what I would say is that I entirely agree with your stance. I think we have to separate out what's right in terms of policy from what's right in terms of making sure that an individual gets what they need.

I suppose what I would think is what are we as an association doing about solving the problem that you set out that maybe government should be taking forward?

I'm now looking at the Corps Colonel because he might be able to help. It might be a matter of being unlucky and getting nothing but at least we've done the work.

MQ No, definitely. I'm looking at Claire because she does as well. But all I would say, in your minutes please, can you make this really clear, as Andy articulated, because I take your minutes and I then feed them back in through and services into home demand and I just constantly beat this drum.

And the more evidence I can produce, as can my counterparts and the other department managers, it just helps the case when we go to Army headquarters. And that's where I draw my line and that's where Claire's day job as well, she'll be alive to this. Here are a lot of people out there definitely and I'm just thinking. Andy said recruitment. I think the tap is going to be opened again on foreign [], so this isn't something that's going to go away.

AC Claire, I don't know if you heard much of that. I'll leave the floor open for you to comment if you wish.

CJ So, whether or not the tap will be increased any further, I think the debate remains open. But I will say is that clearly the influx we've had over the last few years isn't going to go away.

Whilst the army is getting smaller, no-one is being made redundant and these people therefore are still in the system. And routinely their behaviors, unless for discipline reasons they find themselves being separated against their will, actually they will stay and they will stay commensurately, so either 12 years or out for the full engagement. So, it's a 12 year commitment that we're looking at in the first instance if nothing else, so we've got to look back and go, we started to grow around 2018, so we're five years in, just, so this is a problem out to 2030 if nothing else.

AC Thank you. So, for the minutes can I briefly summarise if no-one else has got anything to add?

MQ I feel it should be a condition of service issue army-wide that if you're recruiting from commonwealth nations then that should be a condition of service that their visas or travel arrangements are looked after.

MQ That's the MOD and Foreign Office. It's not just army. It's Navy, it's Air Force, and it's everywhere.

AD So, I think for the minutes what we're saying is that we need to recognise that we have funded out of soldiers' pockets, however many it was, it was either 11 or 17, individual visas. So, that's the first thing that we'd say. But we accept the benevolence committee's decision to support the individual whilst recognising the policy is wrong. The policy needs to be adjusted. I think that's the line to take in the minutes. Thank you for that. Andy, thanks as ever

AC I just want to mention very quickly two particular cases looking back over last year. I suppose these are two examples of quite large sums of money. Without going into too much detail, Corporal B, he joined in 2007 to present. His first daughter was in a car accident when she was eight months old and suffers from spinal muscular dystrophy, really quite an appalling injury. She's now seven years old. She spent some time with her mother because Corporal.

And the request really was to have an extension to the house so that she could visit, because obviously she can't go upstairs because of her condition, and a hoist as well. Well, the total cost of this was £38,500, so a considerable sum of money. We put forward 12k, the Royal British Legion 12k, ABF 12k and Isabel Blackman Foundation 2k. So, a large sum of money. We basically went a third there which is our normal modus operandi and we're very pleased that they were able to operate. Now, this poor girl, her quality of life is obviously going to be improved as much as it can be, but it's something that we felt was very important. The other one is a WO2B who came into sappers in 93 and left in 2018. He was involved in a very serious motorbike accident in 2017 when he was still serving and basically he ended up being paralysed. As quite often happens in these cases, he was a very active sportsman and so on. Anyway, he's in the Care for Veterans Home in Worthing which looks after him extremely well. The one thing that has been difficult for him is a wheelchair accessible vehicle which he did have but it kept on breaking down and so on. So, we were approached to see whether we could help and actually rather than paying for repairs and all the rest of it, a new vehicle is £28k, so again we went with £10k from us, ABF £5K, TRBL £5K, Help for Heroes £5K and Blesma £3K, because of his injuries. So, again a good example of us working together with the other charities, and so whilst these are large sums of money in total and we've contributed a big chunk, the fact that we're able to do that in conjunction with the other charities I think is a good reflection on our modus operandi. And I think again I'd like to thank Ken and the staff, Iain and so on, and Rod, for all the work they do in keeping those relationships really top notch with the other charities. It's rare that the other charities don't really come up with something and as I've just illustrated there, they match what we put in. So, it's a very good system. It's working very well and I would say it's as good as it ever has been. So, Ken, thank you very much indeed for all your work there.

KK Just one thing I'd like to say for those cases, both those cases came up against regulation failures and social services where they were denied support. For instance the WO2 in the care home, he was denied a vehicle because he's in a care home, so therefore that's it. He's in a care home so he doesn't get support which is pretty horrific. And the other one, because they had separated, he's denied a DFG because his wife already got a DFG, so he's not allowed support. It's quite interesting. A lot of digging has to be done in these cases in order to overcome that because []. They have to explain the reasoning behind the lack of DFG or the other supports.

AC If I can just add to that, and thank you, Ken, for adding that little bit more detail there because we obviously remember these two cases very well, and Mark too. I think it's interesting that there are cases that do not necessarily fit neatly into the normal run of the mill, if I can put it that way. That's the wrong phrase to use but you know what I mean. They tend to be rather complicated issues as Ken has just explained there. Ultimately the way that I've approached that and the board has approached it, and especially Ken and Mark, is that the three of us together really have a discussion about this and work out what we think is best for the individual, even though in some cases the area tends to be a little bit grey. I think if we can stand up as trustees and give the reasons for making those particular decisions, then I'm quite content. But having that discussion between the three of us is really very important. And then from a governance point of view, obviously those decisions that we might make out of committee then go to the benevolence board as a whole so they have a chance to scrutinise what we've done and make their comments.

So, there is that check there and I do think it's important that we look at the cases on their merits. And ultimately the bottom line for us is to help the individuals even though sometimes the strict rules and regulations, whether they be government ones or disabilities facilities grants that are not particularly favourable to them. So, that's our basis of making those difficult decisions.

AD Thank you for that. I've just got one question really from a finance perspective. Are we keeping track so that at the end of the year we can say how much funding has been granted by these various charities to sappers? Because I quite often get quoted at me that ABF have put x into your soldiers and RBL have put so much into your soldiers, etc., and you're only giving us x amount of money back and all that sort of stuff.

KK We do track it. This is quite interesting because we had a discussion the other day with Iain and it was, in fact ABF we have given 235,000 and then that's about right because we've given about 300,000 to those sappers. So, their support levels are about right. We tend to get a little bit more because there will be cases where if there's a shortfall, we will [] that shortfall. So, it's about right. But I will produce in next year's annual report the total and charity that's been given so you can see that.

Action KK to provide a report on grants from other charities such as ABF, TRBL supporting Sappers at future meetings.

7. Take note of the Minutes of the REA Recruitment Committee of October 2021

CJ Report on the Recruitment committee: It was a productive meeting last time around, so I won't go over the notes unless anyone feel that they wish to. I think just looking ahead there is quite a lot of momentum now within the recruiting committee. I say momentum. On a scale it's an evolution and I think we're doing really well. It was a good meeting a couple of weeks ago up in the headquarters with both Iain and Ken, so we look forward to the next meeting on the 10th March where we're really trying to get behind activating the membership of our serving soldiers who pay into the scheme but just sit there dormant.

So, we've got a couple of proposals that we're going to take to the committee. They're out there at the moment and then they'll come up to the management committee I hope for endorsement, which both includes a little bit of a request for money and then thereafter the sponsorship of a Competition Activate 2020, by which we reward those branches who have gone out and not only pursued events by which

soldiers can activate their membership, but also seek to increase their veteran membership with low level grants and awards. We hope to launch both Op Mission Activate and Competition Activate on the back of the next committee meeting in two weeks' time. There are some linkages of course into the digitisation of the plan that Ken's got and linked therefore with the app but Ken, I'll pass over to you if you want to use the time now to go over that or wait for later.

MR What do we do about good leaders? Most folk leaving the corps, they leave and go onto a second career, as I did. I wasn't asked when I left to continue paying the REA. I would have notice if someone had said to me, I would have filled the form in and given it to RBL and then probably wouldn't notice for the next ten years. Is that what we do or is it worth doing?

KK. For some reason about 30 years ago, charges were abandoned, so membership fees to the association, other than at branch level, was stopped. It was assumed that you paid into the DPS scheme, so you paid your dues to it and therefore there is no more payments.

Individual branches do take membership fees, but the association doesn't. Where we do let down and we are trying to improve that, is the contact, particularly with officers. Officers are almost zero representation within the association and certainly don't join at the point of leaving. So, part of the drive is to connect much more effectively with a serving soldier so that it becomes something they continue into their retirement years. But at the moment we don't do that.

AD We'll have a debate hopefully at the next board about moving onto earning more money. We don't at the moment. You know where we get our money from. There are other sources of achieving more income. The difficulty of paying to be in the REA, it's difficult enough for us to get people to join anyway, let alone pay in as well. But we'll have that debate.

MR I didn't join the REA when I retired. So, it wasn't my subscription to belong to the REA. It was more charitable giving. So, people leave the army and go and join large companies and most large companies have a payroll giving system. At the moment I think I've been paying in the British Legion for 15 years. If I had thought about it I would have paid into the REA.

AD Okay. Well, in that case let's bring that back as a separate topic of how to get more money. Claire, thank you.

8. Financial Update

AD we are is we've just got to the point where we're going to do the financial update, but I think rather than ask Mark to go through the financial update and then move to you, I'll ask you to set out your pitch. Let me just introduce it first Essentially where we are is that David and I were having a chat not too long ago and David's got lots of initiatives as to how to generate and improve the usage and the funding for the museum.

a. Grant proposal from RE Museum David Southall

David Southall President of the RE Museum gave a presentation to the board outlining the museums current activities and structure, its future plans and finances, and future financial requirements. A request was made for the REA board to consider an ongoing financial contribution to the REM a full transcript of the presentation can be found in the board papers for the February meeting. After some discussion it was agreed that the

REM should present the board with a formal paper outlining the requirement.

Action KK to liaise with Rebecca Nash Museum Director regarding this and paper to be presented to REA board in May 2022.

9. Update on 2022 FOO, Balance Sheet and Investment Valuation

MR presented the report on the REA finances to the board for consideration.

The worth of the funds at the end of January was £12,842,000. That's broken down into our fixed assets, current assets and any creditors. The fixed assets at the top, £85,000, nearly £86,000, those are the fixed fittings and IT, etc. That will go down by the next board meeting through depreciation. Then investments, as at the end of January were at £12,570,000 and we'll come onto a bit more about that in the second bit on the investment portfolio. So, assets with our debtors and cash in bank, £186,000, £400,000 of creditors, so the net current assets are £185,000, so net of all assets, £12,842,000 at the end of January which comes out at a total of £12,842,000 as our worth. To turn to the investment update, you'll see there's a table or graph and a bar chart. Going to the graph first, you'll see that the worth of the portfolio was nicely growing until December and then there was a sharp drop at the end of January, so from £13,400,000 down to £12,570,000. Most of that drop was a result of the last weekend of January where the Ukraine issues hit the stock market, so there's a drop in issues where everyone got the flutters over that weekend following the Ukraine invasion. So, that is part of the ups and downs of the overall market. Some good news is that since that weekend it has recovered slightly and is now heading back upwards, so it's already recovered by nearly 200k, £170,500 it has recovered, so the current value is 12,740,000. So, it is at the mercy of the markets. The bar chart at the bottom shows the dividends that we've taken from those investments. So, over the last ten years they've been gradually increasing with £427,254 being the dividend paid in 2021 from those investments.

10. Presentation by Adrian Kirk CEO of Care after Combat from on Veterans in the Criminal Justice System

AD thank you all for an excellent presentation and it opened our eyes to a number of areas. It's an area that we've been trying to get to grips with for a considerable amount of time. I'm not sure this is going to be the last time our two charities are going to be working together, but I'm more in the space here of, just so people are aware, we are but one association.

We will do our utmost for our sappers as it were, but if we can corral alongside the Royal Marines Association, etc. and get Cobseo involved in this, we will try and put some more rigour into the process. Of course we'll help where sappers are around and we know about them, of course we will, but my ask is that we try and drive this more rigorously through policy, and I'll take that forward when I have a conversation with Nick Pope from Cobseo. Thank you for your intervention. It's really helpful. And likewise, for pointing out that there's a shitload of military folk that are in the prison service, but they're sticking plasters. We need a better system to do this. So, I'm really grateful. Thank you very much indeed and can we wish you a safe trip to wherever it is you're going to? Thank you very much. Cheers Adrian.

AD So, it's really very interesting but I wonder how many others do the same sort of thing, the other charities that are involved.

MQ that comes back to the signposts and the communication thing which is a constant problem for all the charities.

AD Okay, good. I think we can spend a bit of time on that but let's see if we can't come up with some proposals rather than just have a conversation about it. And if we can't come up with proposals we'll have a conversation.

CJ I think if I can, there are some quick wins that they can make. I'm just looking on the Confederation's website now and they're not on their executive members' ticker tape and they don't advertise Veterans UK on their website. So, there are some high level connections that perhaps once they get those rolling, and it's not as if they've not got a good foundation from doing it. They're incredible credible from what I have heard today and what I've been able to read on their website. I just find it interesting that there are some high level connections that just don't seem to have been obviously made and maybe the connection with us is just one level too soon.

AD I think that's fair. Maybe we go back with that feedback as well. That will be useful to pass onto Graham as it were. You make a fair point,

MH I think just to follow on from that point really and it's a question about how we can be of assistance. I think if you bring the senior level exposure we've got here, there's probably an opportunity for us to bring strategic input to a group like this that, because it's been built from the bottom up, and I don't mean that in any condescending way, where we can actually give some strategic level input that would have a very big impact.

Action: Recruitment Committee and Benevolence Committee to consider how we can best signpost REA and support from service charities to those Sappers in the Criminal Justice System.

11. Welfare Grants 2022

KK The welfare grant system is in place for 2022. We had a successful year last year. We gave £100,000 last year. This year we're aiming to do the same, although we have added £25,000 to that which is for the platinum jubilee celebrations. And we're already in receipt of numerous regiments' requests for more funding from that source and we're starting to receive the welfare grants for this year as well. I think the good thing about it is people are pretty much now tuned into and sending me an email saying, can I get some money.

CJ and MQ pointed out the changes that are coming within the Army regarding welfare provision and staff and that although not finalized they are set to impact units in the near future.

Action: REA HQ and the Benevolence committee to monitor and identify issues as they occur and look at how we can ensure that we support regiments effectively as the changes are implemented.

12. Consider Grants to other Charities

Currently ABF Receive £60,000 providing £200-250,000 Support to Sapper benevolence cases

SSAFA Receive £30,000 supporting 75% of our Case work Board to

agree levels for 2022.

The board agreed to this ongoing level of support.

Action: Monitor and bring other possible support opportunities to the attention of the board as and when they occur

13. Strategy Update

The digital transformation element of the strategy is proceeding on schedule.

Engagement and outreach are resuming as the pandemic restrictions are lifted. Regimental briefings, Corps Personnel Conference, Phase 1 and Phase 2 Recruits.

More direct support to branches.

New branches such as the Motorcycle Riders branch with 45 new members

Recruitment of Digital management assistant interviews on 17 Feb 2022 proposed

promotion of F Louch to REA Business Manager

. We're pushing on with the strategy development, so we have clearly made progress on the website and we've made progress on the app. And that shows that supporting documents regarding the website, that's coming along. There is a link for anybody who goes online, you can link into a demo version of our app which is up and running which I will issue in June inviting all of the committee members, 55 across the various committees, to sign up to the app in March and to start effectively testing and using it just to get some traffic on it. One of the issues I have there is recruitment and keeping the app alive, i.e. putting stuff onto it and actually populating it with the information which is going to be a fairly intense job, certainly at the start because we've got to fill it in order to make it relevant and attract people. And we've got to get feedback. So, there is a bit of work to be done on that. Recruiting for the digital management assistant is next Tuesday. I have 89 applications. I've got seven to interview next Tuesday. We are doing all the interviewing online just to get through the process quicker. Hopefully we will be able to employ somebody in that position which will help us move on with that.

Outreach, Leafyard has been pretty much a resounding success. We've got some really good feedback on it and particularly the video went down well. Many people wrote to Leafyard as an organisation and they said they've never had feedback like it about the connection that people felt with that particular video, so that was good. Now people are asking not just for themselves but for family members, so we're enabling that and sending cards out every day and we're getting engagement levels of [] and I never will find out other than I'll get feedback from Leafyard that says the number of engagements that are taking place. We don't know who they because obviously that's all confidential.

So, it's so far, so good and we've just got to keep having refreshes every so often. We're trying to tie in the national days and things like that. The whole thing with the app is push notifications

We're looking for all sorts of ways to make sure that we can do that, so we're keeping all of that going. It's not to be underestimated. The costs are within budget because we've come down on the cost for the app. What has hit us a bit is the subscriber integration.

Other parts of the strategy, Regimental Association representative at Cobseo, it's started working with the Royal Marines Association and Royal Artillery and they have kindly set up meetings with Pope who is the incoming Cobseo chair. So, we can hopefully get some strength amongst the associations and get some good working common practice and also perhaps a better voice in Cobseo about how Regimental Associations work together. So, that's all in terms of outreach and connecting and getting best practice across associations. We are at the start of that road. Some of you remember we used to have a council years and years and years ago and we took one look at that and said is that fit for purpose for the next five years going forward, and we decided we wanted a board and we've now created the board as is. We've got a very good strategy which we as a board have signed off and we now expect our chief exec to get on and deliver. We have a number of elderly statesmen, elderly experienced statesmen who will be putting their hand on to move on. Chris, we'll be saying cheerio to you later on in a few minutes time or so and we know that Andy wants to take a well-deserved rest. I think going forward, where we've got to now is as a board we've got this good strategy in place with the app, with the outreach process, with this board of aspiration and association of aspiration. What's next?

That's what we have to think about and I would argue, and this is just for you to think about before we have a formal chat about it next time around, but I would argue we now want to start looking at how we generate more income. The more income that we generate, the more good we can do. We've been quite restricted up until now because we've been disciplined in where we get our money from. We've been getting money from our investments and one or two benevolent donations, etc., legacies. But actually the Royal Marines Association for example I think have eight full-time money generators. That's their job and they're paid for by the money they generate. They've got a good brand and they've got a good name. It is a good brand and a good name, as is ours. So, I think we need to now start to look at how we move forward as an association and that starts with the board. Are we configured correctly?

At the moment we have pretty much got a representation from all of the different parts of the REA and we've got two very good nets. So now, is that the right configuration for where we want to go? Where's our representation for industry? Where's our representation for knowing how to get into the vast amounts of money that are out there?

That's maybe the board level that we want and that's the sort of things that I'm conscious of and I want to have a conversation about that. I didn't want to have that conversation without giving you all time to think about it in the first instance.

I'm not in any way, shape or form talking about a revolution that we had with the council where we all voted to sack ourselves. That's not what I'm saying. It's more a case of how we now evolve without losing the grassroot connections that we clearly want to have with both serving soldiers and veterans.

I'm happy to have conversations offline about it. I don't think we've got time now, but we'll have something for you to discuss at the next board meeting.

MR Can I just say there was something I was meant to do and I haven't done, and the reason I haven't done it is [] at the last meeting you asked for a profile of future income. The reason we haven't given you that is I've got the stats and the detail I can't share with you as to where the corps is going in terms of bank structure and its numbers. Let's say we're going to lose about 10% of the regular UKP workforce over the next four years. So, I think we're in a good place for income through probably 18 to

24 months.

AD That's much quicker than I was thinking. I was thinking we've got a five year strategy. I was thinking five to ten years.

Action – Board to consider future structure over the next 5-10 years

a. presentation in Cobseo

Following meetings with RMA and RAA a meeting with the new Cobseo Chairman was arranged with a view to establishing a Regimental Association Cluster within Cobseo

14. REA Events 2022

You should all have seen the broadcast of events. I've put them out there, just to see lots of weekends coming up. They're going too merged into platinum jubilee events, so they wouldn't take place as weekends as normal. There will be a Chilwell winter weekend and we're probably going to end up with about 460 people in Gibraltar. It's a good team out there that's putting it together. We've committed pretty much the normal levels of funding plus the addition of £25,000 for jubilee events.

One of the main features of putting it into the app and the strategy is getting people involved in the events and things like sports events, having members support the events and all that sort of thing.

So, the events and actually sharing that and getting good turnout of support and mixing veterans and serving together to take part is very important. So, it's a full programme this year and we'll keep everybody posted.

15. AOB

RBLI chief exec is retiring on 24th February. There's a new chief exec, so I will make sure I arrange a meeting, Alastair and myself, to get to know and make sure that our investment in that facility is still being used and the collaboration process that we've agreed continues as there's a change of regime.

AD I see you've shared the update on these two big you're doing, so that we've put in here what the REA is funding, 4th March for delivery by October, so that's moving on. And the athletics track which none of you will probably remember because it was done way before any of our time, £197,000.

CJ I think just two things from me. One, I know you're all going to go and say farewell to Chris. Please pass on my regards and Chris. And then my second point is just linking to what Martin said there. Just listening to the corps colonel and the ideas around the strategy and timeframes, there's a push at the moment on our part in the recruiting space to try and increase the number of serving sappers who activate their membership.

But similarly, come 2025 we're going to see an increase in the number of younger serving leading the corps as we potentially, through rebalancing, see more pull into the veteran space. So, there are two things that are nicely going to come together in 2025 which if we're ready for it we might be able to

capitalise on both the serving soldier and the increase in perhaps the younger population out-flowing from that. That's all from me. Thanks very much.

AD Thank you, Claire, and thanks everybody for attending. I declare the meeting closed. Thank you.

Kenneth Kirk

PP

Signed by Maj Gen (retd) Alastair Dickinson CBE

Date 06 May 2022