



# IMPACT REPORT

**ROYAL  
ENGINEERS  
ASSOCIATION**



**THE SAPPER CHARITY**

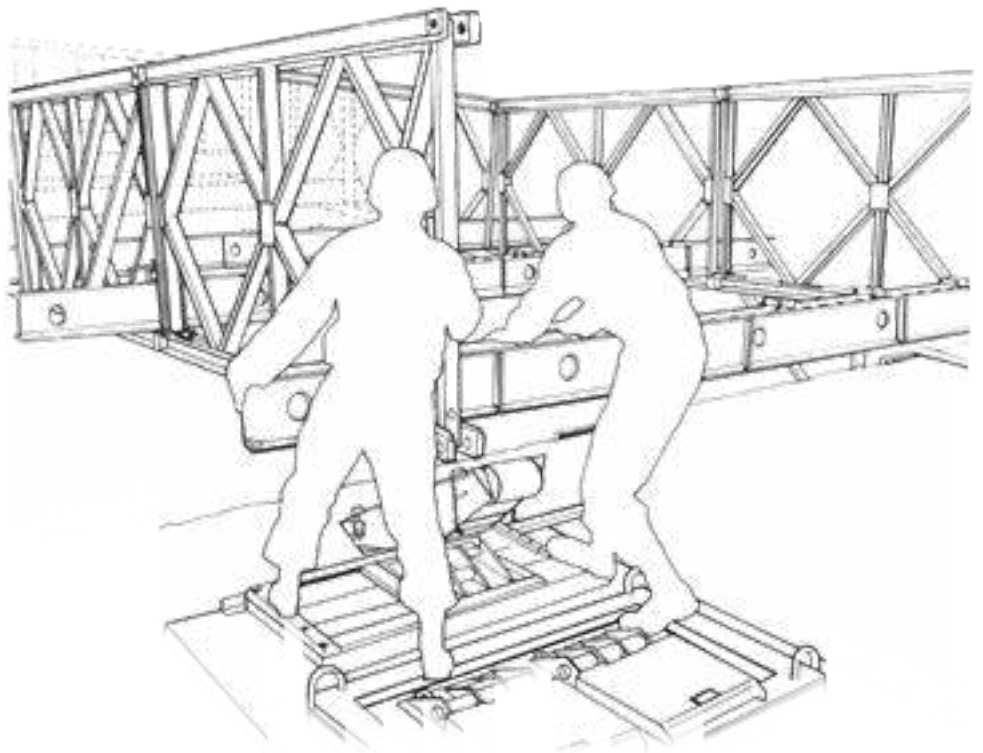
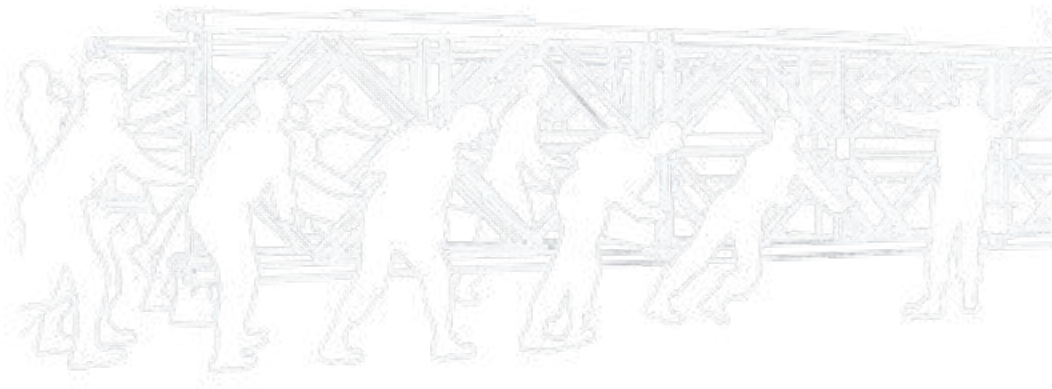
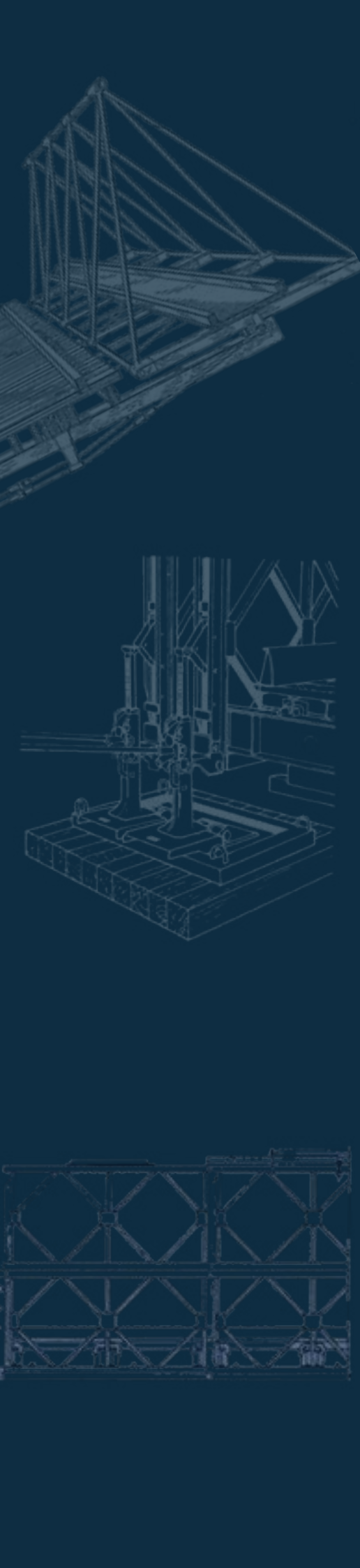
# REA Groups

## Where We Are

- NI & SCOTLAND
- NORTH EAST
- EASTERN
- NORTH MIDLANDS
- SOUTH MIDLANDS
- EAST ANGLIA
- LONDON
- SOUTH EAST
- SOUTHERN
- CENTRAL SOUTH EAST
- SOUTH WEST SOUTHERN
- SOUTH WEST
- SOUTH WEST CENTRAL
- SOUTH WALES
- NORTH WEST







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ENGINEERS  
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# President



This Annual Report will be the eighth to be presented during my time as President. As ever, the pace of change has been relentless. Last year, the Board reaffirmed its long-term vision for the Association, paraphrased as "to ensure all members of the Sapper family are able to live their best life." You'll see from this report how the vision manifests across all areas of the Sapper family starting with education support to the young, sports funding - both for those on our elite sports programme and regimental teams, adventure training funding for all, support to battlefield tours and similar trips, and of course the provision of welfare support for those in need. I'd like to welcome four new members to the Board: Mr Rowan Adams, Maj Gen The Lord Lancaster of Kimbolton TD, Colonel R B Hawkins MBE ADC and Corps Sergeant Major W01 (CSM) S Eardley. In addition, many will have already witnessed the tireless enthusiasm of our new operations director Nick Gunnell - Nick, welcome aboard.

Generous legacies received this year have enabled the introduction of several new funds with specific purposes:

The McCabe fund - Community, Units and Branch support grant

The Gabriel Fund - Retraining for injured veterans

The Ballard Fund - Extreme expedition grant (£20-£25k per expedition p.a)

The Kitchener fund - retitled The Sapper Children's Charity Fund to support education of Sapper Family children

A huge thank you to all those who left legacies this year.

The last change I wanted to highlight in this introduction is the establishment of a new 'REA Fundraising Committee' under the chairmanship of Mr Adams. Rowan is a highly successful businessman with connections to the Corps and, under his leadership, I look forward to seeing the wealth of the Association increase over time, to better enable our ever-increasing activity and welfare programmes. To that end, I encourage all Commanding Officers to encourage those under their command to think about the REA when raising funds for military charities.

Finally, to all trustees, Ken, the REA headquarters staff, and the hundreds of volunteers that are the life blood of the Association, thank you for your dedication and commitment. I look forward to meeting as many as I can next year.

Major General (Retd) Alastair Dickinson CBE  
President  
Royal Engineers Association

# Chief Executive

As we reflect on an eventful 2023, I am thrilled to share the impressive strides the Royal Engineers Association has made in expanding our reach and enhancing our support for the Sapper family. This year was marked by both poignant farewells and exciting welcomes at REA HQ. We bid farewell to Iain George and Rodney Henderson, thanking them for their six years of dedicated service, and welcomed Nick Gunnell as our new Operations Director, Sue Shuter as Benevolence Secretary, and Fay Sidebottom as REA Funds Manager. Their arrival promises a fresh and invigorating future.

This year also heralded significant advancements in our community engagement and digital presence. The expansion of Sappercom.com and the introduction of social branches have revolutionized our approach to membership, making it more flexible and accessible. This aligns perfectly with our decision to broaden membership criteria to include family and all arms members, ensuring that the REA's support system grows even stronger. Our sponsorship of the Sapper Games in Chatham at the beginning of July was a resounding success, with 2,000 serving soldiers and veterans displaying their skills and camaraderie across a wide range of activities. This event, among others, underscores our commitment to nurturing a vibrant and active Sapper community.

In fundraising and event planning, we've embraced innovation. Members participated in cycle rides, marathons, and fundraising dinners, and we've explored new event opportunities across the UK to not only engage our current members but also to attract new ones. The digital transformation continued with further enhancements to our IT systems, allowing for more effective delivery of our services.

In 2024 and into 2025, we have celebrated several landmark events that have reinforced our vibrant community spirit. These included the 80th Anniversary of the Amazon Bridge crossing at

Cassino, the newly established Sapper Sunday in May, the return of the Gibraltar weekend, and a revamped format for our AGM and Annual coinciding with the Corps Memorial Weekend. Following the participation in the D-Day 80th Anniversary we also commemorate the 80th Anniversary of the liberation of Holland at IJzendijke in October. Many of these events have already seen enthusiastic participation, displaying the strong bonds and unwavering spirit of the Sapper family.

Furthermore, our REA HQ team of Nick, Fiona, Ann, Julia, Suzanne, Fay (and from January 2024, Nigel Spencer) continue to provide dedicated service to you our members and the serving community. Thank you; your efforts are appreciated by those you serve.

In closing, I also want to express my deep appreciation for every member of our Association. Your dedication and support fuel our continuous drive to serve and support every member of our extended family. Here's to another year of achievements, community, and commitment.



Ken Kirk





# 2023 IN NUMBERS

**£1,235,977.22**

Legacies & Donations

**£425,289.66**

Corps Activities including:

**£152,289.66**

Unit & Branch  
Support Grants

**£25,000**

Adventure Training (Ballard Fund - Salty Sappers)

**£28,000**

Talented Athletes Sports

**£11,008**

Operational Tour Grants

**£38,470**

Adventure Training Grant (Other)

**£220,000**

RBLI Aylesford

**547** individuals assisted with benevolence support (including annual annuities and Christmas Grants)

**6** new REA Branches in 2023 (Swimming & Waterpolo, Leicester, Sappers in the City, White Horse Sappers, Stoke-on-Trent Sappers, Invicta Sappers)

**£500,000**

Chatham Sports Pavilion



**504**

new members of the REA in 2023

**£494,396**

in Benevolence Grants (including annual annuities, Christmas Grants, Sapper Charity Children's and Gabriel Fund)

**115**

REA Branches across the UK & overseas

**8267**

registered (active) REA members across all branches in 2023



# Ian Warrington

Ian Warrington joined the Army Cadets at the age of 12, later serving with the Royal Engineers from 1984 to 1994. Ian saw active service in the first Gulf War in 1991 when he used his RE artisan trade as a plumber to produce 500 tonnes of fresh water a day as part of a team of Royal Engineers that included an electrician, plumber, and fitter who worked in three teams on a six hour rotation, running the water purification plants. Ian was a Signaller and Driver in the Royal Engineers.

After the services, Ian moved into security, then on to work as a driver for a bed factory. He moved to the Isle of Thanet in 2002, where he worked for an aggregate company before joining Thanet District Council, where he stayed for 7½ years, until he was medically retired after suffering a heart attack.

Following a divorce, Ian lost possession of his home and slept rough before sleeping on his son's couch for 18 months. It was not sustainable and it was too much pressure on their relationship, so Ian moved into RBLI's Mountbatten Pavilion in September 2023.

Taking up his account, Ian, a 57 year old father of two, said, "After 18 months of sleeping on my son's couch, it was time to move out as we were getting under each other's feet. As I was a member of the Royal Engineers' Association Thanet branch, I spoke with Ken Kirk, REA CEO. As Ken has experience of RBLI, he gave me the housing application forms for Mountbatten Pavilion.

"Since living here, RBLI has helped me through its STEP-IN welfare support programme, and I meet with PTSD Resolution at Mountbatten Pavilion. RBLI and the Royal Engineers' Association have helped me overcome different issues, such as accommodation, money, PTSD, and medical issues, as I have type 2 diabetes, am insulin dependent and take 29 tablets and four injections a day.

"I'm the Standard Bearer for the Thanet Royal Engineers' Association, which is a privilege and an honour, and I keep the Standard at Mountbatten Pavilion. At Mountbatten Pavilion, I'm with like minded people. They may be from different Regiments, but we've all got our reasons for being there. We have a joke and a laugh, have a coffee together, but don't invade each other's privacy. Scoff Club on Tuesday morning is good when we get together over sausage sandwiches and other veterans who live on the village come in. It's all part of our peer support and helps when we talk and laugh together.

"I was born and bred in East London, a 24 hour noisy metropolis, but here the only sirens you hear are from the ambulances going to and from the hospital. I like it here as it's quiet. I'm looking for accommodation; the Welfare and Housing Manager, is helping with that."

When he heard about RBLI's annual The Great Tommy Sleep Out, which raises money for the charity's work with homeless veterans, Ian was moved to organise his own sleep out, spending the night outside at Hawley Square in Margate.

"As I've slept rough in the past and couch surfed, The Great Tommy Sleep Out grabbed my attention. It really helps to draw attention to the reality of life for homeless veterans who may have PTSD, marriage breakdown, or alcohol or drug dependency. I raised almost £500, and as a lot of people came to talk, it's hopefully opened their eyes to why people are homeless."







## Badge Of Merit 2023

(Announced In January 2023)

John Hawley  
REA North West Group  
& North Wales Branch

Ken Smith  
REA Lowestoft & District Branch

Roger Andrews  
REA Newton Abbot Branch

Bill Downs  
REA Leicester Branch

'I'm the Standard Bearer for the Thanet Royal Engineers' Association, which is a privilege and an honour, and I keep the Standard at Mountbatten Pavilion.'

## Special Birthdays 2023

John (Jack) Houlihan 100  
Kenneth Walter Garfitt 100  
Deryck Stephen Dufton 97  
Edgar Styan 104  
John Fehrenbach 100

January 2023  
June 2023  
December 2023  
December 2023  
December 2023

## Executive Summary:

The Royal Engineers Association (REA) saw significant strides in membership and communication efforts throughout 2023, amidst challenges posed by a declining veteran population and disruptions caused by the pandemic. Here are the key highlights:

## Membership Growth

The REA witnessed a notable increase in membership during 2023, despite facing challenges such as a dwindling veteran population and pandemic-induced disruptions.



## Communication Revamp:

The REA recognised in 2023 that its communication strategies were heavily reliant on the branch structure, potentially limiting outreach to the broader Sapper Family. Efforts to democratise access to REA information, events, as well as Corps,

Museum, InstRE, and CPD news are underway through multifaceted communications. The impact of these initiatives is anticipated to manifest in late 2024, promising enhanced engagement and connectivity within the Sapper community.

In conclusion, the REA's endeavours in 2023 reflect a proactive approach towards membership growth, branch sustainability, and inclusive communication strategies, aiming to strengthen bonds within the Sapper Family and ensure the association's relevance in the years ahead.



with:

The number of new members surged from 341 in 2022 to 504 in 2023, showcasing a positive trajectory.

The average age of members remained steady at 50, indicating a diverse range of participants. However, non-active members were not explicitly reported

## Digital Transformation

The REA continues to develop our digital transformation strategy, which began in 2019. Our website is continually updated to ensure easier access to member services such as notification of deaths and access to online expense claims for National events. Plans to move REA staff to Microsoft 365 to allow more collaboration and flexibility will happen in 2024.

Moreover, our community platform for members, 'Sappercom' continues to grow in both membership and content. All events are now added to Sappercom with links to booking platforms. Plans are being made to develop the platform from the initial phase to make further improvements for our service users. Members can register to join Sappercom at [www.sappercom.com](http://www.sappercom.com)

## Branch Dynamics:

Despite the overall membership growth, several branches were closed during the year, including South Humberside.

Branch closures lack a single attributed reason; however, initiatives have been implemented to foster membership engagement, streamline participation in REA events, and sustain the branch structure.

Introductions such as new membership rules, enabling broader inclusion of individuals like All Arms, Widow/Widowers, Friends, and Family, were aimed at diversifying branch demographics.

Additional measures included the establishment of social branches, central management of branch funds by HQ REA, monthly newsletters accessible to anyone, centralised event bookings, and expanded advertising of REA events.

In 2023, the creation of new branches such as Swimming & Waterpolo, Leicester, Sappers in the City, White Horse Sappers, Stoke-on-Trent Sappers, and Invicta Sappers contributed to the Association's growth and outreach efforts.

## Executive Summary:

The Royal Engineers Association (REA) Annual Benevolence Report for the year 2023 reveals notable trends and insights into the distribution of benevolence funds and the demographics of recipients. Here are the key highlights:

### 1. Overall Assistance:

The total number of cases assessed increased in 2023 compared to 2022, yet the number of approved cases declined.

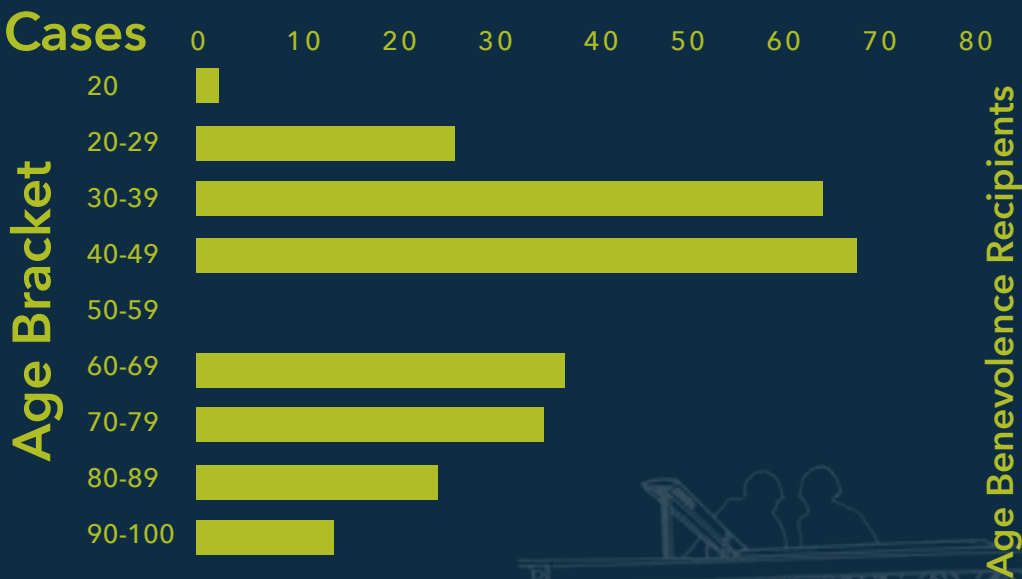
Despite this, overall expenditure on benevolence saw an increase, excluding special purpose funds.

Beginning February 2024, data will be collected to discern reasons for declined cases, aiding in identifying trends and potential adjustments to benevolence criteria.

### 2. Age Demographics:

Individuals aged 40-49 were the largest recipients of benevolence grants, closely followed by those in the 30-39 age bracket.

This mirrors national trends indicating these age groups are most affected by rising living costs.



### 3. Causes of Benevolence:

Predominantly, requests for benevolence were driven by living expenses, often triggered by unforeseen events like job loss or relationship breakdown.

Debt remained a significant cause, with assistance limited to primary debts such as utility bills, while referrals to external debt management schemes were made for further support.



## 4. Forms of Assistance:

Domestic goods were the most commonly requested form of benevolence, often in cases of marital or relationship breakdown requiring separate accommodation.

## 5. Recipients:

Veteran Sappers comprised the largest group of benevolence recipients, followed by veteran family members and Commonwealth soldiers.

The latter often sought compassionate support, as they are not entitled to MOD-funded flights home in compassionate cases.

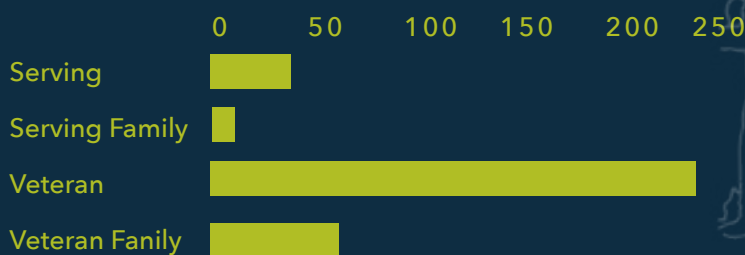
## 6. Branch Membership:

At September 2023 data expansion included tracking branch membership status of benevolence applicants, revealing that the majority were not REA branch members.

While no direct correlation between membership and need was established, this data point will be continually monitored.

### Cases

Sapper Connection of Benevolence Recipients Jan-Dec 2023



This data point will be continually monitored

## 7. Special Purpose Funds:

The Kitchener Fund aided 11 dependents with a total assistance sum of £73,356.

The Gabriel Fund supported one individual's retraining at a cost of £25,000

## 8. Case Studies:

All benevolence recipients were requested to share their stories on REA communication channels, enhancing the Sapper Charity Brand.

## 9. Impact of Armed Forces Pensions Scheme 1975:

The impending index-linked pension payouts for recipients of the 1975 Armed Forces Pension Scheme may reduce the need for low-level benevolence cases.

## 10. Summary:

While the number of assessed cases increased, so did the number of declined applications, resulting in a decrease in grants distributed.

Despite this, funds granted saw an increase, likely attributed to inflation.

Continued data collection, analysis, and publication will underscore the charitable endeavours of the Royal Engineers Association in collaboration with the Sapper Charity Brand.

# REA Events 2023



Windsor



Sapper Games



South East Group







170 Group  
Disbandment

## Awards for Engineering Excellence



## Corps Boxing



## Chief Executive Officer

### 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 (now CEO) of the Royal Engineers Association.

Ken is married with two grown up sons and lives in Wouldham, where as well as still enjoying running and cycling, he is the local Poppy Appeal Organiser.



## Operations Director

### Nick Gunnell

Nick joined the Corps in 2004, completing Phase 1 Training at ATR Lichfield. Before leaving in 2022 he served at various units including; 35 Engr Regt, 101 Engr Regt, 22 Engr Regt, HQ 12 Force Support Gp, HQ RSME Gp and ATR Winchester. On leaving the Corps he took a gap year prior to assuming his current role as Operations Director, REA.

Whilst serving Nick deployed on Op *Telic 13*, Op *Herrick 14* and Op *Herrick 18*. He also deployed to the South Korean Demilitarised Zone to conduct Body Recovery and Demining Observation on behalf on the UN Command.

Nick is married and lives in St.Ives, Cambridgeshire where he is a member of the Fenland Sappers REA Branch and is involved with his local rugby club.





# Membership Secretary

## Ann Richardson

Ann Richardson is part of our membership team. She first joined the REA in 2009 as part of the benevolence team. Ann maintains 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.

Ann is married to John. Between them they have eight adult children and 18 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.



# Member Services Coordinator

## Julia Ferguson

Julia 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, 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 cat, Mitzi.



# Benevolence Secretary

## Suzanne Shuter

In Suzanne's previous role, she worked with various councils to help aid in home adaptations to support the elderly and vulnerable. This helped them to live independently in their own homes for longer.

Suzanne lives with her partner and toddler in the Medway area. They do a lot of family activities such as swimming and going to the park. Suzanne played for a darts team in the Medway area with her partner and still enjoy a darts game every now and again. She is a massive foodie; enjoys travelling and trying new cuisines.



# Business Manager

## Fiona Louch

Fiona joined the Association team in October 2018, having previously worked in a secondary school for 15 years, firstly in a pastoral role and then as a teacher.

She is the Association's Business Manager but continues her role as Employment Coordinator for Sappers Network, an employment support service under the auspices of the REA, covering all Sappers, whether regular, reserve or veteran. Fiona covers the Benevolence Secretary role when required and enjoys the variety and complexity of the work in all of her roles.

Fiona is married to Steve and they have one grown up son. She has been a Sea Cadet instructor and administrator at her local Unit on the Isle of Sheppey for over 30 years. When time allows, she likes to socialise with friends, travel and listen to a wide variety of music.



# Branch Fund Manager

## Fay Sidebottom

Fay joined the REA in June 2023 taking on the new role of REA Fund Manager. Her role is to support REA Branch Treasurers by managing their accounts centrally, removing the financial reporting burdens previously borne by Group and Branch Honorary Treasurers.

Fay started her career in banking, then joined the civil service working in the Regimental Admin Office at 1 RSME Regt. Fay has also worked at 33 Engr Regt (EOD), the British Consulate in Washington DC, and for 12 years with the Visitor Services team at the RE Museum.

Fay is married to Ian and they have 3 children. She enjoys spending time with her family, going to antique fairs and reading.



Joining us in 2024 Nigel Spencer Community Events Manager



# 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 Chair. 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 responsible for Army Basing and Infrastructure. Alastair now works part-time for himself supporting small tech start-ups. He is married to Alice and with the rest of his time, he supports their two sons; one recently commissioned into the Royal Engineers and the other in his pursuits as a GB triathlete.



## Richard Hawkins MBE ADC

Corps Colonel Royal Engineers

In 1998 Lieutenant Dickie Hawkins assumed command of the Airborne Troop at 33 Engineer Regiment (Explosive Ordnance Disposal). The first of many appointments in the EOD world, he would return as second-in-command of 21 Field Squadron deploying to Iraq in 2003 during the war-fighting phase of Operation *Telic*. Thereafter he commanded 49 Field Squadron and deployed to Afghanistan as Chief of Staff of the Counter-Improvised Explosive Device (IED) Task Force. A quick move to command 61 Squadron within 16 Air Assault Brigade saw deployment back to Afghanistan and the subsequent award of the MBE. His Wimbish Station 'finale' culminated in command of the then hybrid 101 Engineer Regiment (EOD). Other regimental duty highlights were with 3 Armoured Engineer Squadron and included deployments to Bosnia as the Squadron Training Officer and Kosovo as a Battlegroup Engineer.

As a staff officer Colonel Hawkins has served at the Permanent Joint Headquarters within J1/J4 Division (Personnel & Logistics) and as SO1 Counter-Explosive Ordnance in Army Headquarters. With significant training and education experience, he completed a thoroughly enjoyable tour as a Platoon Commander at the Royal Military Academy Sandhurst and was also an instructor at the UK Defence Academy in Shrivenham. Additionally, he has been SO1 Plans at HQ Royal School of Military Engineering Group and the Assistant Head to the Iraqi Defence College in Baghdad. Here he re-established NATO's

Defence Education Enhancement Programme. More recently, Colonel Hawkins deployed with NATO Mission Iraq as the Military Engineer Advisor to the Iraqi MOD and was the lead NATO programme manager for the Iraqi Chief of Defence's Long-Term Objectives. Colonel Hawkins was delighted to assume the RE Corps Colonel appointment in November 2022.

Colonel Hawkins has two children and between them they share similar hobbies. His teenage son Edward is a keen reader, athlete and is already taller than his dad. Joseph is a musician and avid climber. The family dog, (a talented runner), is a Labradoodle called Bilbo. Colonel Hawkins used to box and play football, however, his body has mostly given up, so it's now yoga and the gym.



# WO1 Spencer Eardley RE

## Corps Sergeant Major

WO1 (CSM) Eardley enlisted into the Corps of Royal Engineers in March 2000. He completed his Combat Engineer training at the Royal School of Military Engineering Regiment, Minley. Following, in November 2001, WO1 (CSM) Eardley completed his training at the Royal School of Military Engineering, Chatham, as a Military Engineer Electrician Class 2.

In November 2001 WO1 (CSM) Eardley was posted to 48 Fd Sqn (Air Sp), 39 Engineer Regiment. During this tour he deployed on operation FINGAL, Oracle, Telic, Descant and Herrick, where he was awarded an Engineer-in-Chief Commendation for Service to the Corps of Royal Engineers.

In July 2007 WO1 (CSM) Eardley was assigned to 3 Royal School of Military Engineering Regiment, Minley, on promotion to Corporal, as a Section Commander. In October 2010 WO1 (CSM) Eardley was assigned to 39 Engineer Regiment, RHQ, on promotion to Sergeant. After completing a role as the Regimental Operations Sergeant, he was then subsequently posted to 48 Fd Sqn, where he deployed to Kenya on a Joint Force Engineering Exercise. Post tour, he then moved with the Sqn to Kinloss due to the closure of Waterbeach Barracks. During his time at 39 Engineer Regiment, he was awarded a Certificate of Meritorious Service, from GOC, Theatre Troops.

An assignment to the Royal Engineers Warfare Wing, Gibraltar Barracks, as the QMSI Royal Engineer Troop Commander Course. WO1 (CSM) Eardley was selected for a Squadron Sergeant Major appointment in December 18, and subsequently took post as Squadron Sergeant Major, 29 Field Squadron in June 2019.

On Post as 29 Fd SSM, WO1 (CSM) Eardley deployed on Operation Shader 10, where he assumed duties as the Camp Taji SSM, supporting 1 Irish Guards Battle Group. During his tenure as SSM, he was fortunate to assume duties as the Queens' Guard and Windsor Castle guard at the Royal Palaces, as the Public Duties Reinforcement Company. WO1 (CSM) Eardley was promoted and selected to Regimental Sergeant Major of 1 Royal School of Military Engineering Regiment in December 2020, taking appointment in April 2021. In August 2022 he then completed and passed the Army Officer Selection Course. Subsequently, he was then selected as the next Royal Engineers Corps Sergeant Major.

WO1 (CSM) Eardley has a son named Brady and travels home to South Derbyshire as and when work permits. A keen footballer, now somewhat retired, he now spectates from the side lines whilst still being an avid gym user. He has successfully completed studies and graduated with BA (Hons), and a subsequent MSc. More recently WO1 (CSM) was awarded the Meritorious Service Medal in the Kings Birthday Honours list..



# Colin Basnett CBE



Colin served in the RAF from 1979 to 2013, predominately on the Tornado Force. During his flying career he undertook 8 operational tours over Iraq and Afghanistan, and commanded both 14 Sqn and RAF Marham. His specific achievements were recognised in 2010 by his appointment as a CBE and the award of the US Legion of Merit, one of the highest military decorations awarded to non-US personnel, and promotion to Air Commodore. On leaving the RAF, Colin held positions as the Defence & Political Adviser (Air) and Head Typhoon and Future Combat Air System at MBDA, before assuming his current role as the Group Director Strategic Engagement at QinetiQ 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 in their twenties, he is a keen, albeit haphazard, golfer who tries to keep fit by reading running magazines.



# Mark Lancaster TD PC

Major General The Rt Hon the Lord Lancaster of Kimbolton TD PC was commissioned into the Royal Engineers in 1988, his first posting was to Hong Kong as a Troop Commander in the Queens Gurkha Engineers. Transferring his Commission to the Reserve in 1990, he trained as an EOD Operator and has seen operational service in Bosnia, Kosovo and Afghanistan. Post Command he has held various staff appointments including Deputy Commander 77 Brigade. In 2020 he was appointed Chairman of the Reserve Forces 2030 Review before taking up his post as Director Reserves at UK Strategic Command. He took over as Director Army Reserves in the rank of Major General in October 2023. He is a Colonel Commandant of the Corps of Royal Engineers and retains strong ties to the Brigade of Gurkhas in his role as Deputy Colonel Commandant of the Brigade. He is Honorary Colonel of the Cayman Islands Regiment and Patron of both the St Helena Veterans Association and The Army EOD and Search Association.

He retains his international security interests as a member of the NATO Parliamentary Assembly and was appointed as the Prime Minister's Defence and Security Advocate in Dec 2022.



Elected to Parliament as the Member for Milton Keynes in 2005, Major General Lancaster subsequently held various Ministerial posts in Government, first as Lord Commissioner of the Treasury before moving to the Ministry of Defence, initially as the Under-Secretary of State for Defence Veterans, Reserves and Personnel in 2015. Promoted to Minister of State for the Armed Forces in 2017, he was responsible for the political oversight of tri-service recruitment and retention, reserves, force generation and UK Military Operations, a role he served until his retirement from Government and the House of Commons in December 2019. He was appointed to the Privy Council in 2017 and was raised to the Peerage as Lord Lancaster of Kimbolton in September 2019 and continues to sit in the House of Lords. He has a portfolio of corporate Non-Executive Director roles including at Hampshire Cricket Club. He is married to Dame Caroline Dinenage DBE, Member of Parliament for Gosport and collects and restores classic cars and motorcycles as a hobby.

# Claire James

Claire feels very privileged and proud to have served many 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. Claire is now the Assistant Head Reserves working in Army HQ cohering the strategy and policies necessary to support our Reserve Forces.



# Matt Bazeley OBE

Schooled in rural Oxfordshire and then less rural Glasgow, Matt completed an Economics degree at Brunel University in London. He then began a short career in the printing and advertising industry. However, in 1991 he decided on a radical career change and so followed over 30 years of service in the British Army with operational experience in Bosnia, Kosovo, Iraq, Afghanistan and across South Asia and Africa. He completed an MBA (Defence) with Cranfield University, is a Fellow of the Institute of Royal Engineers and has a wealth of operational and strategic planning experience and has held numerous leadership appointments, including on multiple deployments to Iraq and Afghanistan. He retired as a Brigadier in March 2022 and was awarded an OBE in Her Majesty the Queen's Platinum Jubilee Honours and Awards, for his work with US and NATO partners on emerging Russian threats.

Married to Becci with two sons (24 & 21), two dogs, a cat and 4 ducks. He is passionate about the role and benefit to the individual and community of sports, health and wellbeing and in March 2022 was appointed as Chief Executive of the Civil Service Sports Council. Matt has an enduring love of all sports but particularly enjoys rugby, cricket and skiing, despite his ageing knees, and enjoys the long walks associated with playing golf poorly. He firmly believes that sports and exercise can make a huge contribution to an individual's physical and mental health, as well as offering the benefits of interacting with family, friends and colleagues. He continues to play as much sport as he can and enjoys long walks (or slow runs) with the family dogs. He is Vice President of the Royal Engineers Association, President of Royal Engineers cricket, plays at Aldenham Cricket Club and can be found supporting Oxford United Football Club most Saturdays.



# Rowan Adams

Rowan has been a member of Tate & Lyle's Executive Committee since 2014. In his current role as Executive Vice President, Corporate Affairs, he is responsible globally for external and digital corporate communications, government relations, sustainability, community involvement and bringing Tate & Lyle's purpose of Transforming Lives through the Science of Food to life.

Rowan also oversees Tate & Lyle's two venture capital funds. Rowan is based at Tate & Lyle's Head Office in Central London and reports to the Chief Executive.

Rowan joined Tate & Lyle in January 2001. During his career with the Company, he has held several senior roles including Vice President Group Strategy, Director of Corporate Communications, Head of Compensation and Benefits, and Deputy Company Secretary. He has also held executive responsibility for Risk Management and Ethics & Compliance and led a two-year US\$100 million global business simplification programme.

Prior to joining Tate & Lyle, Rowan worked for The Royal Bank of Scotland plc and National Westminster Bank Plc, both as Assistant Company Secretary. His early career was spent working for Linklaters and Deloitte & Touche. A History graduate from York University in the UK, Rowan has been a Fellow of The Chartered Governance Institute since 2000.

Rowan lives in London and is married with three adult children. His personal interests include politics, swimming, travelling, art and American Football.





# 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'.



# Jeffrey Jupp KC

Jeffrey joined the Royal Engineers as a Junior Leader in 1983. He served mostly in Germany in 30 Sqn, 26 Engr Regt and at HQRE 3rd Armoured Division. In 1989 he left the Army as a junior NCO to attend university. He subsequently qualified as a barrister. He has practised as a barrister for over 20 years in a leading set of chambers in London. His practice encompasses commercial law, employment law and professional regulation. Jeffrey also acts for offshore and international clients and has been involved in cases in a number of jurisdictions including Isle of Man, Jersey, Dubai and the Cayman Islands. Jeffrey is married with two children and lives in central London. He enjoys travelling, cycling and skiing.



# Mark Ruddy

Mark Ruddy was a troop commander in Osnabruck (23 Engr Regt), and Sqn 2IC in Iserlohn (25 {Boxer} Fd Sqn). He was Adjutant of 73 Engineer Regiment (V) in Nottingham and an SO3 HQ 1 (BR) Corps in Bielefeld. He was SO2 J1/J4 in Hong Kong, planning the UK's withdrawal from the Far East. He commanded 8 {Phoenix} Armd Engr Sqn (Tidworth), in Northern Ireland (Op Banner) and Bosnia (Operation Resolute) with IFOR. He was SO1 Plans at Engr Branch HQ Land and SO1 Soldier Career Management in Glasgow. He returned to Quebec Barracks, Osnabruck as CO 21 Engineer Regiment, and deployed to the Oman on Ex Saif Sareea 2 in 2001. As full Colonel, he commanded the Construction Engineer School and Chatham Garrison, followed by AD J9 and Comd Engr on Op Telic 6 (2005) with MND (SE). His last role with the Corps was as Deputy Commander 8 Force Engineer Brigade. He resigned his commission in January 2007.

Mark worked for Network Rail for the next 7 years as Managing Director (Sussex Route), Europe's busiest rail route - spending £350M a year developing the infrastructure in the London-Hastings-Southampton triangle and running some 3500 trains a day.

He was then appointed as Chief Operating Officer for the Transport Systems Catapult - a £50M p.a. applied research company looking at improving UK's transport system. He oversaw some 230 multi-year research projects. After six years, he led the merger of that company with a smart cities research organisation, promptly doing himself out of a job. During the COVID 19 pandemic Mark ran a Command Centre for the Managed Quarantine Service for the Department of Health & Social Care - some 77 facilities with 40000 guests and now provides some Security Consultation for the Home Office and is a part-time Career Consultant with The Officers' Association (RFEA). The secret of his survival, and surprisingly unblemished track record, is his wife Christine: A Scouser football fanatic (Reds) who has bolstered her husband's street-cred and done more to patch up the moral component of Army families than has been fair to ask of her. Christine lives in her 20th house in 38 years of marriage and is currently overseeing the construction of their "forever house" In Cranleigh.



## Sappers Network

Sappers Network was created in 2017 as the employment support service for the Corps of Royal Engineers, serving, veteran and reservist. It was originally set up as a commercial venture. In September 2019, ownership of the Network transferred to the REA charity and is now governed by our trustees.

Sappers Network's purpose is to help former sappers find employment and assist the transition process for Army leavers. We are engaged with a number of companies, ranging from national civil engineering to SMEs. We also partner with ex-military recruitment agencies to find candidates for the opportunities they offer.

The advantages of bringing Sappers Network into the Royal Engineers Association:

- Bringing all the Corps' support for its former members into one centre of excellence, which allows access to all of the REA's services as required.
- Providing access to the wider network of REA branches and groups who have a range of commercial and employment contacts.
- Providing access to the REA's resources to assist with transition/ career movers.

Contact Fiona Louch, Business Manager  
01634 847005 [fiona.louch@reahq.org.uk](mailto:fiona.louch@reahq.org.uk)



# REA Events 2023



Newton Abbott



Monte Cassino

Chesterfield



Swansea



Glassgow



Chesterfield



Middle East



South West Group





# RBLI Centenary Village



The opening of the RBLI Centenary Village at Aylesford by HRH Princess Royal on Friday, October 20, 2023, was a significant event. This village is an important project that provides support and services to veterans, including Sapper House. The Royal Engineers Association (REA) played a vital role by donating £880,000 to support the RBLI (Royal British Legion Industries) in its mission to assist veterans through various programs, including employment,

housing, rehabilitation, and education. RBLI annually supports an average of 30 Sappers. This support is invaluable in helping veterans transition to civilian life, find employment, receive housing assistance, rehabilitation services, and educational opportunities. The opening of this village with the support of HRH Princess Royal highlights the commitment to honouring and assisting veterans in the United Kingdom.





# ROYAL ENGINEERS ASSOCIATION



## THE SAPPER CHARITY

### Trustees' Report and Financial Statements for the year ended 31 December 2023

## Contents

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EMPLOYER RECOGNITION SCHEME

SILVER AWARD 2023

Proudly supporting those who serve.

The Board of Trustees present their annual report and the audited financial statements for the year ended 31 December 2023. The financial statements have been prepared in accordance with the accounting policies set out at note 2 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 considered 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 23 to the financial statements). The General Fund is not restricted. Another restricted fund, The Kitchener Fund, 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

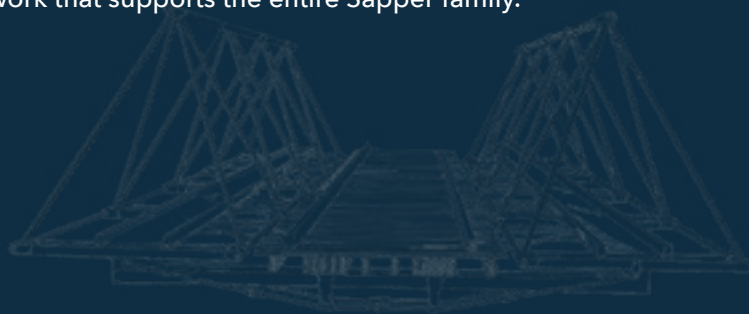
Objects of the Association, as set out in the Deed, are:

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 organised democratically in accordance with the REA Rules 2018 by members who take on the stewardship and running of the branch voluntarily. The many hundreds of volunteers who act as branch officials encouraging, supporting, recruiting, and guiding their branches and members to ensure that the branches provide a national network that supports the entire Sapper family.





# Achievements and Performance

The charity sets out to ensure that grants are made in a speedy, efficient, and cost-effective way. This was achieved, and grants rose to £13,724 (£11,571 in 2022) for those in care homes and £90,540 for those living at home (£87,549 in 2022), from whom many letters of appreciation have been received. Special Christmas grants totalled £8,275 (2022: £8,855). The total number of benevolence cases considered in 2023 was 550, 4% more than the previous year with the total grants coming to £244,487 in 2023 compared to £211,445 in 2022.

The Kitchener Fund supported the education of 11 Sapper families with grants of £53,289.

The Gabriel Fund supported the career development of 2 veterans suffering from life changing illness or injury with grants of £25,000 to enable one to begin pilot training with the Charity Wings for Warriors, with the other beneficiary due to complete training in 2024 and begin working as a commercial pilot.

## Sappers Network

Sappers Network continues to provide a jobs board for those leaving the Corps, this service is works with employers to provide access to a wide range of employment opportunities in the UK and overseas, a review of Sappers Network operations will be carried out in 2024 to improve awareness of the network to service leavers.

### Grants Considered 2018 to 2023

Year	2023	2022	2021	2020	2019	2018
Disabled & Illness	66	110	80	145	116	166
Old age	25	6	4	13	22	41
Widows	22	43	41	38	45	63
Unemployed	133	115	119	119	76	128
Miscellaneous	100	91	94	106	210	124
No grant made	204	88	62	87	120	31
Totals	550	453	400	508	589	553

## Other Grants

As in previous years, a Unit and Branch Support Grant of £100,000 was allocated from Capital Reserves for the year 2023. 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 2023 welfare grant was a success with 100% of the fund available being disbursed.

As a result of this changes were implemented for future CUBS 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 has been decided to continue the welfare grant opportunities on an ongoing basis subject to annual reviews. Further changes are planned for 2024 with the fund re-designated as the Community Unit and Branch Support Grant (CUBS Grant) from the restricted McCabe fund.

## 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, most applicants receive financial assistance.
- There will be many eligible persons in need of assistance of whom the Association is unsighted.
- Cases requiring financial assistance greater than £1,000 (Chief Executive financial threshold increased from £500 in 2016) are referred to the REA Benevolence Committee that, since the increase in the Chief Executives' delegated powers, sits quarterly rather than monthly. Cases of an urgent nature that exceed the Chief Executive delegated powers are considered out-of-committee in consultation with the Chair 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.

# 2023 Benevolence Summary

Benevolence in General 01 Jan - 31 Dec 2023

Serial	Data	2023	2022	2021
1	Number of cases assessed	550	527	449
2	Number of cases declined	204	169	135
3	Number of cases assisted	346	358	314
4	Number of weekly grants in care homes (£##):	£13,724 (Yearly)	11,571 (Yearly)	22,036 (Yearly)
5	Number of weekly grants at home (£##):	£90,540(Yearly)	87,549(Yearly)	90,289 (Yearly)
	Special Christmas Grants	£8,275	£8,855	£9,305
6	Total granted (£):	£244,487	£211,445	£228,644

Chart of demographic of personnel assisted by connection (Serving, Retired, Reserve, Spouse etc).

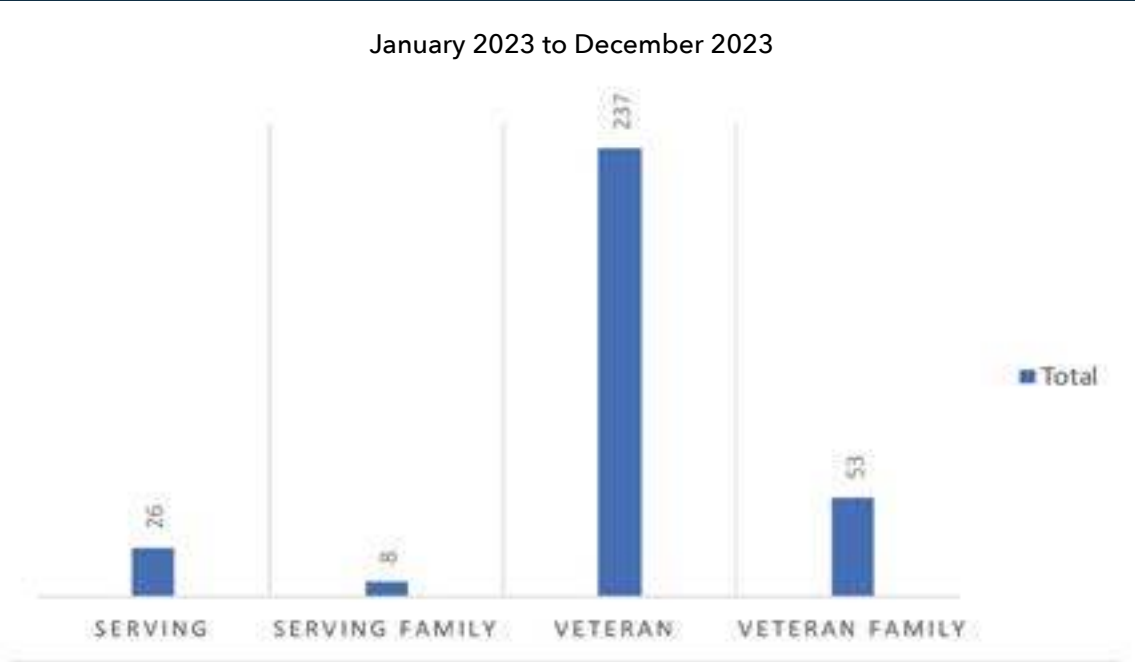
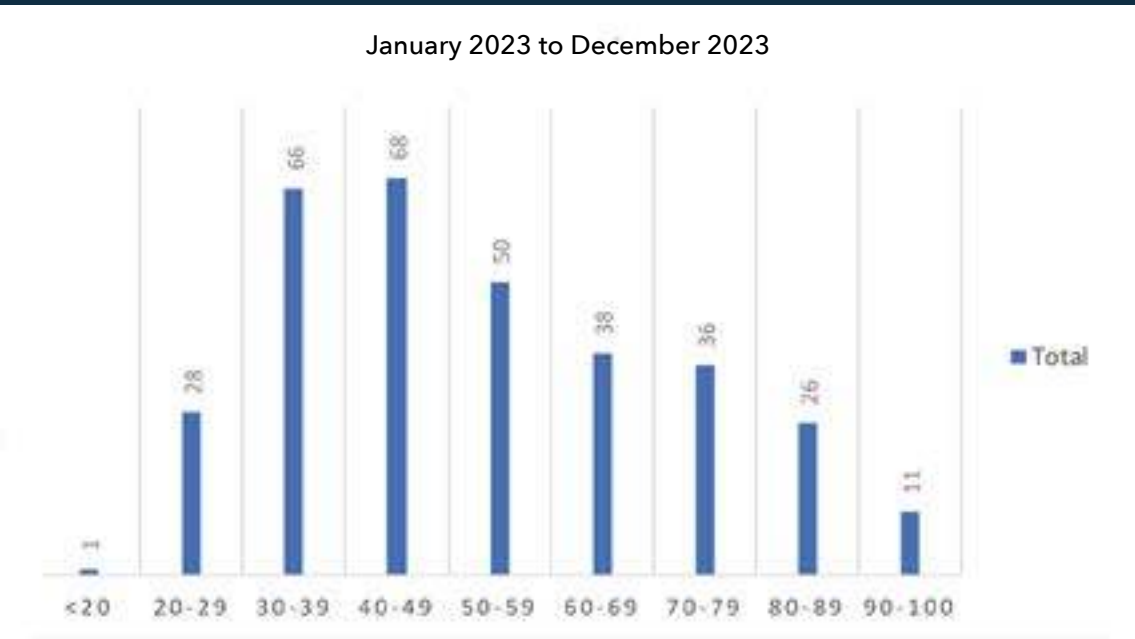
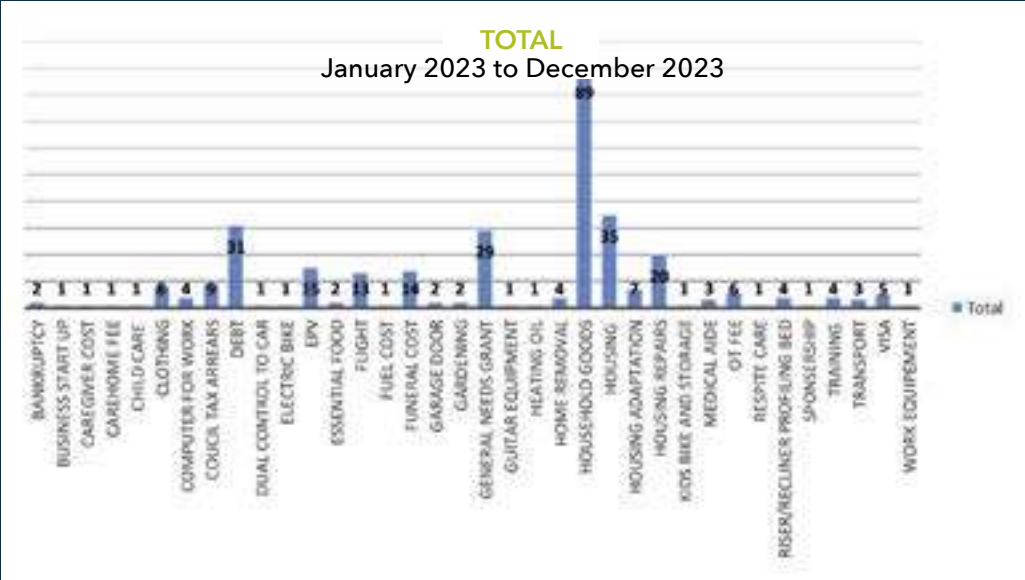


Chart Of Ages Of Personnel Assisted





# Chart Of Reason for Benevolence



Map of Cases Chart - Cause of Benevolence Request - Health, Debt, Divorce etc.

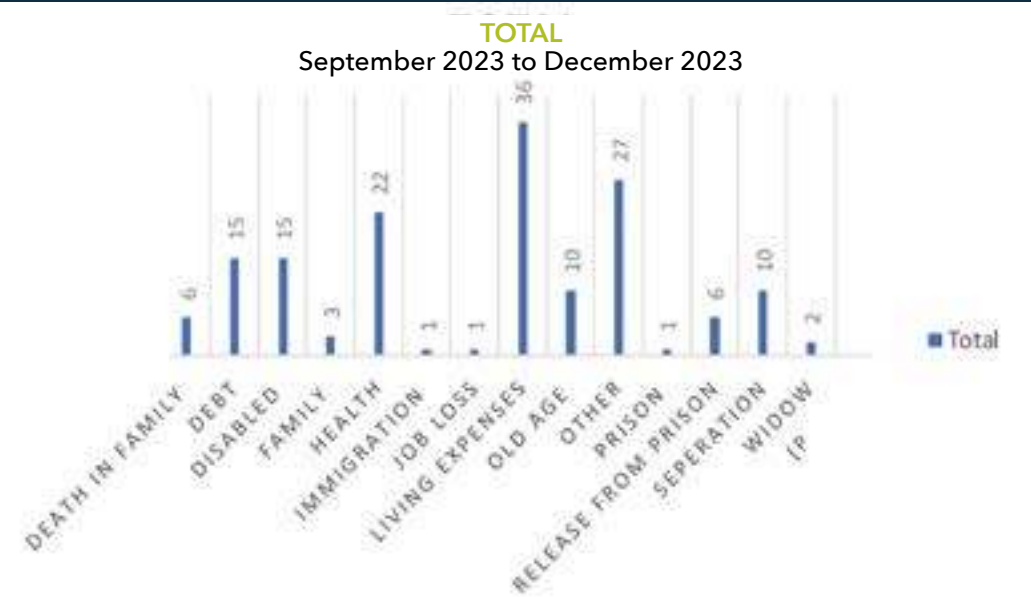
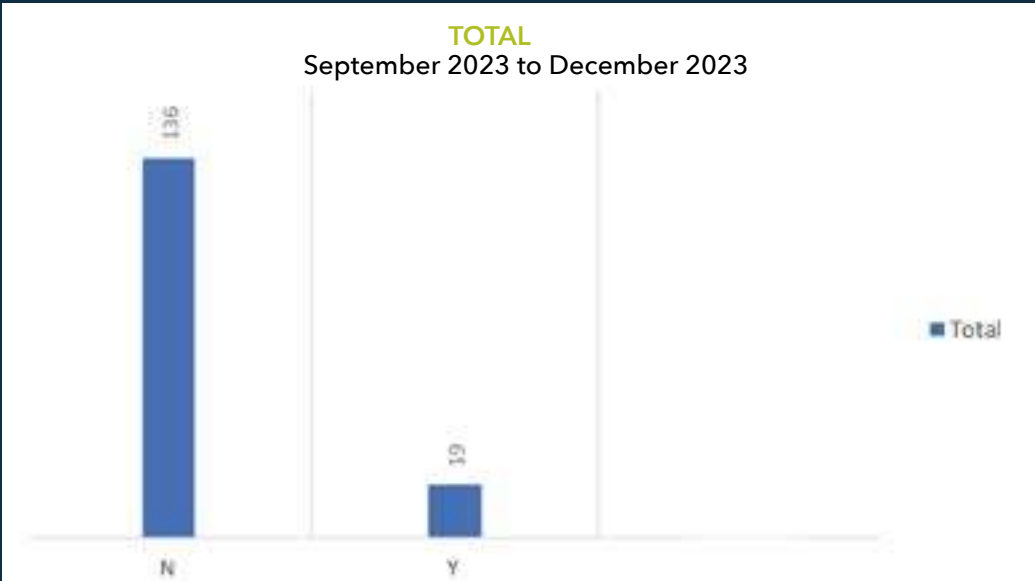


Chart Active Branch Member - Yes / No



Kitchener Fund: 11 dependants aided with this scheme total spent £53,289.  
Garbiel Fund: 1 person funded 2023 £25,000.

- Regular weekly allowances were made to 45 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.
- A grant of £66,000 was provided to ABF The Soldiers' Charity.
- A grant of £30,000 was provided to SSAFA.

## 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.

## 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.
- Units and Branches are regularly addressed by the Operations Director and other members of the REA HQ Team in a direct recruiting drive to encourage membership and awareness 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 2020, it was considered we should review once more our approach to fund raising. This has been considered by the Finance Committee and a focus on areas such as Legacy and Donation and fund raising by branches, individual members, units, supporters and sponsors in support of the Association has been accepted to ensure that the Association maintains its long-term ability to provide benevolence and welfare services to the Sapper Family. From 2024 the Association will be actively involved in Fundraising activities to ensure the sustainability of our support to the Sapper Family.

## 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. Branches can also have the choice of having all funds administered by the REA fund manager in REA HQ.

## 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.



# 2023 Financial Review

Serving RE officers, warrant officers and soldiers subscribe to the Royal Engineers Central Charitable Trust under the Army's 'Days Pay Scheme' (a payroll giving scheme). After the Institution of Royal Engineers has received a set percentage of officer and soldier subscriptions, the HQ Mess receive a set percentage of officer subscriptions, and the Corps WOs' & Sgts' Mess receive an element of the SNCOs and WOs subscriptions (their respective membership fees) the Association receives 50% of the monies received from the Days Pay Scheme (DPS). Any shortfall of income compared to expenditure comes from investment income. Donations and legacies that are retained are available for investment towards future benevolence. The Association's combined income from DPS, 38% of income, investments 50% of income, legacy, and donations 12% of income is sufficient to sustain our annual operating expenditure in all the key areas of benevolence, welfare, and esprit de corps.

## Summary

Net income before other recognised gains and losses was £38,101 (2022: Net expenditure £544,382). The Charity did not authorise any further funds for investment in 2023.

## Balance Sheet

The accumulated funds increased by £71,628 to £12,163,258 (2022 decreased by £2,321,000 to £12,091,630). 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 £33,042 from £211,445 in 2022 to £244,487. Figures are now steadily recovering to pre-pandemic levels.

## Investment House & Policy

The REA invests in the Armed Forces Charities Growth & Income Fund, managed by BlackRock.

The Objective of the Fund is to achieve real growth in capital and income over the long term by investment mainly in equities and fixed income securities. Further investment details are given in the notes to the financial statements.

No additional investment units were purchased in 2023.

## Investment Performance

Investments delivered dividends of £406,809 in 2023 (2022: £417,306). During the period 1 January to 31 December 2023, the performance of the distribution units in the fund was +4.3% (2022: -10.6%) after fees and expenses. Since launch in September 2002, the fund has produced a return of +305.5%, +6.8% (2022: +330.1%, +7.4%). The fund's benchmark since inception has returned +344.2% and +7.2%. Investment property rental generated £24,540 (2022: £17,938).

## 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 September Board meeting in 2023 and members were content that systems have been established to mitigate those risks identified.

# Key Risk

The key risks are financial and reputational with loss of income from our investments potentially restricting the services we deliver and thus our reputation among our members and beneficiaries which could further affect our income. In mitigation of this the Board ensures that we maintain sufficient investment funds to provide resilience and regularly reviews the status of our reserves.

# Reserves

The accounts show net income of £38,101 (2022: net expenditure of £544,382) before gains on investments. Gains on investments amounted to £28,527 (2022: losses of £1,798,446) giving a positive net movement in funds of £71,628 (2022: negative net movement of £2,321,000). Gains on our investment property revaluation were £5,000 (2022: £21,828). It is the Trustees policy to realise capital from the Restricted Fund's investment portfolios when required to provide funds in support of grant making or project funding.

Trustees review the reserves policy annually and aim to match the amount held in reserves to mitigate against potential financial threats over the long term. The charity relies upon the MoD for administration of the Day's Pay Giving Scheme, provision of infrastructure, utilities, and a proportion of staff costs. If these MoD donated services were to be withdrawn, the charity would suffer an operational shock. The charity's reserves must be able to meet such a shock if it were to occur.

Furthermore, 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 £11,605,926 (2022: £11,462,915) 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 perform their role more effectively 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

## REA Strategy 2023-2027 Background

The Royal Engineers Association came into being on 12 October 1912 as the Old Comrades Association, with Field Marshall Kitchener as the President. In 1918 King George V became the patron and this Royal patronage continues today with Her Majesty the Queen. During the intervening 109 years the Association has evolved; in 1952, from Old Comrades to the Royal Engineers Association, in 1968 amalgamating the RE Benevolent Fund Ltd with the REA under a new constitution.

The 5-year strategy adopted in 2021 has seen the following developments which by December 2023 had been implemented.

1. All benevolence processing is now digital and online, all data is now held within the Mosaic database operated by SSAFA.
2. A new website has been launched moving most of our administration to digital space.
3. A new community platform has been introduced and made available to all members.
4. New branches are developing, and new social branches have been introduced. Increase outreach to Regiments with regular visits to units and presentations to recruits in phase 1 and phase 2 training.
5. Introduction of new areas of support through the Ballard fund and Gabriel fund and expansion of the reach of the Kitchener fund.
6. New classes of membership have been introduced to broaden the offer across the Sapper family.
7. A fund management service is now being provided by REA HQ to enable branches to operate without having to have individual bank accounts and the need for treasurer to provide detailed accounts.
8. All applications for events and services are now available online.
9. A further strategic development is the planned introduction of fundraising activities in 2024.



# Charitable Objects

Our objects are shown below and have always provided a clear guide to what the purpose and role of the Association. These provide a very sound foundation for all our activities.

1. To promote and support the Corps among members of the Association in the following ways:
  - a. By fostering esprit de corps and a spirit of comradeship and service.
  - b. By maintaining an awareness of Corps traditions.
  - c. By acting as a link between serving and retired members of the Corps.
2. To provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers, and dependents who are in need through poverty.
3. To make grants, within Association Guidelines, to the Army Benevolent Fund and to other charities that further the objectives of the Association.

## Governance

We have in place all the required elements for the Association to fulfil our legal obligations as a charity. Our charity's governing document is a legal document. It works as a rulebook, setting out:

- Its name.
- Its charitable purposes ('objects').
- What it can do to conduct its purposes ('powers'), such as borrowing money.
- Who runs it ('trustees') and who can be a member.
- How meetings will be held, and trustees appointed.
- Any rules about paying trustees, investments and holding land.
- Whether the trustees can change the governing document, including its charitable objects ('amendment provisions').
- How to close the charity ('dissolution provisions').

## Vision

Ensure that all members of the Sapper family have access to the comradeship and support that enables them to live full lives.

## Mission

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 their families.

## Strategic Aims

To deliver our vision and mission our strategic aims are:

## Engagement

We will actively engage with our stakeholders and strive to be recognised, known, and understood by our members, partners, and relevant agencies. Extending our reach into the wider community using all means at our disposal to ensure effective communication to promote the mission of the REA.

# Support

We will ensure we understand and adapt to the needs of our members and those we support across the Sapper family, improving the lived experience of the sapper workforce and veteran community enabling them to reach full potential.

## Benevolence (Aid)

To aid the Sapper family by providing appropriate, timely and effective assistance to those in need.

## Sustainability

We will ensure we have people with the right skills and sufficient time and resources to deliver our mission, underpinned by a sustainable income.

## Collaborative Working

We will work together within the organisation and with internal and external partners and stakeholders to deliver our objects. Examples of this are our collaboration and ongoing commitment with RBLI Aylesford with the opening of Sapper House. Our Commitment to ABF and SSAFA and our participation in Cobseo and the Single Cap Badge Association plus numerous other charities and organisations

## Actions Completed in 2023

A new REA website was launched in July 2023, this has proved to be remarkably successful and has had valuable feedback, traffic to the website has increased by 167%.

The new website has enabled the digitisation of most of our standard forms and reports, improving the efficiency and responsiveness of REA HQ.

The development of the community platform was slowed until the website was completed with a launch of the test platform planned for February 2023

Succession Planning - with the imminent retirement of our Operations Manager in March 2023 the post was reviewed, and the decision taken to develop the role to a full-time position with increased responsibility for outreach, candidates were invited to interview in December 2023 and a replacement select to commence with the Association in March 2023

Cassino - Amazon Bridge Memorial Dedication, The President of the REA accompanied by the dedicated team of REA members who designed and built the Amazon Bridge Memorial traveled to Cassino in Italy to take part in a dedication of memorial and wreath laying ceremonies at the various memorials of the units who took part in the action in May 1944.

An extensive program of outreach visits have been conducted by the operations director and other members of REA HQ during 2023:

Support for TASS athletes and Adventure training - this is now fully embedded within the REA and an increasing number of elite athletes were supported by the REA in 2023 and into 2024

1. Eastbourne AGM	15 Apr 23	14. RAF Wyton (42 Engr Regt Geo) Open Day	1 Jul 23
2. Sub Unit Comd and SSM Conference	4 May 23	15. Operation Herrick Memorial Rededication	6 Jul 23
3. Liverpool Benevolence Visit	8 May 23	16. Weymouth Branch Meeting	6 Jul 23
4. Chesterfield Branch Meeting	9 May 23	17. Korea War Parade, Royal Horse Guards	27 Jul 23
5. Sco & NI Gp Standard Bearer Competition	20 May 23	18. 3 RSME Regt Stable Belt Parade	4 Aug 23
6. National Memorial Arboretum	10 May 23	19. Hull Breakfast Club	19 Aug 23
7. Bath and West Wilts	12 May 23	20. March Armed Forces Fair	3 Sep 23
8. 26 Engr Regt Unit Brief	22 May 23	21. Troop Commanders Brief	7 Sep 23
9. Sapper v Gunner Rugby Match	24 May 23	22. 579 EOD Sqn Unit Brief	17 Oct 23
10. Peterborough Branch Meeting	1 Jun 23	23. Truro Branch Meeting	19 Oct 23
11. Founders Day	8 Jun 23	24. 26 Engr Regt Online Brief	7 Nov 23
12. Plymouth Branch Meeting	29 Jun 23	25. Ilford EOD Sqn Brief	19 Nov 23
13. Chepstow Branch Visit	30 Jun 23	26. NI Branch Winter Dinner	19 Nov 23



# Plans for 2024

Continuing with our current strategy, 2024 has several important milestones to be achieved.

Sappercom will become the primary membership communication platform with a target of having two thousand users by the end of the year. The aim is to provide a networking and communications tool for all members of the Association, families and serving soldiers to connect with the Association. The platform provides opportunities for users to communicate, create and promote events, share ideas, and discuss issues.

**Outreach** - increased capacity in REA HQ means a program of outreach visits to Units and branches will be developed for 2023 to include collaborating with other Corps charities, Branches, Groups and linking to Corps events.

**Mission Activate** - this is a recruitment initiative to encourage branches and groups to hold events to recruit new members for the Association. For 2024 we will continue look to increase the number of serving members and family members of the Association with the new membership types being expanded to include families

**Marketing** - REA HQ will develop a detailed marketing plan during 2024 to assist with our membership outreach and fund-raising activities.

## 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 current Board of Trustees are listed on page 14.

## The Board

The affairs of the Association shall be directed by the Board of the Association.  
The composition of the Board shall be:

- (1) President, a Colonel Commandant of the Corps nominated by the Chief Royal Engineer ratified by the Board. Appointment for maximum of six years.
- (2) Chair of the Association nominated by the President and ratified by the Board, maximum of six years over two, three-year, terms.
- (3) The Corps Colonel for duration of appointment.
- (4) Honorary Treasurer elected by the Board for maximum of six years over two, three-year, terms.
- (5) The Corps Sergeant Major for duration of appointment.
- (6) Reservist - nominated by President and ratified by vote of the Board maximum six years over two, three-year, terms.
- (7) Group Director - Serving Commanding Officer (CO) rotating round groups for duration of appointment.
- (8) Wider Community Trustee - externally recruited, position ratified by Board for maximum of six years over two, three-year, terms.
- (9) Governance Trustee - externally recruited, position ratified by Board for maximum of six years over two, three-year, terms.
- (10) Service Charity Trustee - externally recruited, position ratified by Board for maximum of six years over two, three-year, terms.
- (11) Fundraising Trustee - externally recruited, Position ratified by board for maximum of six years over two three-year terms.
- (12) Trustee - externally recruited, position ratified by board for a maximum of six years over two three-year terms.

The Chief Executive of the Association shall be Secretary to the Board. The Corps Treasurer and Operations Director shall be in attendance.

The Board shall exercise its responsibilities through subordinate committees subject to the provision that at least two members of any such committee shall be members of the Board.

# The standing subordinate committees of the Board are:

- The Management Committee, chaired by the Chief Executive, responsible to the Board for the management of the Association including administration, membership, reunions, and awards.
- The Benevolence Committee, chaired by the REA Chair, responsible to the Board for all questions relating to the charitable business of the Association.
- The Finance Committee, Chaired by the Honorary Treasurer, responsible to the Board for the financial affairs of the Association.
- The Recruiting Committee, chaired by a nominated Trustee, responsible to the Management Committee for monitoring and prompting recruiting and awareness issues within the Association.

## 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 Board of Trustees, 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. The Board 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 Chief Executive's authorised powers.

## A finance committee deals with matters and is responsible to the Board of Trustees.

The REA is divided into 17 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 108 Branches. Of these, 94 Branches are in towns and cities in the UK and overseas who normally meet up once a month for camaraderie and Esprit de Corps. The remaining 14 branches are national and themed branches who represent specialist trades/functions or interests with affiliated members throughout the UK and overseas; they will normally meet up once a year. While all Branches are self financing, grants are made to Groups, National and Themed branches to support

## Annual meetings and travel, all branches have the same objectives as those of the Association.

The Headquarters or Secretariat of the Association is managed by the Chief Executive who 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 an Operations Director who deals primarily with Esprit de Corps and benevolence matters.

With Sappers Network, HQ REA is established for four 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 Chief Executive, Operations Director and three full time members of staff are employed solely by the Association.



# REA Board of Trustees

Major General (ret'd) Alastair Dickinson CBE  
Brig (ret'd) Matt Bazeley OBE  
Colonel (ret'd) Jonathan Ruddy  
Air Commodore (ret'd) Colin Basnett CBE  
Colonel Richard Hawkins MBE ADC  
Warrant Officer Class One Spencer Eardley  
Lieutenant Colonel Martin Heffer RE TD  
Colonel Claire James  
Mr Jeffrey Jupp  
Mr Rowan Adams  
Major General Lord Lancaster of Kimbolton  
Mr Kenneth Kirk

Major (ret'd) Nick Gunnell  
Major (ret'd) Ian Sidebottom

President  
Vice President & Chair Benevolence Committee  
Honorary Treasurer & Chair Finance Committee  
Service Charities  
Corps Colonel  
Corps Sergeant Major  
Reserves  
Chair Recruiting Committee  
Governance  
Chair Fundraising Committee.  
Trustee  
Chief Executive Chair Management Committee  
Secretary to Board of Trustees  
Operations Director  
Advisor Corps Treasurer Secretary to Finance Committee

*Charity registered numbers. 258322 and SC041832*

## Principal office

The Royal Engineers Association  
Ravelin Building  
Brompton Barracks  
Chatham  
Kent  
ME4 4UG



Reference and administrative details of the charity, its trustees, and advisers  
For the year ended 31 December 2023

Independent auditor

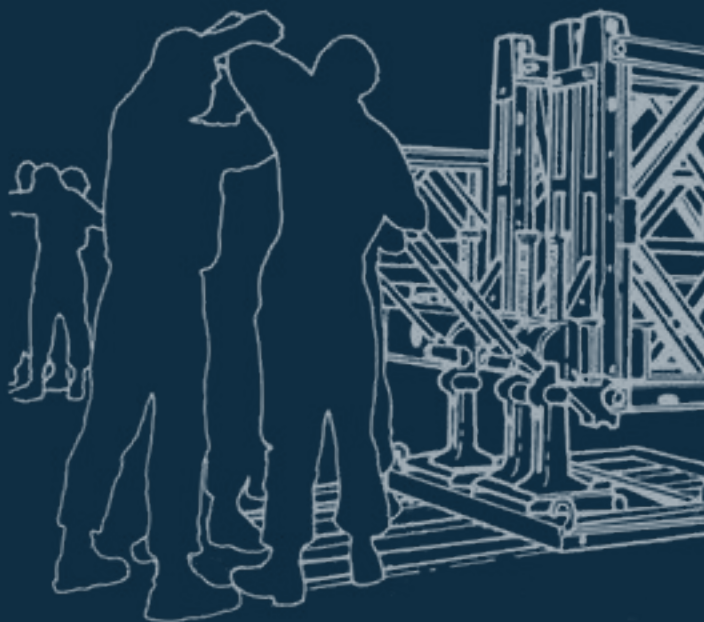
Kreston Reeves LLP  
Chartered Accountants  
Statutory Auditor  
Montague Place  
Quayside  
Chatham Maritime  
Chatham  
Kent ME4 4QU

Solicitors

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

Investment managers

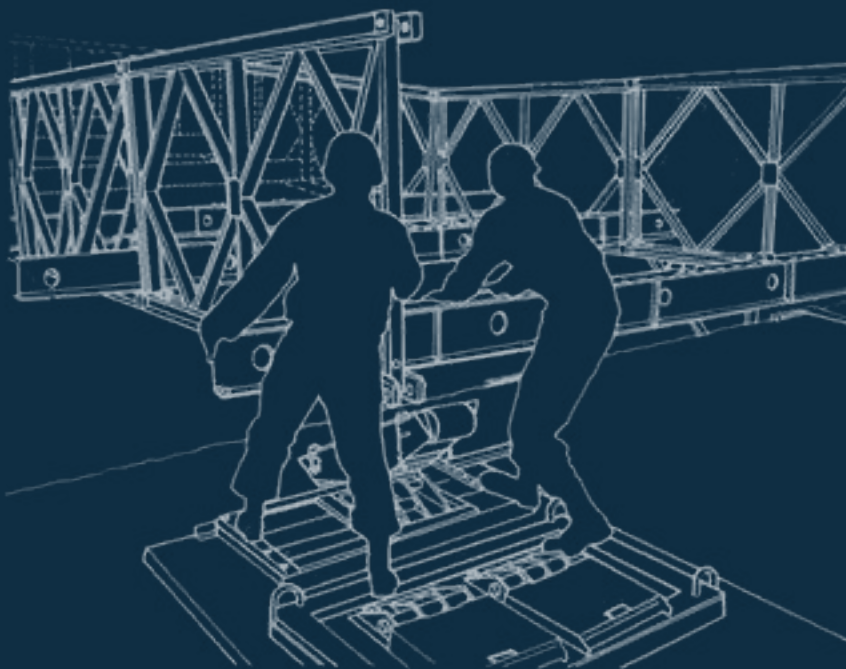
BlackRock Investment Managers  
12 Throgmorton Avenue  
London  
EC2N 2DL



Approved by the Trustees and signed on behalf of the Trustees 17th May 2024

A handwritten signature in white ink, reading "As Dickinson". The signature is written in a cursive, flowing style.

Major General A S Dickinson CBE  
Chairman





# Independent auditor's report to the Trustees of the Royal Engineers Association

We have audited the financial statements of Royal Engineers Association (the 'charity') for the year ended 31 December 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. 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 (FRS 102) 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 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 2019.

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 of 31 December 2023 and of its income 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

## 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.

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 us.

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 (Accounts and Reports) Regulations 2008 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 have not been kept; or
- the 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements 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 based on these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures inline with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures can detect irregularities, including fraud is detailed below:

## Capability of the audit in detecting irregularities, including fraud

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

Based on our understanding of the charity and sector, and through discussion with the directors and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety, anti-bribery, and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Statement of Recommended Practice. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Audit procedures performed by the audit engagement team included:



- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud; and
- Assessment of identified fraud risk factors; and
- Review of cash expenditure to confirm no evidence of personal benefit; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions; and
- Identifying and testing journal entries, particularly any manual entries made at the year-end for financial statement preparation.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We are also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal controls relevant to the audit to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in my Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of my Auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Use of our report

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 opinions we have formed.

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

Date:

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

The Royal Engineers Association  
Statement of financial activities  
For the year ended 31 December 2023

		Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
	Note		£	£	£
<b>Income and endowments from:</b>					
Donations & Legacies	3	1,828,080	-	1,828,080	746,670
Other trading activities	9	119,665	-	119,665	137,064
Investment income	10	409,816	21,725	431,541	435,277
Other income	11	57,388	-	57,388	40,128
<b>Total Income</b>		<b>2,414,949</b>	<b>21,726</b>	<b>2,436,674</b>	<b>1,359,139</b>

## Expenditure on:

Raising Funds	12	3,600	-	3,600	1,101
Charitable activities	13	2,341,684	53,289	2,394,973	1,902,420
<b>Total Expenditure</b>		<b>2,345,284</b>	<b>53,289</b>	<b>2,398,573</b>	<b>1,903,521</b>
<b>Net expenditure before revaluations</b>		<b>69,665</b>	<b>(31,564)</b>	<b>38,101</b>	<b>(544,382)</b>
Net gain on investments	19	26,931	1,596	28,527	(1,798,446)
Net gains on property	20	5,000	-	5,000	21,828
<b>Net movements in funds for year</b>		<b>101,596</b>	<b>(29,968)</b>	<b>71,628</b>	<b>(2,321,000)</b>

## Reconciliation of funds

Total funds at 1 January 2023		11,462,915	628,715	12,091,630	14,412,630
<b>Total funds at 31 December 2023</b>		<b>11,564,511</b>	<b>598,748</b>	<b>12,163,258</b>	<b>12,091,630</b>

The statement of Financial Activities includes all gains and losses in the year.  
All activities relate to continuing operations.  
The notes on pages 23-36 form part of these financial statements.

The Royal Engineers Association  
Balance sheet  
For the year ended 31 December 2023  
Charity Numbers: 258322 and SC041832

		2023		2022	
Fixed assets	Note	£	£	£	£
Tangible assets	18		77,774		79,676
Investments	19		10,343,398		10,902,083
Invested properties	20		505,000		500,000
			10,926,172		11,481,759

## Current assets

Debtors	21	170,253		173,453	
Cash at bank and in hand		1,140,787		511,261	
		1,311,040		684,714	
<b>Creditors:</b> amounts falling due within one year	22	(73,954)		(74,843)	
<b>Net current assets</b>			1,237,086		609,871
<b>Net assets</b>			12,163,258		12,091,630
<b>Charity Funds</b>					
Restricted funds	23		557,332		628,715
Unrestricted funds	23		11,605,926		11,462,915
<b>Total funds</b>			12,163,258		12,091,630

The financial statements were approved by the Trustees on 17th May 2024 and signed on their behalf, by:



Major General AS Dickinson CBE,  
Chairman



Colonel JM Ruddy,  
Honorary Treasurer

The notes on pages 23 to 36 form part of these financial statements



The Royal Engineers Association  
Statement of Cash Flows  
For the year ended 31 December 2023

	Note	2023	2022
			£
<b>Net cash used in operating activities</b>	27	(388,866)	(771,910)
<b>Cash flows from investing activities</b>			
Interest and dividends		431,541	435,277
Movement on branches fixed assets		(359)	3,715
Movements on branch investments		(12,789)	(7,637)
Purchase of investment properties		-	(478,172)
Disposal of fixed asset investments		600,000	700,000
<b>Cash provided by (used in) investing activities</b>		1,018,393	653,183
Increase/ (decrease) in cash and cash equivalents in the year		629,527	(118,727)
Cash and cash equivalents at the beginning of the year		511,261	629,988
<b>Total cash and cash equivalents at the end of the year</b>		1,140,788	511,261
<b>Analysis of changes in net debt</b>	At 31 Jan 2023	cashflows	At 31 Dec 2023
	£	£	£
<b>Cash and cash equivalents</b>			
Cash	511,261	629,527	1,140,788



## 1 General administrative information

Royal Engineers Association is an unincorporated charity in England & Wales and Scotland with the registration numbers 258322 and SC041832. The address of the registered office is Headquarters Royal Engineers, Brompton Barracks, Chatham, Kent, ME4 4UG. The Charity's principal objectives continued to be to promote the efficiency of the Corps in all or any of the following ways: by fostering Esprit de Corps and a spirit of comradeship amongst serving and former members of the Corps; to provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers and dependants who are in need; 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.

## 2 Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102) (effective 1 January 2019).

The Royal Engineers Association meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in UK sterling which is the Charity's functional currency, and rounded to the nearest pound.

### 2.2 Preparation of the accounts on a going concern basis

The Trustees assess whether the use of going concern is appropriate, i.e., whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements for the foreseeable future.

### 2.3 Fund Accounting

General unrestricted funds represent unrestricted income of subscriptions, donations and legacies which is expendable at the discretion of the Council in the furtherance of the objects of the Association. Such funds may be held in order to finance both working capital and capital investment.

Designated funds represent amounts which have been put aside out of unrestricted funds at the discretion of the Trustees to meet specific purposes.

Restricted funds represent grants, donations and legacies received which are allocated by the donor for specific purpose. These are the Gabriel & Kitchener Scholarship funds which are explained in detail on page 1 in the Trustees' report.

Investment income, gains and losses are allocated to the appropriate fund.

### 2.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured

#### *Subscriptions*

Serving officers, warrant officers and soldiers subscribe to the Royal Engineers Central Charitable Trust under the Army's Day's Pay Scheme. The Association received 50% of the monies received from the Day's Pay Scheme.

#### *Donations*

Donations are included in full in the income and expenditure accounts on a receipts basis. Gift Aid donations are included in the income and expenditure account on a receivable basis.

## 2.5 Expenditure

Liabilities are recognised as expenditure as soon as there is an obligation to committing the charity to the expenditure. All expenditure is accounted for on an accruals basis.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the trust which are always authorised by Trustees.

Cost of charitable activities includes grants made and the apportionment of support costs shown in note 13.

The cost of generating funds consists of investment, management, and certain legal fees.

## 2.6 Tangible fixed assets and depreciation

REA assets, including those purchases by Branches, costing more than £1,000 are capitalised. Depreciation is charged on assets using a straight line basis over their estimated life on the following basis

Fixtures and fittings	10% per annum
General property	10% per annum
Computer equipment	20% per annum

REA Branch Standards are capitalised and maintained at their expected replacement value, £650.

## 2.7 Investments

Investments held as fixed assets are included in the accounts at valuation based on their bid price at the balance sheet date. The Statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

## 2.8 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

## 2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## 2.10 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.





## 2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## 2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

## 2.13 Donated services and facilities

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. This amount is matched by intangible expenditure.

## 2.14 Tender policy

Trustees introduced a tender policy that covers expenditure:

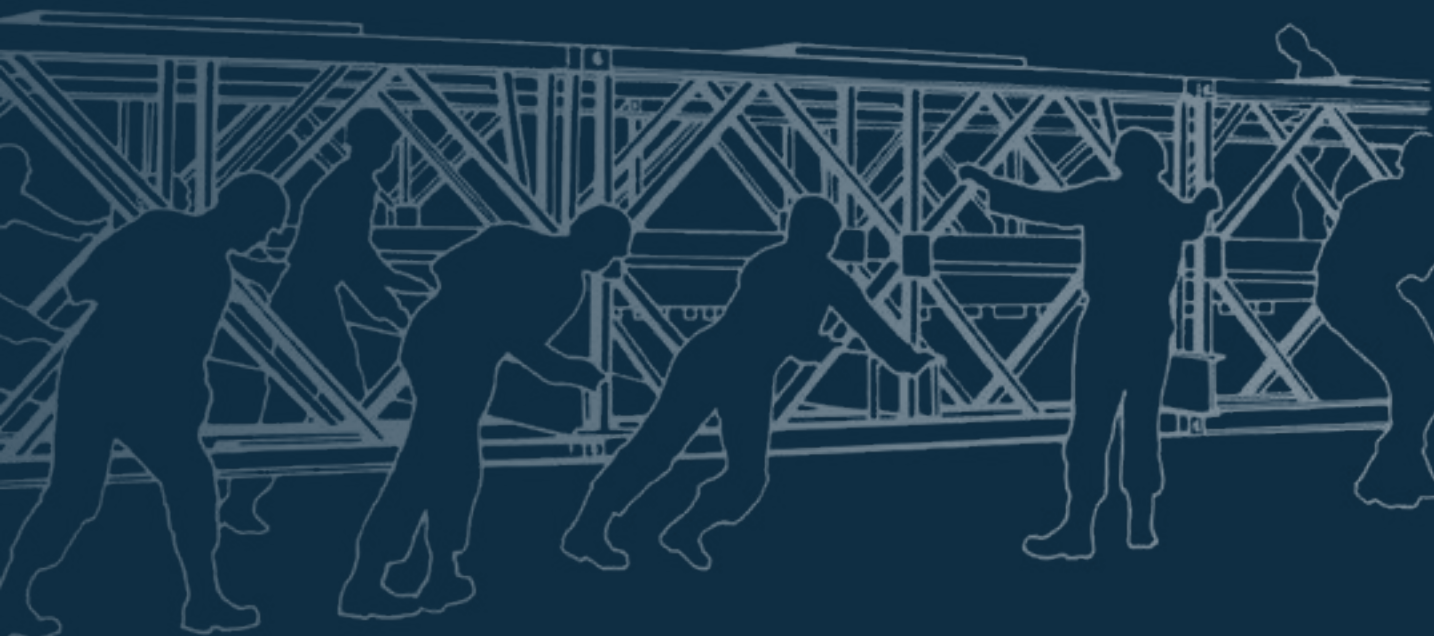
- a. Between £2.5k and £5k
- b. Between £5k and £10k
- c. Over £10k

## 2.15 Taxation

The Royal Engineers Association is a registered charity and accordingly no provision is considered necessary for taxation.

## 2.16 Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity does not currently have any significant accounting estimates or areas of judgement.



		Unrestricted funds	Restricted funds	Total funds	Total funds
		2023	2023	2023	2022
3 Donations & Legacies	Note	£	£	£	£
Donations	4	79,067	-	79,067	147,357
Legacies	5	1,228,307	-	1,228,307	88,419
Grants	6	2,500	-	2,500	2,500
Subscriptions	7	434,620	-	434,620	421,418
Donated services & Facilities	8	83,586	-	83,586	86,976
		1,828,080	-	1,828,080	746,670

All of the donations and legacies income was unrestricted in 2023 and 2022.

4 Donations	£	£	£	£
General Donations	63,077	-	63,077	120,994
Donations from branches	-	-	-	30
Tax refund	1,462	-	1,462	2,582
Website donations	7,988	-	7,988	23,751
Annual dinner receipts	3,540	-	3,540	-
Ijzendijke receipts	3,000	-	3,000	-
	79,067	-	15,990	147,357

5 Legacies	£	£	£	£
Legacies Brown/McCabe	1,228,307	-	1,228,307	88,419

6 Grants	£	£	£	£
H&M Charitable Trust	2,500	-	2,500	2,500

7 Subscriptions & tax	£	£	£	\$
Membership	29,697	-	29,697	29,697
Grant from RECCT (represents 50% of Day's Pay Scheme subscriptions to RECCT)	404,923	-	404,923	394,471
	434,620	-	434,620	424,418

	Unrestricted funds	Restricted funds	Total funds	Total funds
8 Donated service & Facilities	2023	2023	2023	2022
	£	£	£	£
Gas	1,869	-	1,869	1,807
Electricity	2,131	-	2,131	2,131
Water & Sewage	860	-	860	860
Community Charge	5,686	-	5,686	5,686
Admin Utilities	1,524	-	1,524	1,478
MOD Salaries	51,545	-	51,545	45,014
Admin Salaries	19,971	-	19,971	30,000
<b>Total</b>	<b>83,586</b>	<b>-</b>	<b>83,586</b>	<b>86,976</b>

9 Other Trading Activities	£	£	£	£
Activity generating income	-	-	-	616
Esprit de Corps income	119,665	-	119,665	136,448
	119,665	-	119,665	137,064

10 Investment income	£	£	£	£
Investment Property Rent	24,540	-	24,540	17,938
Dividends - Armed Forces Charities Fund	385,274	21,535	406,809	417,306
Bank interest	2	190	192	33
	<b>409,816</b>	<b>21,725</b>	<b>431,541</b>	<b>435,277</b>

Of the total investment income received; £431,541 (2022: £435,277), £409,816 was from unrestricted funds (2022: £414,466) and £21,725 was from restricted funds (2022: £20,811).

11 Other income	£	£	£	£
Sundry income	26,108	-	26,108	14,449
Refund of previous years grants	22,338	-	22,338	25,679
Stable belts	8,942	-	8,942	-
	<b>57,388</b>	<b>-</b>	<b>57,388</b>	<b>40,128</b>

12 Raising funds	£	£	£	£
Recruiting	3,600	-	3,600	1,101



13 Charitable Activities	Direct costs	Support Costs	Total	Total
	2023	2023	2023	2022
	£	£		£
Benevolence (Note 14)	750,346	192,609	942,955	955,031
Esprit de Corps (Note 15)	1,186,744	265,274	1,452,018	947,389
	1,937,090	457,883	2,394,973	1,902,420

£2,341,684 of the charitable activities expenditure was from unrestricted funds (2022: £1,843,836) and £53,289 was from restricted funds (2022: £58,584)

	Unrestricted funds	Restricted funds	Total funds	Total funds
	2023	2023	2023	2022
	£	£	£	£
14 Benevolence grants & allowances				
<b>Direct Costs</b>				
Grants	321,240	53,289	374,529	290,870
Christmas Grants	8,275	-	8,275	8,855
Weekly allowances	111,542	-	111,542	104,191
Army Benevolent Fund	66,000	-	66,000	60,000
SSAFA Families Help	30,000	-	30,000	33,970
Other Charities	160,000	-	160,000	280,000
	697,057	53,289	750,346	777,886

<b>Support costs</b>				
Committee & Travel costs	4,291	-	4,291	1,985
Audit	4,920	-	4,920	4,200
Fees & Subscriptions	438	-	438	2,395
Insurance	1,186	-	1,186	750
Administration	12,466	-	12,466	29,162
Post & Telephone	4,518	-	4,518	4,475
Depreciation service support costs	110	-	110	292
Donated service support costs	28,052	-	28,052	24,788
Donated service MOD Salaries	19,971	-	19,971	30,000
Staff costs	116,657	-	116,657	79,098
	192,609	-	192,609	177,145
	889,666	53,289	942,955	955,031

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
<b>15 Esprit de Corps</b>	£	£	£	£
<b>Direct costs</b>				
Corps activities	950,350	-	950,350	432,538
Branch donations	22,229	-	22,229	24,565
Branch activities	201,685	-	201,685	243,678
Annual Conference	-	-	-	3,121
Sapper Sunday Lunch	1,596	-	1,596	1,295
Annual Dinner	10,884	-	10,884	5,264
	1,186,744	-	1,186,744	710,461
<b>Support costs</b>				
Commitee & Travel costs	17,158	-	17,158	7,941
Audit	4,920	-	4,920	4,200
Fees & subscriptions	438	-	438	2,395
Insurance	1,186	-	1,186	750
Administration	14,227	-	14,227	32,282
Post & telephone	4,518	-	4,518	4,475
Depreciation	2,099	-	2,099	5,543
Donated services support costs	35,563	-	35,563	32,188
Staff costs	185,165	-	185,165	147,154
	<b>265,274</b>	<b>-</b>	<b>265,274</b>	<b>236,928</b>
	1,452,018	-	1,452,018	947,389

16	Net Income / Expenditure This is stated after charging: Depreciation of tangible fixed assets: - owned by the charity Auditor's remuneration	£	£
		2,261	5,835
		9,840	8,400

During the year, no Trustees received any remuneration (2022 - £NIL).

During the year, no Trustees received any benefits in kind (2022 - £NIL).

Trustees received reimbursement of expenses amounting to £Nil in the current year, (2022 - £Nil).

17	Staff costs	Total funds 2023	Total funds 2022
		£	£
Staff costs were as follows:	Wages and Salaries	265,220	198,570
	Social security costs	21,006	14,083
	Pension costs	15,597	13,599
		301,823	226,252
The average number of persons employed by the Charity during the year was as follows:			
		No.	No.
	Management & administration of the charity	17	14
The average headcount expressed as full-time equivalents was:			
	Management and administration of the charity	No.	No.
		9	8
The number of employees whose benefits (excluding employed pension costs) exceeded £60,000 was:			
		2023	2022
		1	1
The total employment benefits including employer pension contributions of the key management personnel was £83,654 (2022 - £63,745).			

18 Tangible fixed assets	Unrestricted Designated Fixtures & Fittings	Unrestricted General Property	Unrestricted General Computer equipment	Total
Cost	£	£	£	£
At 1 January 2023	86,200	115,591	25,651	227,442
Movement in branches fixed assets	359	-	-	359
At 31 December 2023	86,559	115,591	25,651	227,801
Depreciation				
At 1 January 2023	11,865	113,384	22,517	147,766
Charge for the year	50	1,615	596	2,261
At 31 December 2023	11,915	114,999	23,113	150,027
Net book value				
At 31 December 2023	74,644	592	2,538	77,774
At 31 December 2022	74,335	2,207	3,134	79,676



19	Fixed asset investments	Listed securities	Branch investments	Total
		£	£	£
	Market value			
	At 1 January 2023	10,866,216	35,867	10,902,083
	Disposals	(600,000)	-	(600,000)
	Revaluations	28,526	-	28,526
	Movement on branch investments	-	12,789	12,789
	At 31 Decenber	10,294,742	48,656	10,343,398
	Historical cost	5,731,035	25,981	5,757,016
Investments at market value comprise:				
		2023	2022	
		£	£	
	Listed investments	10,294,742	10,866,216	
	Branch investments	48,656	35,867	
	Toal market value	10,343,398	10,902,083	
All of the fixed asset investments are held in the UK				

#### Material investments

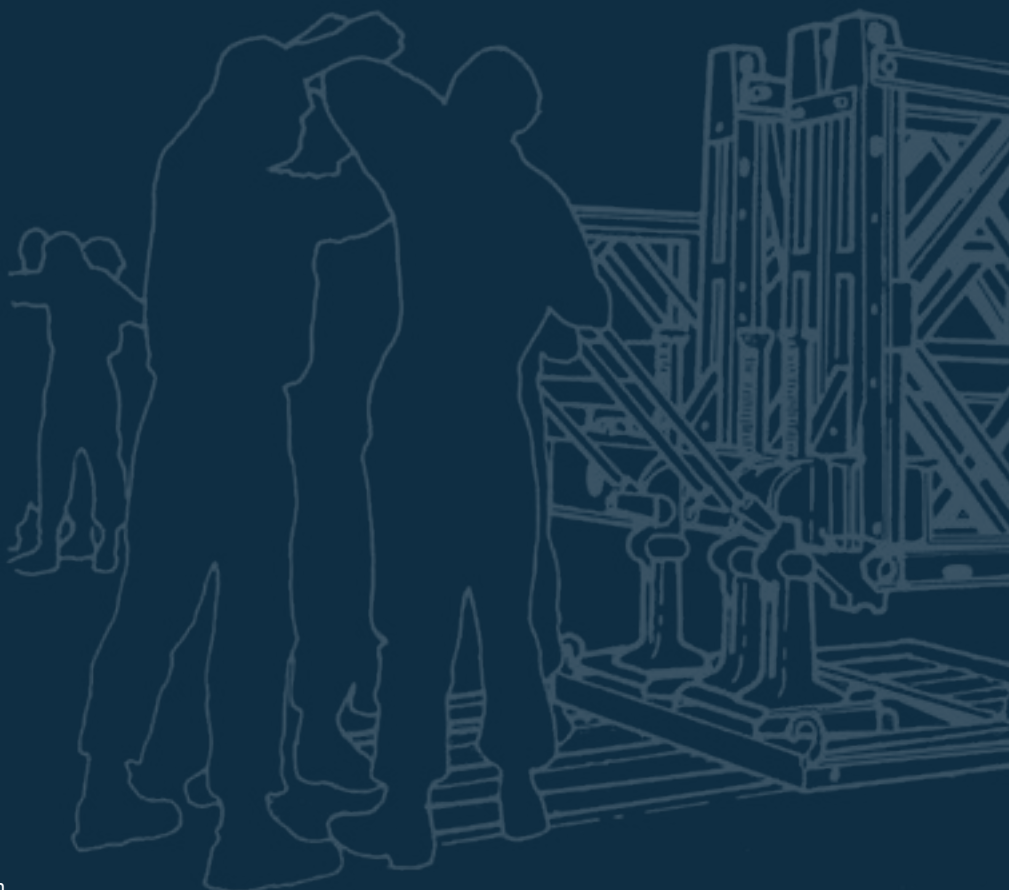
All invested funds were held in the BLK Armed Forces Charities Growth & Income Fund, managed by BlackRock Investment Managers Limited.

20	Investment Properties	Freehold investment proerty
	Valuation	
	At 1 January 2023	500,000
	Revaluation	5,000
	At 31 December 2023	505,000
Going forward the investment properties will be valued on an open market value for existing use basis		

21 Debtors	2023	2022
	£	£
Other debtors	168,825	147,362
Prepayments and accrued income	-	26,091
Branch debtors	1,428	-
	170,253	173,453



22 Creditors:		
Amounts falling due within one year	£	£
Branch creditors	2,043	728
Other creditors	71,911	74,115
	73,954	74,843



23 Statement of funds						
Current year	Brought forward	income	Expenditure	Transfers in/out	Gains/ (Losses)	Carried forward
	£	£	£	£	£	£
Designated funds						
Ballard Grants	-	-	-	181,332	-	181,332
Gabriel Grants	-	-	-	50,000	-	50,000
Branch Funds	601,632	229,657	(223,915)	-	-	607,374
Total Designated Funds	601,632	229,657	(223,915)	231,332	-	838,706
General Funds						
General Funds	10,861,283	2,424,734	(2,361,001)	(189,727)	31,931	10,767,220
Total unrestricted funds	11,462,915	2,654,391	(2,584,916)	41,605	31,931	11,605,926
Restricted funds						
Kitchener Scholarship fund	628,715	21,915	(53,289)	(41,605)	1,596	557,332
Total restricted funds	628,715	21,915	(53,289)	(41,605)	1,596	557,332
Total of funds	12,091,630	2,676,306	(2,638,205)	-	33,527	12,163,258

Prior year	Brought forward	income	Expenditure	Transfers in/out	Gains/ (Losses)	Carried Forward
	£	£	£	£	£	£
Designated funds						
Branch funds	578,879	290,996	(268,243)	-	-	601,632
General funds						
General funds	13,079,194	1,047,332	(1,576,694)	-	(1,688,549)	10,861,283
Total unrestricted funds	13,658,073	1,338,328	(1,844,937)	-	(1,688,549)	11,462,915
Restricted funds						
Kitchener Scholarship fund	754,557	20,811	(58,584)	-	(88,069)	628,715
Total Restricted funds	754,557	20,811	(58,584)	-	(88,069)	628,715
Total of funds	14,412,630	1,359,139	(1,903,521)	-	(1,776,618)	12,091,630



## 24 Analysis of net assets between funds

Current year	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
	£	£	
Tangible fixed assets	77,774	-	77,774
Fixed asset investments	9,798,441	544,957	10,343,398
Investment properties	505,000	-	505,000
Current assets	1,298,854	12,186	1,311,040
Creditors due within one year	(73,954)	-	(73,954)
	11,606,115	557,143	12,163,258

Prior year	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022
	£	£	£
Tangible fixed assets	79,676	-	79,676
Fixed asset investments	10,358,722	543,361	10,902,083
Investment properties	500,000	-	500,000
Current assets	599,360	85,354	684,714
Creditors due within one year	(74,843)	-	(74,843)
	11,462,915	628,715	12,091,630

## 25 Pension commitments

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £15,597 (2022 - £13,599).

## 26 Related party transactions

All transactions with related parties are disclosed in the Trustees Report and notes to the accounts.

## 27 Reconciliation of net movement in funds to net cash flow from operating activities

	Total funds 2023	Total funds 2022
	£	£
Net movement in funds	71,628	(2,321,000)
Add back depreciation charge	2,261	5,835
Deduct interest income shown in investing activities	(431,541)	(435,277)
Deduct gains / add back losses on investments	(28,526)	1,798,446
Deduct gains / add back losses on investments properties	(5,000)	(21,828)
Decrease (increase) in debtors	3,200	171,911
Increase (decrease) in creditors	(889)	30,003
Net cash used in operating activities	(388,866)	(771,910)

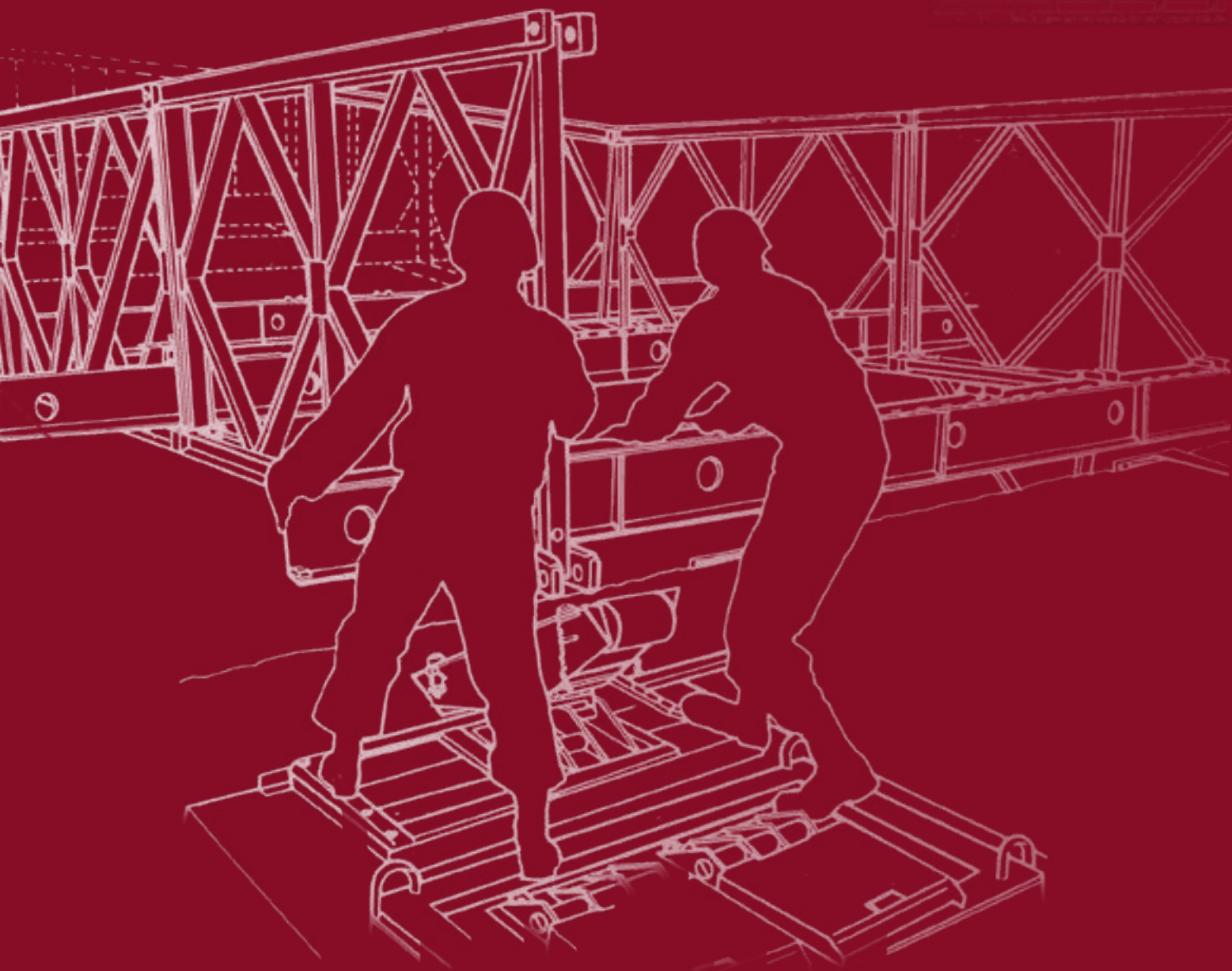


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