



**150th**  
Anniversary  
Edition

# The Royal Alfred Seafarers' Society

Annual Report 2015

*Caring for seafarers for 150 years*





PATRON:  
H.R.H. The Princess Royal

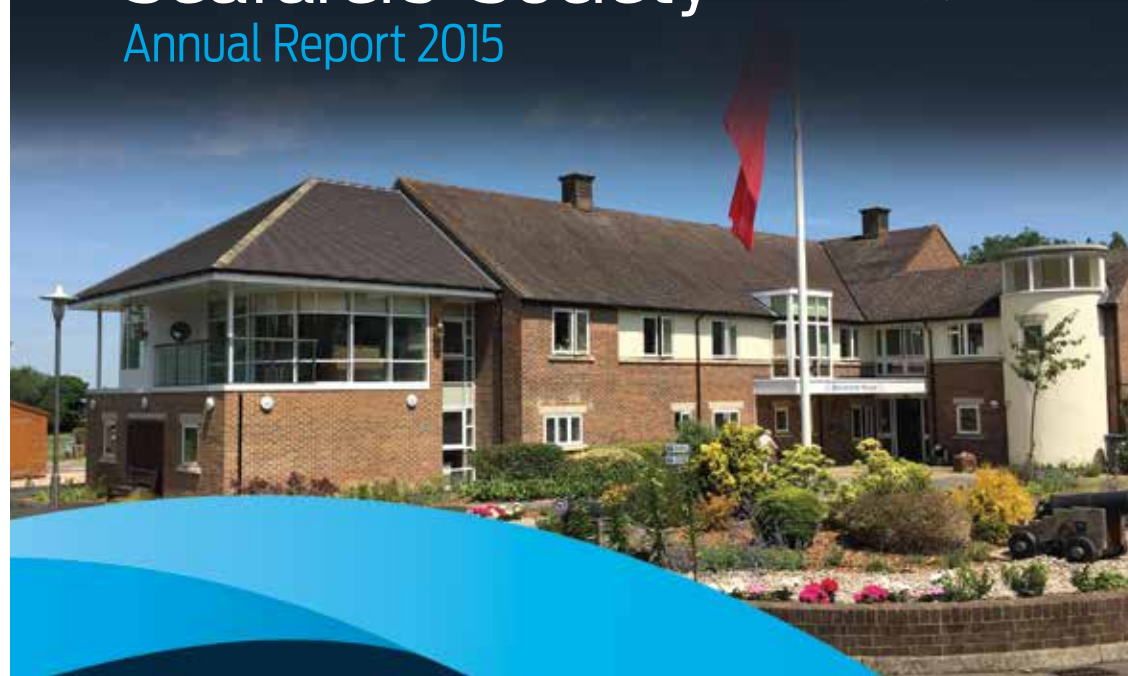


FRONT COVER PICTURE:

H.R.H. The Princess Royal unveils the new Royal Charter. This essential document, approved by H.M. The Queen, sets out the original objectives and responsibilities of the Society but in more modern language and style. It now hangs proudly in the lobby lounge at Belvedere House.

# The Royal Alfred Seafarers' Society

## Annual Report 2015



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Royal Alfred Seafarers



@RASeafarers



[royalalfredseafarerssociety](https://www.instagram.com/royalalfredseafarerssociety)



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Our appreciation goes to Gary Davies of Maritime Photographic for kindly supplying the maritime images featured on pages 15, 44-46, 48 and 56 of this Report. For more information and to browse his full collection, visit [www.maritimephotographic.co.uk](http://www.maritimephotographic.co.uk)

# INTRODUCTION



## Welcome to the Annual Report and Financial Statements of The Royal Alfred Seafarers' Society for the year 2015.

**Our 150th anniversary year was memorable and a great success in many ways. Whilst the most important part, achieving our charitable objects by caring for former seafarers and their dependants in need, was again achieved, we are pleased to say that substantial improvements were made to the facilities we provide for our residents at Belvedere House and that we met both our aims and financial targets.**

Following our grand anniversary AGM in June, held in the Mansion House where the Society was formed 150 years ago, the premier event in our special year took place at Weston Acres in July. Our Patron, H.R.H. The Princess Royal, arrived by helicopter on a beautiful sunny morning to meet our distinguished guests, trustees, staff and residents in Belvedere House. A tour of the recently completed upstairs lounge and extended dining room, together with staff offices and pharmacy, was followed by



*AGM in the Egyptian Room at Mansion House, London*

inspection of the enlarged and refitted kitchen and accompanying facilities downstairs. The reception that followed was enjoyed by all and our Patron met everyone there.

Another significant milestone in our 150th year was the presentation of a new Royal Charter by The Princess Royal during her visit to Banstead, and this modernised document will guide the Society for many years to come. Suffice to say however, that our charitable objects remain unchanged as we continue to honour our commitment to caring for former seafarers and their dependants in need. It was with great pleasure that we presented our Patron with the first copy of our anniversary book, *Home From Sea*, which records our 150 years of service.

Since receipt of our new Royal Charter we have, as planned, reviewed and updated the Society's 2010 Strategic Plan which now looks ahead to 2030. We have drawn on the wealth of information about future numbers of seafarers and their dependants contained in the Demographic Study undertaken by the Maritime Charities Group and published at the beginning of 2015. This clearly shows that numbers will not reduce significantly in the period from now to 2050! There will be

changes, of course, but what is so important is the information, confirming our belief, that a percentage of seafarers and their dependants will most likely require help from the maritime charities at a comparable level to today, for as long as we can see into the future!



*The Patron receives the first copy of our anniversary book, Home From Sea*

Once the 2015 Strategic Plan had the approval of our Trustees, we set to work reviewing our policies that are the pillars supporting the strategy of the Society. This, I am pleased to say, was completed in the early part of 2016, to my great relief, and sets our course for the next five years. The final piece to complete our governance documentation review is the updated Business Plan that sets the budget for the forthcoming five years and focuses our aim to provide those we serve with the highest level of care in the most efficient and cost-effective manner.

During the year we added a data protection policy to our governing documents, as we have long appreciated the importance of proper management of information we hold for both

our residents and staff. Registration with the Information Commission and compliance with the Data Protection Act are essential, of course, and the forthcoming European Regulation on data protection will add more demands to ensure that personal details are

very well protected. My thanks go to my fellow Trustees and our Chief Executive for their assistance and support in keeping our 'house in good order'.

However, the year was also one where charities in the UK sadly came under the spotlight for the wrong reasons. Calls by MPs and media for tougher regulation to be imposed on fundraising by charities, is surely contradicted by the 50 per cent drop in funding the Charity Commission in recent years! The report into the high-profile collapse of Kids Company and the tragic suicide of Olive Cook, the poppy seller and lifelong charity donor from Bristol, overwhelmed by charity donation

requests, led to massive criticism over how charities raise money and raised concerns over use of personal data. The charity world is fast becoming a very different place!

The Charities (Protection and Social Investment) Bill is awaiting Royal assent. This new Bill sets out that the Charity Commission will have the power to publicly issue warnings to a trustee or charity where it thinks a "breach of trust or duty or other misconduct or mismanagement" has taken place. We are entering uncharted waters in the management and governance of charities, and must be very aware of what we need to do

## CONTINUED ON PAGE 6...



# INTRODUCTION

to meet every requirement. I am pleased to say that the Royal Alfred ethos and management in delivering our charitable objects is of the highest order, due to our people who are true professionals. We are indeed fortunate to enjoy such excellence and I thank all of you for making the Society such a success.

In 2015 we were pleased to invite The Viscount Cobham to become our President, having served as a Trustee for seven years. The Earl of Inchcape was elevated to Vice-Patron in recognition and appreciation of his 21 years as our President. We were also pleased to appoint Jerry Wedge as Honorary Treasurer on the retirement of Captain Tony Davis who has served as a Trustee for 23 years and now becomes a Vice-President and to welcome Captain Adrian McCourt as a Trustee, an expert in risk management and insurance.



**Home Manager, Anne Kasey, carries the Standard at the annual seafarers' service at St Paul's**

Returning to our 150th anniversary, and trying not to repeat the origins of the Society that I described at length in my introduction last year,

we were pleased and proud to be the leading institution at the Annual National Service for Seafarers at St Paul's Cathedral on 14<sup>th</sup> October. This wonderful service is one of the biggest in the cathedral's calendar, a congregation of more than 2,500 with the City of London Corporation and senior naval, maritime and industry representatives. Royal Alfred had the honour to lead the procession, with our Home Manager, Anne Kasey, carrying our Standard to be laid on the Altar. Commander Brian Boxall-Hunt, Chief Executive, read a lesson and Matthew Goodman, Chef, read part of the Litany. The sermon was delivered by our friend, the Right Reverend Dame Sarah Mullally, Bishop of Crediton and former Chief Nursing Officer for England and Wales. This was truly excellent as the theme for the service recognised nursing care and welfare of mariners and their dependants.

Following the St Paul's service a large number of trustees, managers and staff with their partners, embarked on a river cruiser for a party and dinner as we watched London gliding by. This was a great way to say thank you to all our team for their tremendous work in making 2015 such a success. A special thank you goes to our very generous sponsor who made the river cruise possible.

I hope you find all you need in the following pages. The Society is in great heart and we look forward to continuing to do our very best for those we serve.

**Captain Duncan Glass O.B.E. M.N.M. Chairman**

# FOREWORD



**It is with enormous pleasure and pride that I report on a most remarkable year, celebrating the Society's 150 years of caring for former seafarers, whilst keeping all services running smoothly, and completing some magnificent improvements to the Home.**

**Having secured your attention with that opening sentence, I had better explain further!**



**Oil painting of the first Belvedere House on the banks of the River Thames near Erith in 1865**

The course for 2015 was set well in advance during the latter stages of 2014; chiefly, this was to complete the upgrade of Weston Acres facilities by refurbishing the upstairs nursing floor and extending to provide a better lounge, ahead of the 150th anniversary, and all whilst maintaining a high level of service to a Home and Housing full of happy, smiling faces.



**The Mayor of Reigate and Banstead digs the first sod on a wet, windy and cold January day**

I'm pleased to report that all this was achieved, and in places surpassed; average Home occupancy was 96 per cent over the year – attained against the odds whilst working around builders' noise and mess. If there was a prize for the most resilient and well-led care home staff then ours would win it hands down – a real credit to them, together with good leadership and management given by the senior managers and heads of department. Although included later in this report with the accounts, all of this was within a financial framework set to the previous year's outcome, with expenditure and income levels (i.e. fees and rents) kept broadly the same. A higher than expected windfall in investment income combined with a touch more fee income and reduction in planned expenditure, unusually generated a modest surplus which is more fully explained later in the report.

**CONTINUED ON PAGE 8...**

# FOREWORD

It is crucial that the highest possible clinical standards continue to be maintained, and thus governance of this area was assisted, monitored, assessed and reported upon by our excellent, retained consultants Rob and Angie Fawcett for another year, with the probability of extending the contract for subsequent years. This gives the Home Management, myself (as 'Responsible Individual' under the law), and the Board much comfort knowing that a perceptive, keen and independent set of eyes is scrutinising our care quality and procedures. The many positive comments, as well as helpful support, have enabled us to take the delivery of care to further high levels.

The year's highlights and achievements included:

- Our Patron, H.R.H. The Princess Royal, presenting our new Royal Charter to us (having been reviewed, updated and authorised by H.M. The Queen), during a fantastic visit in July – the sun shone, the Home and estate looked magnificent, and all enjoyed the occasion
- The extension of the upstairs nursing floor to provide a smart new lounge together with the modernisation of the dining room, kitchen, nurses' station, pharmacy and management offices
- The production and publication of our 150th anniversary book, *Home From Sea*
- A refurbishment programme of residents' rooms getting underway
- Participation, and successful completion, by a staff team in the excellent, and gruelling, Seafarers UK 24 Peaks Challenge
- A tremendously distinguished and enjoyable programme of 150th anniversary events including the AGM in the Mansion House (where the Society was created), lead participation in the Annual National Service

for Seafarers in St Paul's Cathedral followed by a stylish thank you to the Society's people, trustees and staff, aboard a Thames river cruiser

More detail about many of these events and initiatives can be found in this Annual Report.



***The Weston Acres Management Team at the Mansion House for our 150th AGM***

In summary, therefore, we remain thoroughly upbeat, and there continues to be no dull moments in the life of the Royal Alfred; understandably, it is impossible to capture all the Society's activities and projects over 12 months. Suffice it to say, 2015 was another full and productive year, when the key challenges centred on maintaining service to a full Home whilst completing the refurbishment of facilities and accommodation in the upstairs nursing floor of Belvedere House, together with modernisation of kitchen, dining and catering facilities. All of this was set against ensuring that we absorb the requirements of new legislation and inspection regimes; we eagerly await a Care Quality Commission visit under the new inspection regime as I write. With our people at the top of our concerns, high-quality and dedicated voluntary support is essential to a happy life in a charitable, residential home. This year has seen this provided in good measure; in recognition, one of the longest-

# FOREWORD

serving and most dedicated of our many volunteers received a prestigious care award.



***Pam Jarvie, a key volunteer, receiving her well-deserved Surrey Care Association Award***

Thus the Society remains financially well-founded, in good heart, and meeting in large measure its charitable aim – the immensely important care of former seafarers. In doing so, two essential factors merit highlighting:

- The continued vital support, both financially and otherwise, received from our friends and fellow charitable organisations; and
- A caring, efficient, contented and hardworking staff whose continuing efforts look after the crucial wellbeing of up to 94 residents and tenants at any one time.

I am delighted to say that we continue to receive frequent praise and positive feedback, both written and verbal, on the Society's activities. This comes from a variety of sources, in the main from residents, relatives, friends and visitors, and for your interest I have once again included a small sample of these in the main body of the report.

I do hope that you enjoy reading this our special anniversary edition of the Annual Report 2015 and that you will be pleased with all that has, is being, and with a fair wind will continue to be done by our Society and its people, for those that ultimately matter most to us – former seafarers in need and all those in our care.

In 1857, the Lord Mayor of London gathered together the great and the good in the City of London, and supported by the Shipwrecked Mariners' Society and many seafaring folk, what is now The Royal Alfred Seafarers' Society opened the Belvedere Institution in 1865 to look after merchant seafarers.

Key to the success then, as now, was I feel sure the staff who ran the Society and Home. My final words are thus of praise and gratitude to them – the backbone of the Society.



***A fine selection from our 110 staff members!***

**Commander Brian Boxall-Hunt O.B.E.  
M.N.I. Royal Navy  
Chief Executive**

# OUR AIM – CARING FOR SEAFARERS



**Captain  
George  
William  
Semark  
Miskin**

**The Royal Alfred Seafarers' Society owes a huge debt to George Miskin, who died peacefully on 18<sup>th</sup> February 2015, aged 86.**

Born in India, George and his mother returned to England on the outbreak of war where he attended Haileybury and the Imperial Service College. Early training was at the School of Navigation, Southampton, before he commenced a career at sea with P&O, rising through the ranks.

Whilst at sea in the liner IBERIA, George met Mary, an oboist who had been touring Australasia. They married, settled in Surrey and raised three children, whilst George left the sea and became a successful stockbroker. He enjoyed sailing, fishing and bridge.

George held many appointments: High Sheriff and a Deputy Lieutenant for Surrey, Chairman of the Guildford bench and Master of the Honourable Company of Master Mariners.

It was not surprising, therefore, that marine charities sought out George to assist them with their finances. He became a Trustee of King George's Fund for Sailors (now Seafarers UK), and was approached by and elected to the Board of The Royal Alfred Seafarers' Society on 21st February 1985.

Upon the Chairman's death in 1991, it befell George as Vice Chairman to take charge, and he was duly elected Chairman in a period of stability. The establishments at Holly Lane, Banstead and Eastbourne were thriving and giving a comfortable life to seafarers and their dependents. At Weston Acres the Head Office of the Society shared the building with the well-occupied flats.

Then in 1998 the government introduced a National Required Standard for Residential and Nursing Homes for Older People, and the Society could not afford to adapt Holly Lane to comply. George thus led the Board towards closure and to finding alternative accommodation for the residents. Under his wise guidance, it was finally decided to build a new nursing home adjacent to Weston Acres House, and in May 2002 our Patron, HRH The Princess Royal, declared the prizewinning new home open.

Meanwhile, Royal Alfred House at Eastbourne was entering turbulent times as it fell short of the national standard for residential homes, and occupancy had fallen. The painful decision to close was made by the Board in 2006, and George Miskin chaired a meeting at the home to inform the tenants and their families; all the former were moved to new homes of their choice. Royal Alfred House was sold and the proceeds used to construct a dementia annexe to Belvedere House.

Captain George Miskin handed over as Chairman to Captain Duncan Glass in May 2009, and was appointed a Vice-President of the Society ending 18 years of hard work and diligent leadership leaving the Society in very good shape.

**By Captain A. D. Braithwaite**

# OUR PEOPLE – CARING FOR SEAFARERS



## Members and officers

<b>Patron</b>		CAPT. A. P. M. DAVIS F.C.C.A. F.C.I.S. A.C.M.A. 1992
H.R.H. THE PRINCESS ROYAL		CDRE. I. GIBB F.N.I. F.R.S.A. F.R.G.S. M.N.M. 1997
		MRS E. A. GIBB B.E.M. 2006
<b>Vice-Patron</b>		CAPT. M. R. LOWLE 1993
THE EARL OF INCHCAPE	1994	CAPT. A. McCOURT 2015
		A. PARKER 2014
<b>President</b>		DR. R. D. REUBIN 2005
THE VISCOUNT COBHAM (Trustee from 2008)	2015	COUNCILLOR MRS D. ROSS-TOMLIN 2008
		COUNCILLOR MRS J. SPIERS 2011
		LT CDR. P. WAKE R.N.R. R.D.** M.Sc. F.N.I. 2012
<b>Vice-Presidents</b>		<b>Co-opted Visiting Committee Members</b>
CAPT. A. D. BRAITHWAITE O.B.E. R.D. R.N.R. 2013		MRS D. PARKER
(Trustee from 1976)		P. E. SEAGER M.A. A.C.I.B.
CAPT. A. P. M. DAVIS F.C.C.A. F.C.I.S. A.C.M.A. 2015		T. H. WAY F.C.I.P.D.
(Trustee from 1992)		
CAPT. SIR MALCOLM EDGE K.C.V.O. F.N.I. 1988		<b>Pension Fund Trustees</b>
CAPT. G. W. S. MISKIN J.P. D.L. 1989		P. G. DAWES
(Deceased 18 <sup>th</sup> February 2015)		J. NEADS
J. A. H. WEST (Trustee from 1970) 2000		A. R. QUINTON F.C.A.
CAPT. SIR MILES B. WINGATE K.C.V.O. F.N.I. 1978		
<b>Hon. Treasurer</b>		<b>Honorary Member of the Society</b>
J. WEDGE (Trustee from 2014) 2015		J. M. LAMB 1975
<b>TRUSTEES AND MEMBERS OF THE BOARD OF MANAGEMENT</b>		
<b>Chairman</b>		<b>Chief Executive</b>
CAPT. D. C. GLASS O.B.E. M.N.M. 2003		CDR B. P. BOXALL-HUNT O.B.E. M.N.I. ROYAL NAVY
<b>Vice-Chairman</b>		<b>Honorary Chaplain</b>
D. M. GUNDRY J.P. F.C.I.P.D. F.I.C.S. 1990		THE REVEREND A. BARRON



# THE ROYAL ALFRED SEAFARERS' SOCIETY

## Welcome to the 150th Annual Report and Financial Statements of The Royal Alfred Seafarers' Society for the year ended 31<sup>st</sup> December 2015.

This Annual Report presents the Society's audited Financial Statements for 2015 and summarises its activities during that year. It is laid out in accordance with the Charities Statement of Recommended Practice (SORP 2015) and FRS 102 requirements. Besides advising subscribers and donors how their benefactions have been put to use, it describes, for the information of all those

concerned with the welfare of seafarers, the establishment administered by the Society for the benefit of retired seafarers and their dependants.

Limited quantities of previous Annual Reports are available upon request. The most recent Reports can also be viewed and downloaded at [www.royalalfredseafarers.com](http://www.royalalfredseafarers.com).

Registered charity (No. 209776)



*Where it all happens – providing a safe haven for seafarers in the leafy environs of the Surrey countryside*

# OPERATIONS

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Ms. B. A. Kasey R.G.N. Dip. H.E.

**BUSINESS MANAGER:**  
Mrs. Karen Goddard

**MEDICAL OFFICER RETAINED:**  
Dr. L. A. Nathan

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**w** [www.royalalfredseafarers.com](http://www.royalalfredseafarers.com)

**AUDITORS:** haysmacintyre

**ACTUARY:** J. Jolliffe

**PR & MARKETING AGENTS:**  
Acceleris

**LAWYERS:** Wedlake Bell LLP

**INVESTMENT MANAGERS:**  
Rathbones

**ACCOUNTANTS:**  
Menzies



Belvedere House



Weston Acres House



# MANAGEMENT & OBJECTIVES OF THE SOCIETY

The Royal Alfred Seafarers' Society is a registered charity incorporated under Royal Charter.

The objectives of the Society are:

- A) To provide, carry on or maintain a Home or Homes or Housing for the care of aged, infirm or disabled seafarers or their widows or dependants
- B) To act as trustee or almoner for granting relief to seafarers as defined above or to the widows or dependants of any such seafarers. This function has been in abeyance since 1996

The Society is governed by a Board of Management whose members are Trustees. All powers of the Society are vested in and exercised by the Trustees, except in so far



*RMS Lusitania – 1915 painting of her sinking by German U-boat torpedoes*

as by the Charter or the Bye-laws they are expressly required to be exercised by the Society in General Meeting. Every candidate for membership of the Board shall be:

- Nominated by at least one member of the Society
- Verified as a 'fit and proper person' as defined by legislation
- Be fully inducted into the duties and role of a trustee, including provision of relevant and latest reference publications and training as necessary
- Be made thoroughly aware of the Society's role, operations, structures and finances

All matters dealt with by the Board are decided by a simple majority of those members present, unless the Charter or Bye-laws otherwise provide, each member having one vote excepting the Chairman of Board meetings who has a second or casting vote. The Board is responsible for appointing a Chief Executive, who runs the Society on its behalf, and may appoint any other officers and employees to carry on the business of the Society. Some elements of the Society's affairs are either outsourced or draw on the expertise of retained consultancies, e.g. accounting, payroll, HR, health & safety, and clinical governance.

Belvedere House is subjected to regular inspection from the Care Quality Commission (CQC) and the most recent results of these 'audits' of our establishment (December 2013) found us to be 'fully compliant' under the then system of assessments with no areas found wanting. We currently expect an inspection in 2016 under the new CQC regime.

# HOW THE SOCIETY IS MEETING ITS CURRENT OBJECTIVES



The Society had as its original objectives in 1865, when it was known as the 'Belvedere Institution', the maintenance of establishments for the care of aged and infirm Merchant Seamen and the provision of grant assistance to those living in the wider community and in need of help. The grant-making function has been in abeyance since 1996, when our remaining beneficiaries were passed to the Shipwrecked Mariners' Society. Although the care of Seafarers and their widows and dependants is at our core, the present Royal Charter gives much wider latitude as to who may be admitted to our Homes and Housing.

As our raison d'être thus remains, of course, the care of seafarers and their widows and dependants, it is incumbent upon the Board of Management to ensure that our Homes and Housing are available to all such persons, irrespective of their financial situation, who fit the current necessary criteria.

For some years our facilities maintained seafarer numbers at a substantial proportion of the total complement, and in 2015 this rose to 92 per cent and now averages 90 per cent, with both the trend and strategic aim continuing upwards.

Over the full year of 2015 a total of 125 men and women were accommodated permanently in the Home and Housing, of whom 114 qualified as seafarers.

It is our aim to not only maintain the usual high proportion of seafarers in our care, but to actually increase it as much as possible. We realise that to do so will require the Society to maintain its high standards of care and extend its profile within the Seafaring and ex-Service community; to this aim a marketing plan is used as a guide. Assisted by our marketing and advertising agent, this plan is now delivering solid success.





# LIST OF SUBSCRIBERS

The Society is most grateful to Her Majesty and our other subscribers listed below:

- ABF The Soldiers' Charity
- Alfred and Archie (whose great grandfather was in the Royal Navy)
- Mr. J. S. Allan
- The Anchorites
- Anonymous
- W&R Barnett Limited
- Mrs. J. G. Begg
- Mrs. S. Bonnor
- Mrs. M. C. Borwick
- Mr. M. Brookman
- Miss H. Calder
- Mr. P. Capell
- Mr. M. R. F. Cartwright
- The Rt Reverend J. K. Cavell
- Mrs. A. L. Cawley
- Mr. J. R. Chapman
- Dr. A. C. Clegg
- Capt. R. Davis
- Mr. S. G. Dickens
- The Joseph Strong Frazer Trust
- Miss M. Gardiner
- Mr. T. C. Garner
- Mr. J. A. Gunning
- Mr. J. D. Hayward
- Mr. A. W. Huntley
- Mr. B. M. Hutchins
- The Inchcape Foundation
- Mrs. R. M. Jenkin
- Mr. A. E. Johnson-Newell
- Mr. J. R. Kempton
- The Edgar Lee Foundation
- The 'Lest We Forget' Association
- Mr. P. J. Mann
- Mr. and Mrs. P. Matthey
- Merchant Navy Welfare Board
- Newick Branch Royal British Legion
- Newton St Cyres Young Farmers' Club
- Niarchos (London) Limited
- The 'Not Forgotten' Association
- Mr. B. J. H. Penaluna
- Mrs. D. A. Plester
- The Privy Purse Charitable Trust
- Queen Mary's Roehampton Trust
- Rosehill Park Masonic Lodge No. 8389
- Royal Naval Association, Kingston upon Thames
- Royal Naval Association, No. 1 Area
- Royal Navy and Royal Marines Charity
- Capt. E. M. Scott
- Scottish White Fish Producers' Association, Fraserburgh
- Seafarers UK
- Seven Seas Club
- St Matthew with Holy Trinity Parochial Church Council
- Mr. J. N. Travers
- Corporation of Trinity House
- Trinity House Maritime Charity
- Lt. Cdr. and Mrs. P. Wake
- Mrs. S. A. Ward
- Mr. D. Wells
- The West Hartlepool Steam Navigation Company
- The Leslie Williams Trust
- Mr. P. J. J. Woollcombe
- The Woolpack, Banstead
- The Worshipful Company of Shipwrights
- Mrs. S. L. Vines



**'Farming donations from seafaring Devon' - CEO Brian Boxall-Hunt (left) is presented with a cheque for the Royal Alfred by Alex Turner (centre), Chairman of the Newton St Cyres branch of the Young Farmers' Club (YFC), and Millie Murphy, its Branch Secretary. Victoria Boxall-Hunt, Brian's daughter and member of the Devon YFC, was instrumental to the YFC collection**

# THE SOCIETY 'IN THE NEWS'



The Home was a hive of activity in 2015, with Royal visits and a new charter unveiled, as well as getting to know some pony pals, the Royal Alfred gaining green credentials, and a special open day.

Acceleris works on the Society's behalf to raise our profile in the media. In 2015, Royal Alfred appeared in a range of national maritime and care sector publications, as well as local titles in print and online. The 120 pieces of coverage generated greatly helped to raise awareness of the Society, both locally and on a national level, and to increase the number of enquiries we receive.



*In March, we received a visit from Pony Pals, a company which specialises in animal assisted therapy. Residents were able to pet Mr Cheddar, a miniature horse, and the visit was thoroughly enjoyed by all.*

We were very excited to win the Toast of Surrey Green Award in April, in recognition of the green initiatives we've put into place across the site. The pellet-fired biomass boiler and solar panels have led to big savings in energy costs for the Home. A borehole will be on-stream in 2016.



*June saw the annual Weston Acres open day to celebrate Seafarers Awareness Week, one of Seafarers UK's biggest fundraising initiatives. This year it was particularly special as the Society hosted the Shipwrecked Mariners' Society annual photography competition launch, with a wonderful display of maritime photography set up in the grounds.*

# ROYAL ALFRED ONLINE - WEBSITE

Our website is an important hub of information for people who wish to learn more about The Royal Alfred Seafarers' Society, including the care facilities that the Royal Alfred has to offer.

The 150th anniversary year saw a 21 per cent increase in web traffic and unique users, with an average of 629 unique visitors per month, a 26 per cent increase on last year's figures.

A significant addition to the site in 2015 was a team page, featuring a diverse range of

staff members working on the care, catering, housekeeping, maintenance and administration teams, as well as volunteers. This new page has helped to promote career and volunteering opportunities at the Royal Alfred and gives a fresh insight into daily life at the Home.

[www.royalalfredseafarers.com/Home/Team.aspx](http://www.royalalfredseafarers.com/Home/Team.aspx)



Royal Alfred Seafarers



@RASeafarers



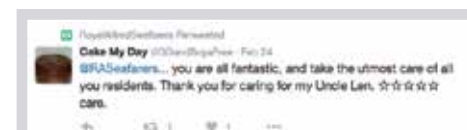
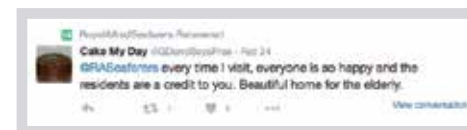
royalalfredseafarerssociety

# ROYAL ALFRED ONLINE - SOCIAL



Social media, including the Society's Facebook and Twitter accounts, continues to play an important role in day-to-day communications activity for Royal Alfred.

A variety of content is posted daily, including news updates and photos and with continued support, the number of followers to the Society's Twitter profile has increased by nearly 50 per cent this year.





## ACTIVITIES AND EVENTS - Scaling new heights

**Supporting our fellow maritime charities has always been important to The Royal Alfred Seafarers' Society. Mariners form strong bonds with one another while at sea, so it is natural for maritime charities to work together. Our dedicated staff are always willing to go the extra mile to help others, and this year, they went an extra 50 miles to be precise!**

A team of six staff bravely agreed to take on Seafarers UK's 24 Peaks Challenge in 2015. They were: Dorota Serafin, Deputy Clinical Manager; Kim Tema, Care Assistant; Donna Valcheva, Staff Nurse; Nick Potroanchenu, Maintenance Assistant; and Magda Mielewczyk, Domestic Assistant.

The challenge saw 20 teams tackle 24 peaks, each exceeding 2,400 feet, across a 50-mile course, and with a time limit of just 24 hours to complete it. The event took place in the Lake District over the weekend of the 11<sup>th</sup> and 12<sup>th</sup> July and even included Scafell Pike, the highest peak in England. The team had trained on Box Hill, the summit of the

North Downs, to ready themselves for the demanding challenge.

The goal of the event was to raise as much money as possible to ensure that Seafarers UK can continue to provide essential grants to those in need across the whole of the maritime sector.

The team successfully completed the course and with the help of staff, residents, family and friends of the Society, met their target of raising £4,000 for Seafarers UK. The money would contribute to campaigns designed to raise awareness of the important role that seafarers play in UK society.

Our Chief Executive, Commander Brian Boxall-Hunt, said: *"We are so proud of all that the team achieved. It was a gruelling challenge but the valued members of staff who took part understand first-hand the difference funds raised can make for those in need."*

*"We are very thankful to everyone who has donated and helped us to reach our target. The money raised means many seafaring organisations will be able to continue to provide security and support for seafarers and their dependants for many years to come."*



The 2016 team



**Clockwise from top left to right: Fellowship (Roy Ticehurst and the late Tom Anthony); nurses outside St Paul's Cathedral for the National Service for Seafarers; staff members enjoy anniversary celebrations on-board a Thames cruiser; comedian Tim Vine (centre) proves a hit with staff and residents alike at our Open Day; residents meet miniature donkey Mr Kipling at Christmas during a visit by animal-assisted therapy firm Pony Pals; and our Patron, HRH The Princess Royal, meets residents during July visit**

## MEET OUR PEOPLE

### Staff

## Natasa Balogh CARE ASSISTANT

**I have been working at the Royal Alfred since May 2014. Previously I was working for a tenant at the Royal Alfred. I needed to walk through the building every time I brought him lunch and always admired the order, stability, peace and cleanliness of the Home. I promptly sent in my CV in March 2014.**

I work as a care assistant and have responsibility for contributing to the well-being of residents. Besides proper hygiene, I try to provide food for the mind and the soul. I love to see the happiness on the residents' faces and offer them compassion and stability; the affection that they show towards me in return is what makes my job so worthwhile.

The Royal Alfred is special because it makes you feel that you belong. This is a community you want to be part of – it would be so difficult to be without it, because you'd simply miss it too much. Throughout my career I have worked with people in various capacities, from a salesperson and events organiser, to babysitter, and a carer for the elderly. Whatever job I have done, the most important thing for me has been to make people feel happy.



Besides work I have always tried to pursue my passion for photography. I believe everyone is an artist and creates their self-image through their life and work. Art and creativity are very important parts of life, especially to the elderly who can often start to feel dismissed by society. In my current job, I always try to mix a little creativity into the bowl of everyday, even though it's not always easy.

***"This is a community you want to be part of."***

## MEET OUR PEOPLE

### Volunteer

## Madeline Silvester

**My sister Fran and I first visited Belvedere House about four years ago when we were looking for somewhere with respite care for my father, who has Alzheimer's.**

My father Tony signed up for the Royal Navy as a boy seaman on June 6<sup>th</sup> 1944. During his career he was a submariner, a deep sea diver, a Bomb and Mine Disposal Officer for Scotland, and spent some time as an Intelligence Officer in Moscow, eventually retiring as a Lieutenant Commander. He immediately enjoyed the atmosphere at the Royal Alfred and the maritime connection, so opted to stay. My mother Betty joined him shortly after, but passed away a year later in November 2014.

As we have been visiting over the years, myself and my sister have become more involved with the Society, becoming joint secretaries for the Royal Alfred Club, which meets a few times a year, as well as accompanying residents and tenants on outings.



I also help to manage the bar at the Home. It's always a pleasure to man the bar as you often get the chance to chat to the tenants and residents, which is my favourite part of being a volunteer. With most residents having a naval background, there is always an experience or country you have visited which you have in common with them, and they love to share their stories.

***"It's always a pleasure to man the bar [and] chat to the tenants and residents."***



## MEET OUR PEOPLE

### Resident

## Kathy Booth

I worked in the Women's Royal Naval Service (WRENS) as a steward until 1954 when I got married; at that time you couldn't be in the WRENS as a married woman. When I left the WRENS I trained to become a nurse and worked in the NHS until I was 60. My husband was in the Royal Navy, which meant I got to travel. We went to the Far East, including Hong Kong and Singapore, to name a couple, and I absolutely loved the experience. I met some wonderful and interesting people and I've had a very busy life. We had lots of fun and that's what life is all about, isn't it?

After leaving the NHS I continued nursing elsewhere and didn't retire until I was 76. I moved to Royal Alfred after developing problems with my eyesight. I've been here for nearly five years now and I'm extremely happy here – the team at the Royal Alfred work very hard to please us! They do an awful lot in terms of activities and try to give you a spice of life. The Home not only caters for active people like me; they also cater for people living with dementia, which is wonderful.



The staff here are extremely caring, kind and helpful and they give you as much independence as possible, which is perfect for me. It's also a very secure place; although I wander around on my own a lot, the carers know exactly what I'm doing and where I am, which enables me to enjoy my time in peace. I'm delighted I came here.

*"The staff here are extremely caring, kind and helpful."*

## MEET OUR PEOPLE

### Tenant

## Tom Morris

I spent nine years training as a carpenter in the Royal Air Force before I began my naval career. While I was in the RAF I saw an advert for the Merchant Navy and the travelling aspect of the job really appealed to me. I applied and spent the following 15 years working in the engine rooms.

When my wife Ann needed a nursing home, we wanted to be close to our family in Surrey so looked online for a suitable location. Royal Alfred really stood out to us and it was a great fit because of my background in the Merchant Navy and it was a wonderful home to us both until Ann sadly passed away.

I have been a tenant with Royal Alfred since September 2013 and love my flat. The view I have across the site is wonderful. It feels like I live in my own private park.



My daughters are very helpful and hands-on and I'm very pleased to be close by them. Walter, my brother, is also a resident at the Home so I spend a lot of time with him, as well as enjoying the grounds of Weston Acres, my favourite place to sit and reflect.

*"I love my flat and the view... It feels like I live in my own private park."*

# CHARITIES STATEMENT OF RECOMMENDED PRACTICE 2015 (SORP)

This edition is the first Royal Alfred Seafarers' Society Annual Report to closely follow the guidelines and requirements of the recent Charities SORP 2015 and FRS 102. It is hoped that the content of this Report provides valuable information not readily available in purely Financial Statements.

## STATEMENT OF PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011, in having due regard to the Charity Commission's General Guidance on Public Benefit, and are reporting this here as they are required to do under the same directive.

We review our aims, objectives and activities each year. This review looks at what we have achieved and the outcomes of the work in the previous 12 months, and then assesses the level of success of each activity and the benefits they have brought to those people for whom we are responsible for assisting under our Royal Charter.

The Charity Commission's General Guidance on Public Benefit (mentioned above) is very much used to help us ensure that our aims, objectives and activities remain focused and that those set for the following year and beyond accord with this doctrine also.

## RESERVES POLICY 2016

The Board of Management keeps the Reserves Policy under regular review. The Society holds reserves in order to ensure as far as possible that its prime objectives may be met in the future. Total free reserves at present stand at £9.1 million, based on the standard calculation of Unrestricted Funds less Tangible Assets, and are required for any of the following purposes:

- To provide working capital
- To maintain up to 12 months' expenditure in reserves so as to ensure that our services are not compromised in the short term. In the year under review this figure amounts to £3.3 million
- To provide for the anticipated future replacement or major improvement of Care Home and Housing facilities. At today's values, it is estimated that the maximum commitment in this respect would be £8 million

The amount of the free reserves is, therefore, considered adequate.

## INVESTMENT POLICY

The Society's policy is to:

- Maintain a diverse portfolio of quoted stocks
- Maintain the value of the portfolio in real terms
- Maximise the total return from capital and income combined while maintaining a medium level of risk
- Delegate investment of available funds to the Investment Committee of the Board who, in turn, delegate investment management to external investment managers on a discretionary basis, with a defined mandate

## RISK ASSESSMENT

As required, the Board of Management reviews the Society's Risk Management Policy at regular intervals and the Risk Register at least annually. Having considered the primary areas of financial, operational, physical, regulatory and reputational risk, the Board is confident that the appropriate means of control have been adopted. Prudent management practices together with constant awareness of changes in the operating environments are felt to be in force.

The Management of the Society is responsible for the day-to-day management of risk and for passing to all levels of staff the necessity for constant awareness of all types of risk and of the need to act in such a way as to minimise any adverse events.

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year, and of its position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles of the most recent Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity, enabling them to oversee the finances whilst ensuring that the financial statements comply with the Charities Act 2011. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention or detection of fraud and other irregularities.

## STAFF PAY AND BENEFITS POLICY

Society staff pay and benefits are set by reference to the annual surveys of information from Incomes Data Services, local information or other relevant bodies and are consistent within the care industry. The Society always aims to offer terms equivalent to or exceeding the market rate subject to the Society's financial capability.

- Measurement:**  
annual review of salaries and benefits through appropriate comparisons with other relevant data
- Reference:**  
Incomes Data Services, local information or other relevant bodies and to be consistent within the care industry
- Audit:**  
comparison and calculation criteria held by the CEO
- Report:**  
by CEO at annual pay review

Additionally, it was the Society's declared intention in December 2014 that no member of staff should be paid less than £7.65 per hour, the National Living Wage quoted at the time. Subsequently, the Society is committed to, and on track for meeting HM Government's declared policy and levels of the new National Living Wage in April 2016, with a current forecast of rising to £9 per hour in 2020.

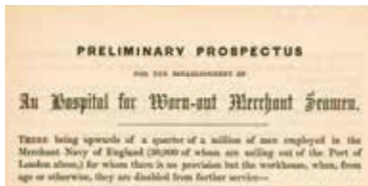
The Society has a Group Pension Scheme, now run on an auto-enrolment basis, open to all staff which matches an employee's contribution of four per cent gross annual salary with an employer's contribution of eight per cent.

## CONTRIBUTION OF GENERAL VOLUNTEERS

The Society highly values the contribution its 30 volunteers make to the smooth running of the Nursing Care Home and Sheltered Housing – both individually and collectively.

Tasks such as 'befriending', where a volunteer spends time with an individual resident or tenant to increase their quality of life, running the bar for special occasions when the regular bar staff are absent (it would close otherwise), or assisting with activities, help enormously. None of the help provided by volunteers has a financial implication i.e. they are over and above the provision of care and running of the Home, but add that significant little extra.





1857

A resolution is passed to set up "An Hospital for Worn-out Merchant Seamen"



1865

A committee set up to run the 'Belvedere Institution' meets for the first time on 5th May (our official birthday)



1865



2011

H.R.H. The Princess Royal opens a new specialist dementia care unit



2011

2015

In the year the Society marks its 150th anniversary, the homes undergo extensive refurbishment

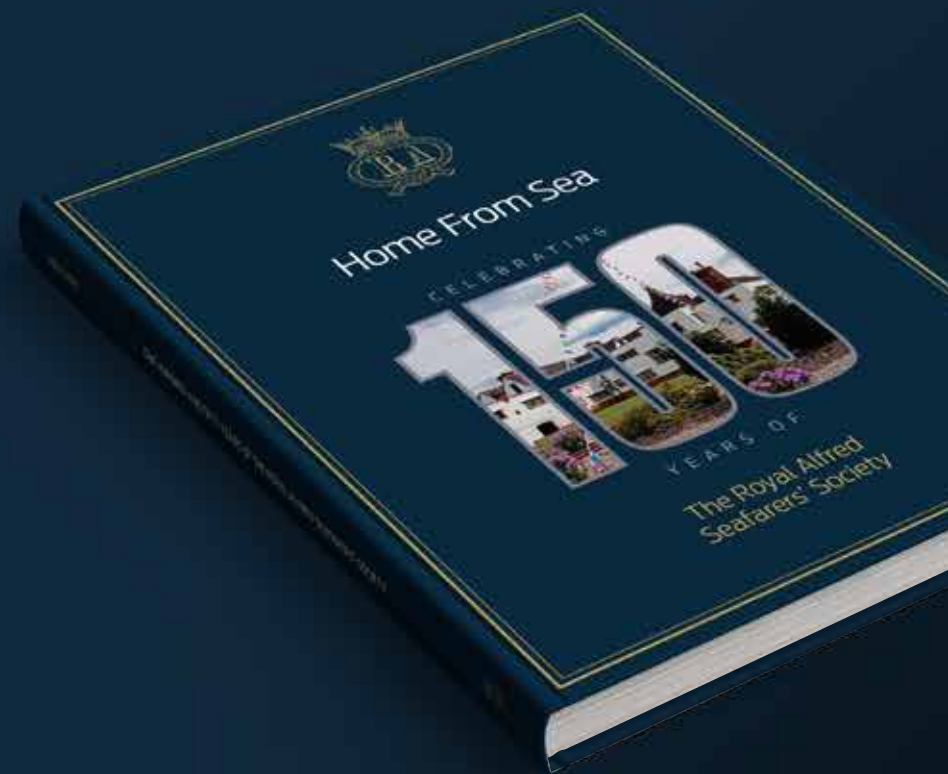


2015



# CELEBRATING 150 YEARS OF THE ROYAL ALFRED SEAFARERS' SOCIETY

*Caring for seafarers since 1865*



**1867**  
Residents move in to the first Belvedere House in Erith, Kent on 1st January

**1868**  
H.R.H. Prince Alfred becomes the Society's first Patron. Our name changes to 'The Royal Alfred Aged Merchant Seamen's Institution'

**1915**  
World War I is underway. Soldiers billeted locally are permitted to perform military drills in the grounds

**1950**  
Our original Royal Charter is granted. We become 'The Royal Alfred Merchant Seamen's Society'

**1958-59**  
Residents move into a new modern home, New Belvedere House, next door. The original home closes a year later

**1966**  
A second Royal Alfred home, Royal Alfred House, opens near to the sea, in Eastbourne

**1967-68**  
The house and grounds at Weston Acres in Banstead are purchased and the house converted into tenant flats

**1977**  
Our name changes to 'The Royal Alfred Seafarers' Society'. We now welcome seafarers of any nationality employed on UK ships, and retired Royal Navy and Royal Marine officers and ratings

**1978**  
New nursing care home in Holly Lane, Banstead, opens. New Belvedere House, Erith, closes

**2001**  
The Belvedere House nursing home opens on the Weston Acres estate, Banstead

**2007**  
Royal Alfred House in Eastbourne closes. Many residents transfer to Weston Acres

# HOW WE CELEBRATED OUR 150TH ANNIVERSARY

Our Royal Charter was updated

Cake!

Commemorative book

We led the annual seafarers' service at St Paul's Cathedral

We hosted the Shipwrecked Mariners' Society annual photography competition

Special visit from our Patron, H.R.H. The Princess Royal

Parties and activities for residents and tenants

A river cruise for staff and volunteers

Our AGM was held in the Egyptian Room at Mansion House, London, where the Society was originally formed

Award wins and nominations

A turf-cutting ceremony by the local mayor for major renovations at Weston Acres

What will the next 150 years bring for The Royal Alfred Seafarers' Society?



## IN MEMORIAM



We gratefully acknowledge donations made to the Society during 2015 in memory of the following:

Mrs. I. Abbott  
Mr. T. W. G. Anthony  
Mrs. M. L. Bingham  
Mr. J. E. Blachford  
Mrs. M. P. Chiles  
Mr. J. F. Clegg  
Mrs. B. Cutts  
Mrs. G. B. M. Davis  
Mr. R. Harman  
Mrs. D. Head  
Mr. F. W. Hollis  
Mr. P. A. Luing  
Lt. Cdr. H. A. O'Grady  
Mr. R. J. Platt  
Mr. E. I. Rees  
Mr. R. J. J. Roach  
Mr. D. K. Smeed  
Mr. P. S. Stopford  
Mr. H. C. J. Vines  
Mr. B. J. Wilcock  
Mrs. A. D. Williams  
Mr. R. C. Willmott

## LEGACIES

We gratefully acknowledge bequests to the Society from the following:

Miss G. K. Bird  
Captain G. W. S. Miskin  
Mrs. M. K. Rogers  
Mr. H. Tindall  
Miss I. Williams



*A fitting floral salute to a mariner who has "crossed the bar"*

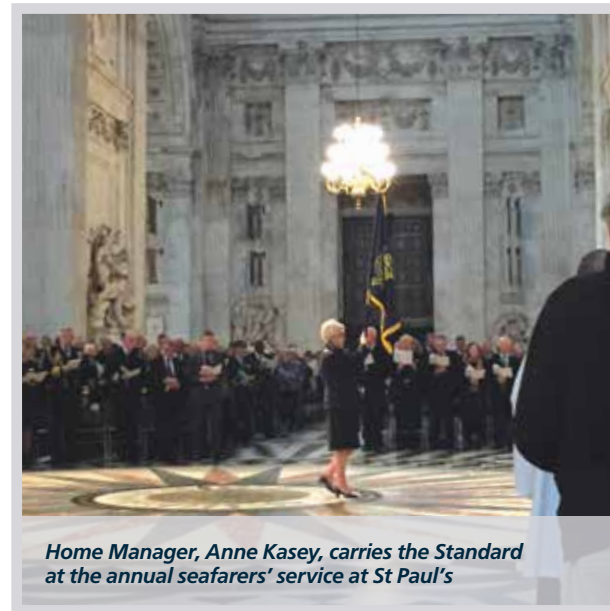
## THE ROYAL ALFRED LEADS THE 2015 SEAFARERS' SERVICE

The Annual National Service for Seafarers is held in October each year to commemorate and celebrate seafarers from across the maritime industry. The event is always well attended by seafaring professionals, as well as pupils from nautical colleges.

**The 2015 service took place at St Paul's Cathedral on 14<sup>th</sup> October. More than 20 maritime charities came together with civic leaders and VIPs to hear hymns and prayers in thanks to those who follow the calling of the sea. This year, to mark our 150th anniversary, the Society was honoured to lead the 'Parade of the Standards'.**

Dame Sarah Mullally, who was the Canon Treasurer of Salisbury Cathedral until she was appointed the Bishop of Crediton, led the service to a congregation of 2,500 people associated with the maritime sector. The Society's very own Home Manager, Anne Kasey, carried the standard, our Chief Executive, Commander Brian Boxall-Hunt, read the lesson, and Chef Matt Goodman also read a short litany.

More than 120 well-wishers from the Society attended the event, including staff, volunteers and tenants. After the ceremony, friends of the Royal Alfred made their way to Tower Pier where they chartered a boat



*Home Manager, Anne Kasey, carries the Standard at the annual seafarers' service at St Paul's*

called the Erasmus for the evening, enabling staff, volunteers and trustees to join together to celebrate the Society's 150th anniversary. Everyone enjoyed a champagne reception and dinner, accompanied by Jane Parker and her band playing light jazz music - all funded by a generous benefactor and the Society's amenity fund, and not a penny of charitable money!

## Royal Alfred anniversary poetry special

**This poem was written by a friend, with all the wonderful events throughout 2015 in mind. A fine summary indeed!**

### 150 Years

*A seaman's life is full of strife  
Adventure, work and storms  
Of balmy days becalmed at sea  
Wild nights in ports and dorms*

*A profit made for all investors  
Risks a way of life  
A travelling life for the man of the sea  
Not for him a wife*

*And when the day is finally done  
And home he comes to port  
A lonely life was his desert  
With no one giving a thought*

*Then long ago some Christian men  
Did gather to discuss their plight  
In Belvedere House on the Thames' broad banks  
Royal Alfred the result of their fight*



*Home is the sailor, home from the sea  
Now he has a haven to stop  
A caring team, kind words, a hearth  
A bed, it means a lot*

*150 years have passed  
And the home it now has moved  
To leafy Surrey in Banstead fair  
Warm breezes tired aches to sooth*

*With kind hearts and caring hands  
The staff they ease the time  
Whilst tirelessly working to make things better  
For sailors now past their prime*

*On a rainy day in January  
The Mayor did turn the sod  
The new extension more than a dream  
We found a well, how odd*

*Our water supply a bore away  
The lodge completed and fine  
We lost John Clegg who went to sleep  
A tree to remind us of his time*



*What fun we've had this passing year  
A boat trip to St Paul's  
Upstairs finished and peaks were climbed  
£4,000 added to the seafarers' call*

*An unsung hero recognised  
The Eco award was won  
Finalist for the care team  
The year it's nearly done*

*In time for the festive season  
Last year the tree did come  
So big it squashed the car beneath  
Oh we did have such fun*

*Capt. Miskin passed away  
His guidance will be missed  
Mary and Ian went on their road  
A good excuse to get... ahem have a few  
drinks to celebrate!*

*An honoured visit from a Princess  
To award a Royal Charter  
Best bib and tucker on that day  
With joy and lots of laughter*

*The AGM this year was posh  
Get out the silver and spode  
As the Mayor said at Mansion House  
"Welcome to my humble abode"*

*Themed restaurant nights Italian and French  
Wild donkey rides in the grounds  
The Widmore Guitar Ensemble visit  
Applause is all around*

*Long service awards for Louise and Margaret  
Sandra, Anne and Pauline  
Presented by Dorothy in fine form  
Sharon to join the team*



*Splice the mainbrace, toast the Queen,  
Christmas was nearly here  
We rejoiced with staff and residents  
To greet the New Year with cheer!*



# THE HOME MANAGER'S REPORT 2015



We have had a fantastic year full of hard work, excitement and rewards. Pam Jarvie won the Unsung Hero award at the Surrey Care Association Awards evening and we were also finalists in the Care Team of the Year category. We are very proud of Pam and our entire team at Belvedere House.

I would like to thank the 'Lest We Forget' and 'Not Forgotten' Associations for their continued support, especially for the activities and entertainments they fund - our residents are very grateful.



We continue to work with Sussex University, researching the effects of live music on people and their overall wellbeing. This has been very beneficial to our residents.

As Home Manager I would like to express my sincere thanks to all the residents, relatives, friends and volunteers for their support throughout the year.

My particular thanks goes to all the staff, the Chief Executive, Chairman and Trustees for making Belvedere House the very special caring, friendly and warm home it is today.

**Anne Kasey**  
Clinical Manager



# LETTERS OF THANKS





# FINANCIAL BACKGROUND TO THE ANNUAL REPORT 2015

The full financial statements of the Society for the year ended 31<sup>st</sup> December 2015 appear on pages 42-57 of this report. The aim of this short summary is to highlight some key points and thus briefly to put the figures into some perspective.

## OVERALL

In short, 2015 was a satisfactory year financially. The Society achieved the strategic aim of break-even, plus a modest surplus created in large part by consistently higher than planned Home occupancy together with extra financial help from fellow charities of some £71,000 towards capital works. This former (higher fee income) is good but by no means a certainty, and unlikely to be often repeated hence our continued reliance on the generosity of fellow maritime charities for annual 'maintenance' grants, which effectively contribute against deficit and failure. Particularly pleasing was that the high occupancy was maintained whilst building works were impacting on the daily staff operations, although the residents themselves were well shielded and high service delivery maintained. Keeping the Home full throughout, averaging 96 per cent over the year, is especially satisfying as this means that the service we provide is both valued and highly rated, and is continuing to meet a real need amongst seafarers. Having increased fees at around two per cent at the start of the year, expenditure was then contained within the previous year's levels. So both key pillars of financial success were held up: that of a good income stream higher than planned, and expenditure under strict control. In April, the Society changed the outsourcing of accountancy to Menzies, proving a challenging arrangement which remains in its early stages and under close review. Finally, the problem of low rates below the actual cost of care and slow payments of sums owing to us by local authorities and NHS CCG/PCT, continue as an extra and unnecessary burden which we carry.

## PERFORMANCE OF INVESTMENTS

During 2015 the total return (income plus change in the capital value) of the portfolio was 0.28 per cent, which was slightly behind the bespoke benchmark total return being 1.95 per cent but better than the FTSE 100 total return of -1.32 per cent. The fixed income portion of the portfolio posted a positive but dull return of 1.07 per cent boosted by the performance of the Starwood Real Estate Finance Ltd. The UK equity content was disappointing, returning -2.36 per cent, and was impacted by the poor returns from oil, mining and energy related stocks. In comparison the overseas equity content produced a positive return of 2.47 per cent with good performance coming from the Japanese and European equity funds whilst Asia and emerging markets struggled. Lastly the UK property vehicle we categorise as an alternative performed very strongly (+13.94 per cent). Since inception of the portfolio the performance remains substantially ahead of the benchmark.

## AUDIT AND KEY POINTS

The audit was 'clean'; no major weaknesses were found in our control procedures and only a very small number of minor management points were listed. Of particular note is that investment income held up well throughout the fourth full year under the new investment management structure with Rathbones. Staff turnover was pleasingly low at three per cent and agency staff usage below the industry average bracket of 1.5-2.5 per cent of staff costs. Capital projects completed included the extension of Belvedere House to provide badly needed new lounge facilities upstairs and a modernised kitchen (with walk-in fridge and freezer compartments). As is usual, the generosity of fellow maritime organisations in providing grants for both 'maintenance' and items of equipment helped us enormously and were gratefully received. Collectively, this additional external financial support enabled the Society to keep 'chin above water', and to subsidise those seafarers needing our assistance but without the full funds to do so. The majority of capital required was taken from investments, some £750,000, which will undoubtedly have a subsequent, but hopefully short-term, effect on investment income; the designated fund of £100,000 from the previous year was also used. A final key point worthy of mention is that although the vast majority of staff were already in the Society's generous defined contribution pension scheme, when we brought in an auto-enrolment mechanism in 2014 together with a 'safety net' scheme, as directed by legislation in 2015, we further developed this with the addition of a voluntary salary sacrifice element, which if taken up is beneficial to the staff member, and to the Society's exposure to NI contributions.

## SORP 2015, FRS 102 AND A 'GOING CONCERN'

With the introduction of the new SORP (Statement of Recommended Practice - interpreted as 'Required' Practice) and FRS 102, this report has followed new accounting rules and procedures leading to many changes of presentation over previous years' accounts. One element of change is the new requirement for Trustees to declare whether the Society is a 'Going Concern', and will continue to be for the forthcoming financial year of 2016. The answer must be an unequivocal yes to both parts of the question. Rooted in a Royal Charter, under strong and comprehensive governance, our affairs are guided by regularly updated Strategic, Business and Financial Plans looking 20 years ahead with the next five years in detail. With solid levels of reserves, sufficient income streams and a firm control over expenditure, the Society is considered by the Board of Management to be most certainly a 'going concern' for the forthcoming year and indeed the foreseeable future.

## SUMMARY

In summary, therefore, 2015 was a sound year financially with the Society consolidating the previous year's recovery, investing heavily and wisely with the help of other maritime charities, in its 'flagship' nursing home and estate, expanding and modernising facilities for former seafarers and others. It remains a challenge to maintain balanced finances whilst providing top rate care standards, not least as Local Authority funding continues to hover at substantially less than the delivery cost of care, and very often not paid until long after it is due. We discharged our duty under the Royal Charter by caring for every former seafarer who needed our help, subsidising where necessary, whilst improving facilities and staff levels and being significantly helped by like-minded maritime charities in keeping fees and rents low, and the percentage of seafarers and quality of care high. We celebrated the Society's 150th anniversary year properly, in some style and without the use of charitable funds. The Society thus remains well founded with sufficient reserves and a continued bright future serving the maritime community in accordance with its Royal Charter.



## INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL ALFRED SEAFARERS' SOCIETY



We have audited the financial statements of the Royal Alfred Seafarers' Society for the year ended 31 December 2015 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the charity's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 Auditors' 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's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

### RESPECTIVE RESPONSIBILITIES OF THE BOARD OF MANAGEMENT AND AUDITORS

As described in the Statement of Trustees' Responsibilities the charity's trustees are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Charities Act 2011. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit.

We read the Trustees' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

### SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at [www.frc.org.uk/auditscopeukprivate](http://www.frc.org.uk/auditscopeukprivate).

### OPINION

In our opinion the financial statements:

- give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the charity's affairs as at 31 December 2015 and of its incoming resources and application of resources in the year then ended; and
- 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.

### MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- the information given in the Trustees' Annual 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.

Date: 6<sup>th</sup> April 2016

26 Red Lion Square  
London, WC1R 4AG

# Financial statements

For the year ended 31<sup>st</sup> December 2015

# STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015

	Note	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £ (Note 26)
<b>INCOME FROM</b>						
Donations and legacies	2	–	270,315	3,076	273,391	336,270
Charitable activities	3	–	2,931,473	–	2,931,473	2,802,776
Investments	4	–	300,933	–	300,933	297,305
<b>TOTAL INCOME</b>		–	3,502,721	3,076	3,505,797	3,436,351
<b>EXPENDITURE</b>						
Costs of raising funds:						
Costs of generating voluntary income	5	–	(39,552)	–	(39,552)	(45,234)
Investment management costs	6	–	(54,572)	–	(54,572)	(58,144)
Expenditure on charitable activities	7/8	–	(3,270,627)	(6,034)	(3,276,661)	(3,255,967)
<b>TOTAL EXPENDITURE</b>			(3,364,751)	(6,034)	(3,370,785)	(3,359,345)
<b>NET INCOMING RESOURCES BEFORE GAINS AND LOSSES ON INVESTMENTS</b>	10		137,970	(2,958)	135,012	77,006
Net (losses)/gains on investments		–	(253,572)	–	(253,572)	165,217
<b>NET (EXPENDITURE)/INCOME</b>		–	(115,602)	(2,958)	(118,560)	242,223
<b>TRANSFER BETWEEN FUNDS</b>	11	50,000	320,513	(370,513)	–	–
<b>OTHER RECOGNISED (LOSSES)/GAINS</b>						
Actuarial (losses)/gains in respect of defined benefit pension schemes		–	(59,000)	–	(59,000)	50,000
<b>NET MOVEMENT IN FUNDS RECONCILIATION OF FUNDS</b>		50,000	145,911	(373,471)	(177,560)	292,223
Total funds brought forward		100,000	13,677,851	375,374	14,153,225	13,861,002
<b>TOTAL FUNDS CARRIED FORWARD</b>		150,000	13,823,762	1,903	13,975,665	14,153,225
<b>Net Movement In Funds</b>						
Net Movement In Funds		50,000	145,911	(373,471)	(177,560)	292,223
Resources used for net acquisitions of fixed assets for charity use		–	(947,853)	–	(947,853)	(294,206)
Net movement in funds available for future activities		50,000	(801,942)	(373,471)	(1,125,413)	(1,983)



The Royal Fleet Auxilliary supports the Fleet

# BALANCE SHEET AT 31<sup>ST</sup> DECEMBER 2015



	Note	2015 £	£	2014 £	£
<b>FIXED ASSETS</b>					
Tangible assets	13		4,696,047		3,909,788
Investments	14		8,754,768		9,342,377
			13,450,815		13,252,165
<b>CURRENT ASSETS</b>					
Debtors	15	335,577		295,320	
Cash at bank and in hand		579,566		927,677	
		915,143		1,222,997	
<b>CREDITORS: Amounts falling due within one year</b>	16	(304,293)		(288,937)	
<b>NET CURRENT ASSETS</b>			610,850		934,060
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			14,061,665		14,186,225
<b>PROVISIONS FOR LIABILITIES</b>					
Pensions	17		(86,000)		(33,000)
<b>NET ASSETS</b>			13,975,665		14,153,225
<b>FUNDS</b>					
Restricted income funds	18		1,903		375,374
<b>UNRESTRICTED INCOME FUNDS:</b>					
Unrestricted income funds excluding pension liability		14,059,762		13,810,851	
Pension reserve	17	(86,000)		(33,000)	
<b>TOTAL UNRESTRICTED INCOME FUNDS</b>	19		13,973,762		13,777,851
<b>TOTAL FUNDS</b>			13,975,665		14,153,225

These accounts were approved by the members of the Board of Management and authorised for issue on the 6 April 2016 and are signed on their behalf by:

D.C. Glass OBE  
Chairman

B.P. Boxall-Hunt OBE  
Chief Executive



The magic of steam ships!



## CASH FLOW STATEMENT FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015

	Note	2015 £	£	2014 £	£
<b>NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES</b>	<b>21</b>		(35,228)		(258,260)
<b>CASH OUTFLOW ON INVESTING ACTIVITIES</b>					
Income from other fixed asset investments		299,705		295,792	
Interest received		1,228		1,513	
Payments to acquire tangible fixed assets		(947,853)		(302,233)	
Acquisition of other investments		(915,739)		(253,281)	
Disposal of other investments		1,249,776		781,990	
Net cash (used in)/provided by investing activities			(312,883)		523,781
<b>(DECREASE)/INCREASE IN CASH</b>	<b>22</b>		(348,111)		265,521



Two RN patrol boats at speed after dark

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015



### 1. ACCOUNTING POLICIES

#### Basis of accounting

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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Royal Alfred Seafarers' Society meets the definition of a public benefit entity under FRS 102.

#### Going Concern

The Society's affairs are guided by regularly updated Strategic, Business and Financial plans looking 20 years ahead with the next five years in detail. With solid levels of reserves, sufficient income streams and a firm control over expenditure, the Society is considered by the Board of Management to be a going concern for the forthcoming year and the foreseeable future.

#### Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. No restatements were required. In accordance with the requirements of FRS 102 a reconciliation of opening balances and net income/(expenditure) for the year is provided with the net income/(expenditure) under previous GAAP adjusted for the presentation of investment gains/ (losses) as a component of reported income.

#### Reconciliation of reported net income

	£
Net income/(expenditure) as previously stated	77,006
Adjustment for gains/(losses) on investments now treated as a component of net income	165,217
2014 net income as restated	<u>£242,223</u>

#### Income

Income from nursing home fees and tenant rentals is recognised in the period to which the income relates and any amounts received in advance for future periods is carried forwards as deferred income.

Income from donations and grants is recognised when the receipt of the amount is when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

#### Legacies

Legacies are included where legacy has been received or where it has been received after the year-end, the date the legacy becomes receivable is within the financial year and the amount is known with sufficient certainty.

#### Deferred income

Income received in advance of the period in which it is earned, is recognised as deferred income within creditors.

#### Expenditure

Expenditure is charged to the statement of financial activities on an accruals basis including, where applicable, the charge for VAT which is not recoverable and is allocated between:

- Expenditure incurred directly in the effort to raise voluntary contributions (costs of generating funds);
- Expenditure incurred directly in the fulfilment of the charity's objects (charitable activities); and
- Governance costs.

#### Support costs

All costs are allocated between expenditure categories on the statement of financial activities on a basis designed to reflect the use of the resource. Expenditure is allocated directly to the cost centre to which it relates. Staff costs and other overheads which cannot be wholly allocated to any one cost centre are apportioned between cost centres on the estimated split of resources used.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015

## Investments

The society's investment powers are defined by its royal charter, dated 27<sup>th</sup> May 2014. The society's policy is to:

- Maintain a diverse portfolio of quoted stocks
- Maintain the value of the portfolio in real terms
- Maximise the total return from capital and income combined while maintaining a medium level of risk
- Delegate investment of available funds to the investment committee of the board who, in turn, delegate investment management to external investment managers on a discretionary basis, with a defined mandate.

Investments in securities are shown in the balance sheet at their market value at the balance sheet date. Movements in the valuation of investments are shown as realised and unrealised gains and losses in the statement of financial activities.

## Fund accounting

Unrestricted Funds are available for charitable use in accordance with the general objectives of the Society. Restricted Funds have arisen for specific reasons as explained in note 18.

## Fixed assets

Fixed Assets with a cost more than £2,000 are capitalised and depreciated. Improvements which enhance the future economic benefits of the property or extend its overall useful life are capitalised and are fully written off over the expected useful life of the property.

## Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

- Computers and IT - 33.3% per annum
- Furniture and Equipment - 20% per annum
- Motor Vehicles - 20% per annum
- Freehold buildings - estimated useful life of assets - generally 50 years
- No depreciation is provided against freehold land

## Pension costs

The cost of providing pensions for employees is charged against the Statement of Financial Activities over the average working lives of members in accordance with the recommendation of the pension scheme actuary. The pension scheme is a defined benefit scheme the assets of which are held independently from the assets of the Society.

The Society also contributes to the employees' group pension scheme. The contributions are held in funds held independently of the Society's assets.

The Society has fully implemented FR517 'Retirement Benefits'. The deficit has been included in the balance sheet.



The good ship Minerva

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015



## 2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
<b>Donations</b>				
Donations	25,899	-	25,899	17,093
<b>Legacies</b>				
Allam	-	-	-	170,664
Veasey	-	-	-	80
Miskin	30,000	-	30,000	-
Bird	500	-	500	-
Rogers	8,000	-	8,000	-
Williams	10,416	-	10,416	-
Tindall	17,500	-	17,500	-
<b>Grants receivable</b>				
The Corporation of Trinity House	82,000	-	82,000	68,960
Seafarers UK	30,000	-	30,000	30,000
Honourable Company of Master Mariners:				
Howard Leopold Davis Fund	-	-	-	15,000
ABF The Soldiers Charity	15,000	-	15,000	15,000
Queen Mary's Roehampton Trust	-	-	-	11,000
Merchant Navy Welfare Board	-	-	-	8,473
RN & RM Grant	50,000	-	50,000	-
WCS Charitable B/ Shipwrights	1,000	-	1,000	-
<b>Other income</b>				
Other donations and gifts	-	3,076	3,076	-
	<u>270,315</u>	<u>3,076</u>	<u>273,391</u>	<u>336,270</u>

## 3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Belvedere House Care Home	2,780,522	2,780,522	2,670,171
Weston Acres Housing	150,951	150,951	132,605
	<u>2,931,473</u>	<u>2,931,473</u>	<u>2,802,776</u>

## 4. INVESTMENT INCOME

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Investment Income	8,340	8,340	3,151
Bank interest receivable	1,228	1,228	1,513
Dividends	291,365	291,365	292,641
	<u>300,933</u>	<u>300,933</u>	<u>297,305</u>

## 5. COSTS OF GENERATING VOLUNTARY INCOME

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Advertising	39,552	39,552	45,234

## 6. INVESTMENT MANAGEMENT COSTS

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Investment management fees	54,572	54,572	58,144

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015

## 7. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2015	Total Funds 2014
	£	£	£	£
Belvedere House Care Home	2,605,018	6,034	2,611,052	2,533,852
Weston Acres Housing	153,447	-	153,447	141,611
Royal Alfred House	-	-	-	1,052
Support Costs	512,162	-	512,162	579,452
	<u>3,270,627</u>	<u>6,034</u>	<u>3,276,661</u>	<u>3,255,967</u>

## 8. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Activities undertaken directly	Support Costs	Total Funds 2015	Total Funds 2014
	£	£	£	£
Belvedere House Care Home	2,611,052	470,251	3,081,303	3,073,736
Weston Acres Housing	153,447	24,751	178,198	164,199
Royal Alfred House	-	-	-	1,052
Governance	-	17,160	17,160	16,980
	<u>2,764,499</u>	<u>512,162</u>	<u>3,276,661</u>	<u>3,255,967</u>

## 9. ANALYSIS OF SUPPORT COSTS

	Belvedere House Care Home	Weston Acres Housing	Governance	Total 2015	Total 2014
	£	£	£	£	£
Staff and Agency Costs	172,471	9,077	-	181,548	206,312
Contract transition costs	-	-	-	-	150
Depreciation	153,515	8,080	-	161,595	170,396
Office and General Expenses	82,028	4,318	-	86,346	120,922
Pension scheme costs	(5,700)	(300)	-	(6,000)	(9,000)
Accountancy and Management services	67,937	3,576	-	71,513	73,692
Audit fees: Current year	-	-	13,620	13,620	13,440
Audit fees: Pension Scheme	-	-	3,540	3,540	3,540
	<u>470,251</u>	<u>24,751</u>	<u>17,160</u>	<u>512,162</u>	<u>579,452</u>

All support costs except for amenities expenditure (which is directly attributable to Belvedere House) and Governance Costs are apportioned 95% to Belvedere House and 5% Weston Acres. These allocations are in direct proportion to the average number of residents who occupied each house during the year.



*Hospital ship Anglia, which struck a German floating mine in the English channel on 7<sup>th</sup> November 1915 and sank, with the loss of 80 lives*



*Nurses assisting the wounded on SS Anglia as the ship sinks*

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015



## 10. NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2015	2014
	£	£
Staff pension contributions	143,938	134,531
Depreciation	161,595	170,396
Auditors' remuneration:		
- audit of the financial statements	13,620	13,440
- other fees (see below)	<u>3,540</u>	<u>3,540</u>

### Auditor's fees

The fees charged by the auditor can be further analysed under the following headings for services rendered:

	2015	2014
	£	£
Pension audit	<u>3,540</u>	<u>3,540</u>

## 11. FUND TRANSFERS

The remaining balance of the Capital Asset fund was transferred to the General Funds during the year as there are no remaining restrictions in respect of these monies.

The amount of £100,000 brought forward in the 150th Anniversary Refurbishment Project fund was spent in accordance with the purposes of this fund during the year and this amount has accordingly also been transferred to General Funds.

A further sum of £150,000 has been set aside by the trustees at the year-end for further improvement work during the current year.

## 12. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2015	2014
	£	£
Wages and salaries	2,101,261	1,954,599
Social security costs	171,536	173,294
Other pension costs	143,938	134,531
	<u>2,416,735</u>	<u>2,262,424</u>

Other pension costs above represents the total operating charge included in resources expended in the statement of financial activities and does not include amounts included in other finance income and other recognised gains and losses (see note 17).

### Particulars of employees:

The average number of employees during the year was 111 (2014: 105). The number of full-time equivalents was as follows:

	2015	2014
	No	No
Care Staff	58	59
General Staff	23	22
Management and Administration	6	6
	<u>87</u>	<u>87</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2015	2014
	No	No
Over £60,000	<u>1</u>	<u>1</u>

One employee earned over £60,000 (excluding pension contributions) in 2015 (2014:1) and total employers pension contributions of £4,800 were paid for the provision of defined contribution schemes relating to higher paid staff. No trustee received remuneration for their services. Three trustees were reimbursed total travel and meeting expenses of £1,774 during the year (2014: three received £1,338).

Remuneration for key management personnel was £176,478 (2014: £168,544).



# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015

## 13. TANGIBLE FIXED ASSETS

	Freehold property £	Freehold Buildings £	Fixtures & Fittings £	Motor Vehicles £	Total £
<b>COST</b>					
At 1 January 2015	40,000	5,413,428	753,070	89,719	6,296,217
Additions	-	918,358	-	29,495	947,853
<b>At 31 December 2015</b>	<b>40,000</b>	<b>6,331,786</b>	<b>753,070</b>	<b>119,214</b>	<b>7,244,070</b>
<b>DEPRECIATION</b>					
At 1 January 2015	-	1,737,554	574,035	74,839	2,386,428
Charge for the year	-	83,707	70,695	7,193	161,595
<b>At 31 December 2015</b>	<b>-</b>	<b>1,821,261</b>	<b>644,730</b>	<b>82,032</b>	<b>2,548,023</b>
<b>NET BOOK VALUE</b>					
<b>At 31 December 2015</b>	<b>40,000</b>	<b>4,510,525</b>	<b>108,340</b>	<b>37,182</b>	<b>4,696,047</b>
At 31 December 2014	40,000	3,675,874	179,035	14,880	3,909,788

All fixed assets are either for direct charitable use, or for activities in the furtherance of the charity's objective.

The charity owns a 1/5th share of 85 acres of land at Warrington in Surrey, which it previously inherited as a legacy. The charity and the other 4 owners are in the process of valuing the land. At 31st December 2015 the valuation has not occurred and the fair value has not been established. Therefore the land has been included as £Nil value.

## 14. INVESTMENTS

### Movement in market value

	2015 £	2014 £
Market value at 1 January 2015	9,342,377	9,705,869
Acquisitions at cost	915,739	253,281
Disposals at opening book value	(1,193,155)	(781,990)
Net (losses)/gains on revaluations in the year ended 31 December 2015	(310,193)	165,217
Market value at 31 December 2015	8,754,768	9,342,377
Historical cost at 31 December 2015	5,911,618	5,849,601

### Analysis of investments at 31 December 2015 between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £	2015 £	Total Funds £	2014 £
<b>Other investments</b>						
Other UK Investments	8,754,768	-	8,754,768	9,342,377		

All investments are listed on a UK recognised stock exchange or are open-ended investment companies. There are 2 investments held which represented more than 5% of the market value of the Society's portfolio at 31 December 2015 (2014: Investments held which represented more than 5% Nil). The 2 investments with holdings greater than 5% are: Capital Intl US Growth & Income XD (US\$) (Market Value £474,492) and J P Morgan Asset Managers (UK) US Equity Income C Inc. (Market Value £463,755).

## 15. DEBTORS

	2015 £	2014 £
Resident and tenant debtors	247,631	238,650
Other debtors	69,079	13,813
Prepayments	18,867	42,857
	<b>335,577</b>	<b>295,320</b>

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015



## 16. CREDITORS: Amounts falling due within one year

	2015 £	2014 £
Trade creditors	66,514	55,685
Amounts due to residents	7,845	8,670
Taxation and social security	39,932	47,704
Other creditors	48,702	17,754
Accruals and deferred income	141,300	159,124
	<b>304,293</b>	<b>288,937</b>
Fees received in respect of future periods are deferred until that period. Movements in deferred income are as follows:-		
Deferred income brought forward	85,409	87,312
Income deferred in year	66,278	85,409
Amounts released from previous year	(85,409)	(87,312)
	<b>66,278</b>	<b>85,409</b>

## 17. PENSIONS AND OTHER POST RETIREMENT BENEFITS

The society operates a pension scheme providing defined benefits in respect of service prior to 30 March 2007. The assets of the scheme are held separately from those of the society, being invested with Friends Life in a with profits pension policy, providing guaranteed annuity rates to be applied when members take their benefits. Contributions to the scheme have been calculated so as to spread the cost of pensions over the period up to when members retire or decide to take their benefits in accordance with the rules. The contributions are determined by a qualified actuary on the basis of actuarial valuations using the projected unit method. The most recent completed valuation was made as at 1 March 2014.

On 30 March 2007, the scheme closed, breaking the link to members' future salaries. The society now pays contributions to the employees' group personal pension arrangement for those members of the pension scheme still in service at 30 March 2007. The disclosures below relate to Friends Life funds for the defined benefit pension scheme.

The latest full triennial actuarial valuation was carried out at 1 March 2014 by a qualified independent actuary. This showed that the value of the fund's liabilities at that time amounted to £1,367,000, while the value of the fund's assets amounted to £1,351,600, thus disclosing a deficit of £15,400. The society is making good this deficit by the payment of special contributions of £830 per month from 1 March 2014 until 31 December 2014 and of £100 per month from 1 January 2015 to 1 December 2024, unless any change is found to be necessary following the next formal actuarial valuation due as at 1 March 2017 or the trustees decide to continue paying at the rate of £830 per month in order to assist the orderly wind up of the scheme.

Contributions paid during the year to 31 December 2015 have amounted to £9,960. The contributions paid during the year ended 31 December 2014 also amounted to £9,960.

During the year ended 31 December 2015, one deferred pensioner elected to receive her pension early, and this was secured under the original guaranteed annuity terms with Friends Life. The number of deferred pensioners has therefore been reduced from 10 (9 female and 1 male) to 9 (8 female and 1 male).

An actuarial valuation was also carried out on 31 December 2014, as required by the FRS17 regulations, and this is updated to 31 December 2015. The major assumptions made at these last two dates were:

	2015 %	2014 %
Rate of revaluation of deferred pensions	2	3
Rate of increase in pensions in payment	-	3
Discount rate up to pension age	5	5
Discount rate after pension age	-	4
Inflation assumption	2	3
Pre-retirement mortality table	PNA00 long cohort with 1% pa underpin	PNA00 long cohort with 1% pa underpin included for both pre and post retirements
	<b>9</b>	<b>17</b>

The mortality rates used in the 2015 valuation for pre-retirement mortality correspond to those used in the 2014 valuation, which reflect the continued general improvement which has occurred in longevity. The proportion of members assumed to be married at retirement is 85% in the case of males and 75% in the case of females.

The market value of the profits insurance policy secured by the Pension Fund as at 31 December 2015 was £864,454, secured in that part of the policy which enables pensions to be secured under the original Guaranteed Annuity terms, and £421,068

which enables pensions to be secured under revised Guaranteed Annuity terms. The procedure for purchasing pensions is to utilise the old Guaranteed Annuity fund until that fund is extinguished, and thereafter to purchase pension on the revised Guaranteed Annuity terms, unless though terms are found to be inferior to the current immediate annuity terms available in the insurance market. Non-pension benefits, such as tax free lump sums paid in lieu of pensions and any transfer payment would also automatically be paid by the revised Guaranteed Annuity Fund.

Friends Life have now provided us with the new Guaranteed Annuity terms, and as these are open, all future contributions paid are invested in this part of the Fund, and so will be available to provide pension benefits under the revised terms. In the valuation, no allowance has been made for any part of pension benefits to be commuted for tax free cash sums. Contributions can be paid by the Society to the Pension Fund on the most prudent of valuation assumptions.

In the valuation, it has therefore been assumed that all pensions will be secured with Friends Life, on the guaranteed terms, thereby removing from the valuation any variable costs associated with mortality, pension increases, and investment returns after members have started to receive their pensions. It is for these reasons that no specific assumption has to be made on the occasion of this and future valuation for pension increases, discount rates after pension age, and post retirement mortality.

The pre-retirement financial assumptions used in the valuation have been modified slightly to accord with the future economic outlook. The annual rate of revaluation of deferred pensions is reduced from 2.5% to 2% to accord with the lower expectation of future inflation; indeed no inflation occurred in the rate of revaluation during the year 2015. As far as the discount rate up to pension age is concerned, this depends upon the rate of return provided under the with profits pension policy, which during the ten months to 31 December 2015 amounted to 5.3%. It has, however, been decided to reduce the future annual discount rate from 5% to 4.5% to provide a suitable margin for prudence in the expected return available under the with profits pension policy.

Some changes are expected to be made in the reporting requirements for defined benefit pension schemes, and will be applicable in the accounts of the Society when the next report is made on 31 December 2016. It will be necessary under these new reporting requirements to disclose the number, amount and value of all pensions in payment under the Scheme. This will not distort the extent of any deficit or surplus in the Scheme, since all pensions in payment are fully secured with the Friends Life, so that no liability in respect of them falls to be made good by the Society. At 1 March 2015, there were 38 pensions in payment, amounting to £239,726 per annum. Since that date one pensioner has died and one new pension has been set up. There were therefore still 38 pensions in payment at 1 January 2016.

As already indicated, the market value of the with profits insurance policy at 31 December 2015 amounted to £864,000, after allowing for the cost of setting up the benefits for the one member who elected to receive her pensions during the year ended 31 December 2015. This value allows for the contribution made by the Society during the period and an estimate of the interest allocated to the Fund for 2015 under the with profits policy secured with Friends Life.

Deferred pensions in excess of the Guaranteed Minimum Pension (GMP) increase in line with Revaluation Orders, whilst the GMPs are increased in deferment by reference to the fixed rate Revaluation Orders.

The amounts recognised in the statement of financial activities are as follows:

	2015 £	2014 £
<i>Amounts included in other finance cost:</i>		
Expected return on Pension scheme assets	(39,000)	(48,000)
Interest on Pension scheme liabilities	43,000	49,000
Other finance cost	4,000	1,000
Total charge to the statement of financial activities	4,000	1,000
<i>Amounts included in other recognised gains and losses:</i>		
Actuarial loss/(gain)	59,000	(50,000)
<i>Amounts included in non-operating exceptional items:</i>		
Other recognised losses/(gains)	59,000	(50,000)
Total charge/(credit) to the statement of financial activities	63,000	(49,000)

The amounts recognised in the balance sheet are as follows:

	2015 £	2014 £
Market value of with profits insurance policy	864,000	1,201,000
Present value of scheme liabilities	(950,000)	(1,234,000)
Net pension liability	(86,000)	(33,000)



Changes in the present value of the defined benefit obligation scheme are as follows:

	2015 £	2014 £
(Deficit) in scheme at beginning of the year	(33,000)	(92,000)
Actuarial (loss)/gain	(59,000)	50,000
Employer Contributions	10,000	10,000
Net finance cost	(4,000)	(1,000)
Closing defined benefit obligation	(86,000)	(33,000)

History of experienced gains and losses

	2015 £	2015 %
Difference between expected & actual return on Scheme assets	15,000	2
Experience gains and losses arising on the scheme liabilities	(46,000)	(5)
Amount recognised in the Statement of Financial Activities	(59,000)	(6)
	(90,000)	(9)

The Society also contributed to the employees' group personal pension scheme during the year. Contributions during 2015 amounted to £138,257 (2014: £99,372); contributions of £9,886 were outstanding at the balance sheet date.

#### 18. RESTRICTED INCOME FUNDS

	Balance at 1 Jan 2015 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 Dec 2015 £
Capital Assets Fund	370,513	-	-	(370,513)	-
Amenities Fund	4,861	3,076	(6,034)	-	1,903
	375,374	3,076	(6,034)	(370,513)	1,903

The Capital Asset Fund is restricted to purchasing various items of furniture and equipment for Belvedere House. All of these monies have been spent and accordingly the balance on this fund has been transferred to General Funds during the year.

The Amenities Fund is restricted to the provision of "comfort and treats" for residents, such as parties and outings.

#### 19. UNRESTRICTED INCOME FUNDS

	Balance at 1 Jan 2015 £	Incoming resources £	Outgoing resources and transfers £	Gains and losses £	Balance at 31 Dec 2015 £
150th Anniversary Refurbishment Project	100,000	-	(100,000)	-	-
Designated Fund - Building Work	-	-	150,000	-	150,000
Defined benefit pension scheme	(33,000)	-	6,000	(59,000)	(86,000)
General Funds	13,710,851	3,502,721	(3,050,238)	(253,572)	13,909,762
	13,777,851	3,502,721	(2,994,238)	(312,572)	13,973,762



# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015

## 20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Investments £	Net current assets £	Other net liabilities £	Total £
<b>Restricted Income Funds:</b>					
Amenities Fund	—	—	1,903	—	1,903
<b>Unrestricted Income Funds:</b>					
Designated Funds	—	—	150,000	—	150,000
General Funds	4,696,047	8,754,768	458,947	(86,000)	13,823,762
	4,696,047	8,754,768	608,947	(86,000)	13,973,762
<b>Total Funds</b>	<b>4,696,047</b>	<b>8,754,768</b>	<b>610,850</b>	<b>(86,000)</b>	<b>13,975,665</b>

## 21. RECONCILIATION OF NET (OUTGOING)/INCOMING RESOURCES BEFORE TRANSFERS TO NET CASH (OUTFLOW) /INFLOW FROM OPERATING ACTIVITIES

	2015 £	2014 £
Net (outgoing)/incoming resources before transfers	(118,560)	242,223
Income from investments	(299,705)	(295,792)
Interest receivable	(1,228)	(1,513)
Loss/(Gain) on Investment	253,572	(165,217)
Depreciation	161,595	170,397
Increase in debtors	(40,257)	(188,432)
Increase/(decrease) in creditors	15,355	(10,926)
Provision for pension costs on defined benefit pension schemes	4,000	1,000
Defined benefit pension scheme contributions paid	(10,000)	(10,000)
Net cash (outflow) from operating activities	(35,228)	(258,260)

## 22. RECONCILIATION OF NET CASH FLOW MOVEMENT TO MOVEMENT IN NET FUNDS

	2015 £	2014 £
(Decrease)/increase in cash in the period	(348,111)	265,521
Change in net funds	(348,111)	265,521
Net funds at 1 Jan 2015	927,677	662,156
Net funds at 31 Dec 2015	579,566	927,677

## 23. ANALYSIS OF CHANGES IN NET FUNDS

	1 Jan 15 £	Cash flows £	31 Dec 15 £
Cash in hand and at bank	927,677	(348,111)	579,566



*HMS Iron Duke, flagship of the British Fleet at the Battle of Jutland, "sending the Hun back to port!" (1916)*



*The RN's latest and finest on patrol (2015)*

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015



## 24. CONTINGENCIES

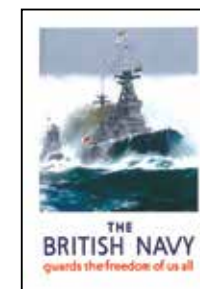
The trustees have confirmed that there were no contingent liabilities which should be disclosed at 31 December 2015.

## 25. CAPITAL COMMITMENTS

	2015 £	2014 £
Expenditure contracted	—	849,000
Expenditure authorised by the trustees, but not contracted	100,000	120,000
	<b>100,000</b>	<b>969,000</b>

## 26. STATEMENT OF FINANCIAL ACTIVITIES FOR 2014

	Designated Funds £	Other Unrestricted Funds £	Restricted Funds £	Total 2014 £
<b>INCOME FROM</b>				
Donations and legacies	—	332,431	3,839	336,270
Charitable activities	—	2,802,776	—	2,802,776
Investments	—	297,305	—	297,305
<b>TOTAL INCOME</b>	<b>—</b>	<b>3,432,512</b>	<b>3,839</b>	<b>3,436,351</b>
<b>EXPENDITURE</b>				
Costs of raising funds:				
Costs of generating voluntary income	—	(45,234)	—	(45,234)
Investment management costs	—	(58,144)	—	(58,144)
Expenditure on charitable activities	—	(3,238,603)	(17,364)	(3,255,967)
<b>TOTAL EXPENDITURE</b>	<b>—</b>	<b>(3,341,981)</b>	<b>(17,364)</b>	<b>(3,359,345)</b>
<b>NET INCOMING RESOURCES BEFORE GAINS AND LOSSES ON INVESTMENTS</b>	<b>—</b>	<b>90,531</b>	<b>(13,525)</b>	<b>77,006</b>
<b>NET MOVEMENTS IN FUNDS</b>				
Net gains on investments	—	165,217	—	165,217
	—	255,748	(13,525)	242,223
Transfer between funds	100,000	(100,000)	—	—
Actuarial gains in respect of defined benefit pension schemes	—	50,000	—	50,000
	100,000	205,748	(13,525)	292,223
<b>NET MOVEMENT IN FUNDS RECONCILIATION OF FUNDS</b>	<b>—</b>	<b>13,472,103</b>	<b>388,899</b>	<b>13,861,002</b>
Total funds brought forward	—	13,472,103	388,899	13,861,002
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>100,000</b>	<b>13,677,851</b>	<b>375,374</b>	<b>14,153,225</b>




*Images courtesy of the Imperial War Museum*

## PAST TIMES – PAGES FROM OUR HISTORY

It's our pleasure to share an old print advertisement for the Royal Alfred circa 1890.

**ROYAL ALFRED  
AGED MERCHANT SEAMEN'S  
INSTITUTION.**

ESTABLISHED IN 1867.  
*To give a HOME or a PENSION to the MERCHANT SAILOR  
when Old, Destitute, and Friendless.*



105 Inmates at the Home,  
Belvedere, Kent.      195 Pensioners at their own Homes  
in the United Kingdom.

800 Sailors, whose only apparent relief was the Workhouse, have been either  
Inmates or Pensioners.

200 are now applicants, most of whom suffer from Hernia, Rheumatism or  
Bronchitis.

*Patron—Admiral H.R.H. The DUKE OF EDINBURGH, K.G.  
President—R. S. DONKIN, Esq., M.P.  
Chairman—Admiral Sir F. LEOPOLD MCCLINTOCK, F.R.S.  
Deputy Chairman—Capt. DAVID MAINLAND, F.R.G.S.*

"If there is one class more than another whom we should look after and take  
care of in his old age, it is 'Jack Tar.'"—The Right Hon. THE LORD MAYOR.

"The Sailor's life is one of great isolation and considerable privation; in  
following his perilous calling he is doing a service to the community at large, and  
has a special claim upon our benevolence."—Lord BRASSEY, K.C.B.

**Subscriptions and Donations are urgently needed.**

*Bankers—Messrs. WILLIAMS, DEACON & Co.*

**W. E. DENNY, Secretary.**

Office—58, Fenchurch Street, London, E.C. [164]

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## HOW YOU MAY HELP THE SOCIETY



Every donation or legacy makes a vital contribution and we are grateful for all the gifts we receive. A suitable donation form is provided on page 61 of this Report together with a standing order form on page 62 if you wish to make regular donations.

Whatever you decide to do, please send the forms to us, making sure to include the bank's full address to which we can forward the standing order form. We set out below some information on how you can help our work to continue.

### By Donation under Gift Aid

If you pay sufficient income tax or capital gains tax you can make tax-efficient donations of any amount to charities. If you do make your donation under Gift Aid rules, The Royal Alfred Seafarers' Society can claim 25 pence from HM Revenue & Customs for every pound you donate. If you pay a higher rate of tax you can reclaim the higher rate component in your own tax return.

If you can increase the value of your gift, whether one-off or regularly by standing order, please complete the Gift Aid declaration on page 61 and return it with your donation.

### By Give as You Earn

If your employer operates Give as You Earn you can take advantage of the facility to the benefit of The Royal Alfred Seafarers' Society.

### By Remembering the Society in your Will

Legacies are a certain way of ensuring that your support for The Royal Alfred Seafarers' Society continues after your death. They provide a very important source of income and help to ensure that our work carries on in the future.

If you are kind enough to remember the Society in your Will we suggest that the following wording might be appropriate:

*"I give and bequeath to The Royal Alfred Seafarers' Society (Registered Charity No. 209776) the sum of £..... OR all the residue of my estate OR ..... percent of the residue of my estate*

*And I declare that the receipt of the Chief Executive or other authorised officer for the time being of the Charity shall be sufficient discharge to my executors."*



# NOTES ON DONATING

- 1 You can cancel this declaration at any time by notifying the Society.
- 2 To be eligible under Gift Aid rules, you must pay an amount of income tax and/or capital gains tax at least equal to the tax that the Society reclaims on your donations in the tax year (currently 25p for each £1 you give). If in the future your circumstances change and you no longer pay tax on your income and capital gains equal to the tax that the Society reclaims, you must cancel your declaration (see note 1).
- 3 If you pay tax at the higher rate you can claim further tax relief in your Self Assessment tax return.
- 4 If you are unsure whether your donations qualify for Gift Aid tax relief, please speak to us or ask your local tax office for leaflet IR113 Gift Aid.
- 5 Please notify the Society if you change your name or address.

## A SPECIAL THANK YOU

### We would like to express our gratitude to Micky Brookman...

...who enhanced our 150th anniversary celebrations by very kindly covering a large portion of the costs of a party for staff, volunteers and Trustees on board a Thames river cruiser (read more on page 29).

The event was enjoyed and appreciated by all and gave us a unique opportunity to thank those who work tirelessly for the Society on a daily basis.

Thank you, Micky



*Micky and his lovely wife Lesley representing our Society at Royal Ascot on the invitation of H.R.H. The Princess Royal*

# DONATION FORM



## Donation

I enclose a cheque for £  as a gift to the work of the Society for the benefit and aid of British seafarers, their widows/widowers and dependants.

## Gift Aid Declaration

Please read carefully the notes on page 60; if you are eligible, and wish to do so, please complete the following information to enable The Royal Alfred Seafarers' Society to reclaim the tax direct from the Government on your behalf:

\* I would like the above donation and any future donations to be made to The Royal Alfred Seafarers' Society through the Gift Aid Scheme:

Name:

Title:

Full Postal Address:

Postcode:

Date:

\* Delete if not applicable to your donation.

## STANDING ORDER FORM

TEAR HERE

I (Full name)

of (Address)

Postcode

Request you to pay to:

National Westminster Bank plc, St Nicholas Centre, Sutton, Surrey SM1 1DH

for the credit of The Royal Alfred Seafarers' Society (Sort Code 60-21-08 Account No. 43455743)

the sum of (amount in words)

(amount in figures) £

starting on this date

and thereafter monthly/annually until further notice.

Signature:

Today's date:

To (name of bank)

of (Address)

Postcode:

Your account number:

# Buy a copy of our book and help seafarers in need



**In 2015, we  
marked our 150th  
anniversary with  
the publication of a  
commemorative book –  
Home From Sea.**

It tells the story of how the Royal Alfred came to be, its people and places, and the difference it has made to seafarers' lives over 150 years, all the way up to the present day.



To order a copy of the book, please contact the Society on 01737 353763. Books are priced at £10 each (including postage and packing), with proceeds from each sale donated to Seafarers UK's 24 Peaks Challenge. Gift Aid will also apply.





## The Royal Alfred Seafarers' Society Annual Report 2015

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The Society, incorporated under Royal Charter, is a registered charity (No. 209776) under the Charities Act, 1960.