

A man with a beard and tattoos is the central figure. He is wearing a purple t-shirt with the Erskine logo and a green flat cap with a pom-pom and a blue feather. He has extensive tattoos on his arms, including a large rose on his left arm and a skull on his right. He is standing in front of a large red bridge over water. The background is a clear blue sky with some clouds.

ERSKINE
Veterans Charity

ERSKINE
Caring for Veterans since 1916

2024
Annual Review



**PROUD TO
CARE**

WE HAVE
CARED FOR
105,000
VETERANS SINCE 1916



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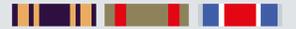
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Cover: Erskine Supporter and Marathon runner, Graeme Carolan

Left: Resident William Turner with member of care staff



INTRODUCTION

WELCOME

Welcome to the Annual Review of the year ending September 2024.

Welcome to the Erskine Veterans Charity Annual Review 2024: reflecting a year of challenges and opportunities. In previous Reviews, we outlined the difficult and complicated work, which was underway, to make sure that Erskine was configured correctly for the future. We needed to ensure we had the right services, at the right scale, in the right locations to best meet the needs of our Veteran Family, of all ages and life stages across Scotland. Easier to write than to do!

We described how reductions to nursing care capacity were necessary, to sustain the Charity, and to reflect the demographic changes in the Veterans community across Scotland, as our WW2 Veterans leave these shores. The adjustments were essential but challenging for all who were involved in the process. A possible analogy might be the carefully considered, but reluctant pruning of a much-loved and stately tree, in order to ensure balance and wider growth within a community garden.

To do this, the CEO and his executive team recommended an option from a suite of potential courses of action, to our Board of Trustees. Everyone agreed that this one was the best available, but still difficult and not without risk, when the adjustments were enacted. We could have failed and damaged generations of remarkable work.

However, this was where our incredible Home Managers and their Care Teams stepped up. Drawing upon their trademark compassion and imagination they proved highly innovative in teamworking throughout 2024, to make the best of the resources we gave them. We are delighted to say that, directly as a result of our Care and Care Support teams' efforts, Erskine Homes remain sector leading in terms of the expert nursing care, vibrant quality of life and sense of community that we offer our Veteran Family. But don't take our word for it – take a look at what the Care Inspectorate had to say when they conducted a wide-ranging and in-depth snap inspection of The Erskine Home, Bishopton in December 2024: Erskine Home was graded (Very Good) across all key inspections areas.

With judicious pruning completed, 2024 did indeed see fresh and exciting shoots of growth in new services and new locations for Erskine Veterans Charity.

We have long been aware of how much our Accommodation services are valued by our beneficiaries. Our 44 family cottages and five assisted living apartments continued to provide flexible and supportive housing within the quiet little oasis of Erskine Veterans Village – complete with parkland and community allotments (developed by ERMAC members and cottage tenants) for the entire community to enjoy. And last year, our 23 Transitional Support Accommodation (TSA) apartments proved to be a real game changer for younger Veterans whose plans for "Civvy Street" had gone awry through bad luck or bad timing. Thus far we have found long term accommodation and employment for 54 such Veterans. Our tenants and the welfare support officers of bases and garrisons across Scotland have been very impressed by our support work. We trust you are too.

We had also long been aware that our extremely popular Erskine Reid Macewen Activity Centre (ERMAC), again in the Veterans Village, was only available to those who live within a reasonable distance of it. Some 250 veterans visit ERMAC on a monthly basis – travelling (or being collected by our staff and volunteer drivers) from across a 30 miles radius. However, this has been the geographical limit of our reach. There are other regions in Scotland where Veterans reside in high concentrations and could also benefit from the life-changing, and sometimes life-saving services, of an Erskine Veterans Activity Centre (EVAC).

"Do not go where the path may lead, go instead where there is no path and leave a trail"... Ralph Waldo Emerson



Of all the regions in Scotland, Morayshire, with several military garrisons and airbases, has the highest proportion of Veterans. The town of Forres sits in the middle of the "Veterans footprint". It has excellent rail, bus and road connections and thus was an obvious location for the first replication of an EVAC, as authorised by our Board of Trustees, within the Erskine Five Year Strategy. Last year, the Board of Trustees endorsed our purchase and refurbishment of the Victoria Hotel, at the bottom of Forres High Street. Refurbishment of the premises and local staff recruitment work ran concurrently with community engagement. Pleasingly, by mid-December 2024, we were able to hold our first two open days at the new venue. No less than 300 Veteran and community visitors came through the doors of EVAC North. Within two months of opening, EVAC North boasted over 200 signed-up members using the

service on a regular basis and contributing a wider positive impact upon the local community. We wish our EVAC North Manager (former RNLI Lifeboat coxswain, and Royal Tank Regiment Trooper, Davie Grant) every success as he leads his team to develop services which meet the specific needs of our Veteran Family in Moray.

We have also grown a new community service closer to home. Gordon Johnston is the former manager of the Erskine Glasgow Home, which we reluctantly closed in late 2022. Gordon has a vast amount of experience offering Veterans the care and support they need to live with dignity. That was why he was our choice for new Erskine's Support at Home service pilot. Gordon recruited three members of staff who regularly visit Veterans and spouses in their own homes on the West Coast. They offer

cheery faces and friendly conversation whilst tidying up around the house or enjoying a cuppa. Visits to the GP, or local shops and fun trips, or accompanied exercise sessions are all part of this service. Our 30 new beneficiaries have really enjoyed the company and getting out and about more in their local communities.

More news on these services in The Future Plans part of this review. However, for now, we wish to thank you our supporters, volunteers, staff and corporate partners for your sterling support to our work. Each one of you makes a vital contribution to making sure that our services are relevant to the ever-changing needs of our Veteran Family in Scotland. We simply couldn't do it without you and are forever in your debt.

Wing Commander Ian Cumming MBE MA FCMJ
Chief Executive Officer

Mr Stuart Aitkenhead BSc CEng FIMechE
Chairman

Find out more about EVAC North and it's progress

SCAN ME





REVIEW OF 2024

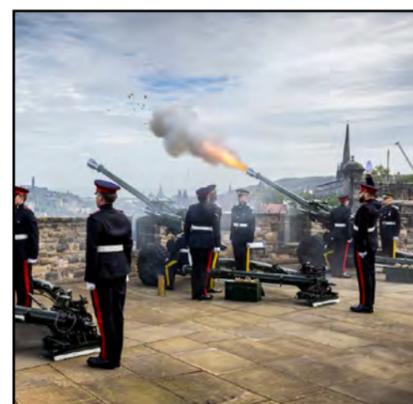
HIGHLIGHTS



Left: Veterans enjoying the Senior Sporting Games
Middle Left: Two Towns Down launch their Erskine "Vanishing Willows" Beer
Middle Right: Mascot Arasgain at Erskine Bike Meet
Bottom Left: Paul Brown of the 39 Engineers completes the London Marathon
Bottom Centre: Standard Bearer, Nick O'Neill, at Remembrance Service
Bottom Right: Brian Warren winning Erskine Ally Lifetime Achievement Award



Top Left: The Tattoo visits The Erskine Home
Top Right: Erskine Firewalk participants
Middle Left: Veteran Albert enjoying the DDay celebrations
Middle Right: Kiltwalk Launch with Erskine Ambassador Gary Innes
Bottom Left: The Erskine Burns Supper in full swing
Bottom Right: Veterans and Erskine representatives attend the Edinburgh Castle 21 Gun Royal Salute





WHO WE ARE

WHY WE'RE HERE

Our vision is a Scotland where Veterans and their families thrive. We contribute towards this vision by offering Veterans their best possible future – through the best possible care & community support.

Erskine has four strategic objectives:

Care

Veterans and their spouses receive good quality, person-centred care from when they leave the Forces through to the end of their lives.

Accommodation

Veterans have a place to live when they leave the Armed Forces, for the longer term, and during their retirement.

Community

Veterans suffering from loneliness or isolation have a place to go, where they can learn new skills, have new experiences, and enjoy a sense of camaraderie.

Effective and efficient organisation

The Charity is recognised by supporters, beneficiaries, employees and other key stakeholders as an efficient and effective organisation, worthy of their trust and support.



Values

Our values are more than simply words – they are a set of closely-held beliefs about how we should conduct ourselves in everything we do. They are a moral handrail in challenging times and they spell the word CARE.

Communication

We communicate internally and externally, in a transparent, open manner that supports understanding and dialogue.

Accountability

We take appropriate accountability for our individual and collective actions and decisions. We aim to reduce unwarranted variation in care and support provided. We aim for beneficiaries to experience the same compassionate, person-centred care, irrespective of which members of the team are on duty.

Respect

We respect our beneficiaries and those who visit our Homes and services. We respect each other as colleagues. We respect the beneficiaries' right to choose and will support them with making choices.

Empowerment

Those who receive our care and support will feel empowered to make choices. We will provide accessible, transparent information to our beneficiaries about their rights and what they mean for their day to day lives. We will value, support, act upon and learn from what our beneficiaries say. We will ensure that our beneficiaries have their voices heard. We will support colleagues to feel empowered to use their knowledge and expertise in the delivery of person-centred care and support.

These values apply to all of us – staff, trustees, volunteers, people we support, families and carers and others that we work with – and are an integral part of our induction, training, communications and working policies.



WHO WE ARE

THE FUTURE

Expanding our community services

After a stressful couple of years, full of difficult choices, we are pleased to report, with absolute confidence, that the financially sustainable future is much brighter for Erskine. And of course, this means that the future will also be much brighter for members of our Veteran Family across the country – providing our army of donors and supporters stand at our shoulders.

Our current strategy has been to incrementally enhance our support within communities, so that Veterans live well and with dignity in their own homes. However, with the charity now financially resilient, at our Board Away Day, Trustees directed that we should not only accelerate our plans within the community but also leverage our century worth of expertise in meeting Veteran's needs, to innovate and enhance every service we offer.

Therefore, as long as the need is clear and demand proves to be strong, it is our intention to replicate Erskine Veterans Activity Centres in other regions where Veterans represent a significant proportion of the population. Even at this early stage, our Moray EVAC has proved to be a real hit within the Veteran community. However, we are currently only exploiting the ground floor of the venerable "Vic Hotel". There are two

floors above which have additional office and reception space, as well as large bedrooms. We are carefully considering exploitation of that space to develop other services for Veterans and their spouses, or carers.

You will have read how Support at Home is changing people's lives within their own community. We are therefore planning to triple the scale of that support in the West Coast and replicate it regionally across Scotland. In this way, many more Veterans and spouses will be supported to live well, surrounded by friends, in the place they love for as long as possible. As our EVACs multiply, so will the number of locations within which Support at Home operates. This will mean that more beneficiaries are supported by our work and more donors will see that support within their own region. An added benefit of this is that when the time does come that a Veteran



Above: Erskine Home resident Mary McCreery with Care Assistant Claire Hesford



WHO WE ARE

THE FUTURE

wishes to move into our Care Homes, then those conversations can begin with their trusted Erskine support staff.

And there is still more good news in future for Veterans and spouses in the Central Belt. We have given instructions to a firm of architects to look at The Erskine Park Home which we reluctantly closed last year. Most of our residents and staff relocated into the welcoming environment of the Erskine Home. However, there was no denying that closure was still a wrench to them and the families of former residents who were cared for in Erskine Park. We therefore hope that everyone will be reassured to know that our architects are evaluating how Erskine Park Home can be sympathetically converted into any number of community accommodation

models, with private apartments and shared neighbourly entertainment and relaxation spaces!

We hope you can see why the future is looking so bright for Erskine Veterans Charity and a growing number of our Veterans Family. We are proud of our expert teamwork, innovation and vision in developing and expanding our services. But we couldn't do it without our many supporters, like you. Please stay close and at our shoulders, as we deliver on our motto of "Futures for the Brave"!

Top right: Erskine Home resident James Moore and Care Assistant James Gilchrist

Bottom right: Erskine Home residents enjoying indoor curling



WHAT WE DO

SERVICES

Our services for Veterans and their families address three fundamental needs: care, accommodation and community.

During the year, our services included:

Care

Residential care homes: The Erskine Home within our Bishopton Veterans Village and Erskine Edinburgh Home. These homes provide nursing, dementia and end-of-life care to Veterans and their spouses across a total of 220 rooms and ensure that Veterans and their spouses are provided with the best possible care during later life.

Community

The Erskine Reid Macewen Activity Centre (ERMAC), a Veterans' Activity Centre within the Bishopton Veterans Village. ERMAC aims to enhance the quality of life and wellbeing of Veterans in the community, providing the opportunity to engage with people who have shared experiences and history, learn new skills, explore their interests and access support services.

The Support at Home service brings a member of Erskine staff to your home

for companionship, assistance around the home, help with errands and shopping, and ensures Veterans can attend appointments and social events.

Accommodation

Transitional Supported Accommodation for Veterans who leave the military at relatively short notice and need more assistance to reintegrate productively back into civilian life, within 23 apartments located at our Bishopton Veterans Village.

44 family cottages and five Assisted Living Accommodation apartments for Veterans and their families to live independent lives within our Bishopton Veterans Village.

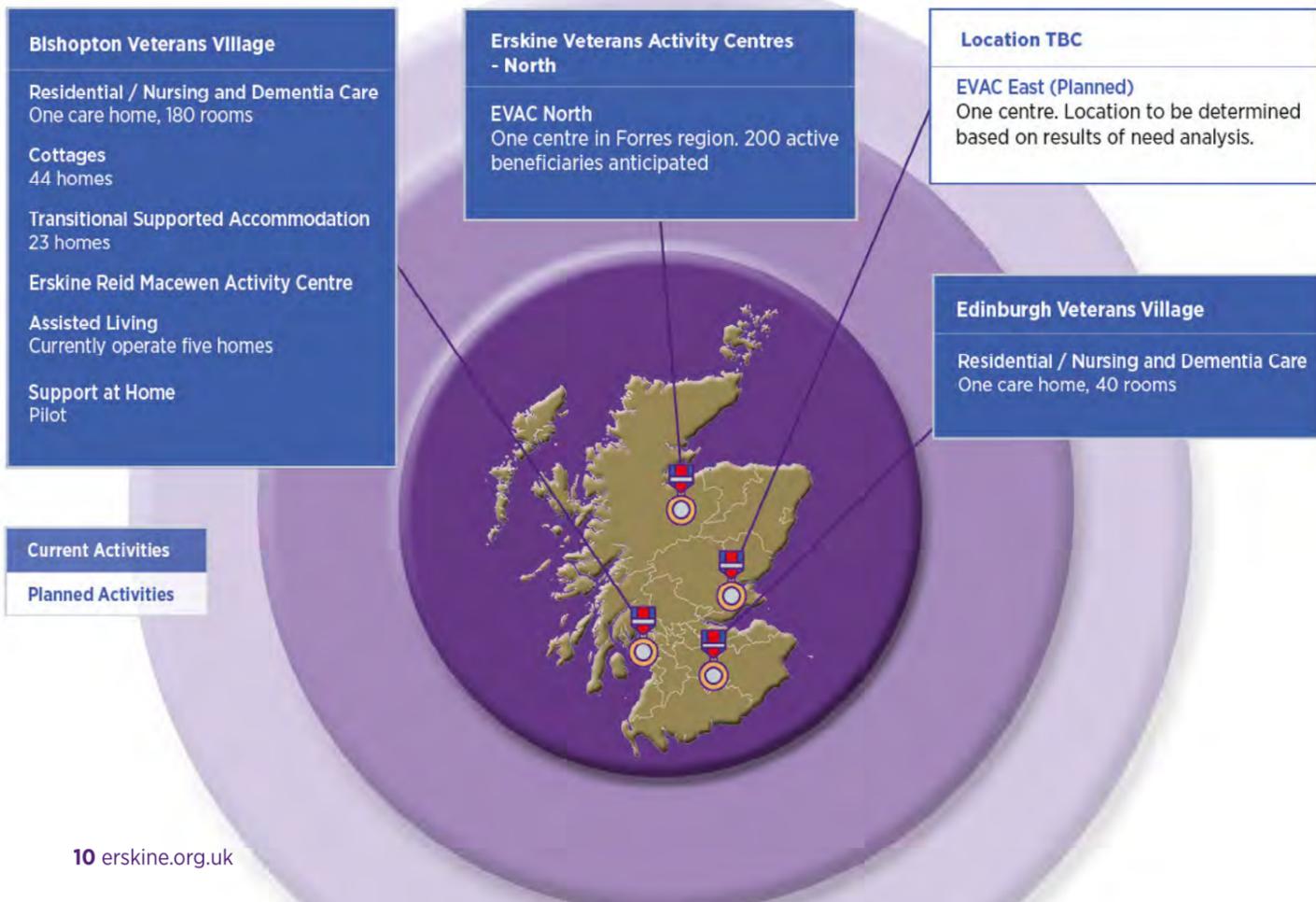
Accommodation and support services for the Army Personnel Recovery Centre which supports Service men and women to recover during their service, within the 16 room recovery facility located within Erskine Edinburgh.

ON OUR ESTATE IN BISHOPTON WE HAVE

44 
VETERAN FAMILY COTTAGES

23 
TRANSITIONAL SUPPORTED APARTMENTS

5 
ASSISTED LIVING APARTMENTS





“ERSKINE IS THE PLACE TO BE FOR THOSE WITH A MILITARY BACKGROUND.”



Derek “Benny” Bennett Army

It was during his time with the Parachute Squadron Royal Armoured Corps that Derek had a near miss with an RPG-7, missing the vehicle he was traveling in by 6 inches.

Derek Bennett was born in Shotton in North Wales on 12th February 1952. One of four sons.

On leaving school at 15 and a half years old he enlisted in the Boy’s Services section of the Army, joining the Junior Leader Regiment of the Royal Armoured Corps. He completed P Company Selection Course before passing out from JLR RAC.

He was then headed to RAF Abingdon for his parachute jumps course. On completing his jumps course Derek who had now taken the nickname Benny, in the spirit of the Army way, said: “I am Airborne.”

In 1969, Benny joined his Regiment the 3rd Carabiniers, which in 1971 amalgamated with a very famous Scottish Regiment the Royal Scots Greys to become the Royal Scots Dragoon Guards.

The merging of the two units was fine by Benny he said: “Many amalgamations don’t work out well but ours did the two groups of soldiers fitted together well”.

In 1973 Benny was on the move this time to the Parachute Squadron, Royal Armoured Corps. He served as a Para from January 1973 until the Squadron held its final disbandment parade on 12 February 1976. During his time with the Paras he was involved in Armed Reconnaissance.

From 1969 until 1975, the squadron undertook several operational tours in Northern Ireland which Benny was involved in, backing up the Infantry as they conducted house searches.

In 1973 with the Parachute Squadron Royal Armoured Corps. Benny did one tour of Northern Ireland. This was when Benny was involved in an RPG attack during Cordon and Search, supporting the Infantry.

Benny recalls the near miss with the RPG 7: “I have had a few near misses over the years in the Army. In Ireland during a search I was nearly blown up by a rocket fired by RPG-7 which was a rocket launcher amongst other things. It missed the vehicle we were in by 6 inches – we were very lucky”.

Then again with the Paras he was on the ground in Cyprus in 1974 when the Turkish invasion unfolded, serving six months as part of the UN Peacekeeping Force.

He said: “We were based in Salisbury. I loved every minute of the three years; it was the best three years of my Army career.”

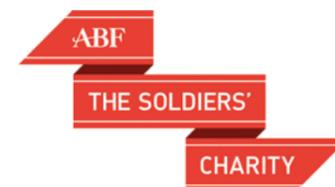
After the Squadron disbanded Benny returned to his unit the Royal Scots Dragoon Guards.

In 1989 Benny was then deployed to Israel, serving with the Multinational Force and Observers (MFO), as a Liaison Officer stationed in Tel Aviv, during the Gulf War conflict. It fell to the Liaison Officers, a Dutch Major and Benny, to try to ensure the safety of staff and any MFO personnel amid a barrage of scud attacks.

During his time in Israel he had his own flat, the smallest bedroom had tape across the windows to stop blasts coming in and when Benny was in there it was because there was a sign of danger and it was time for an NBC Kit to be put on in case there were nuclear biological chemicals being used.

One part of his military career Benny is very proud of is his time as Physical Education instructor. “I took great delight in putting the new recruits through their paces” and he adds with a cheeky smile “It was about inflicting pain through exercise though I never ever asked my recruits to do something I wouldn’t do myself.”

With thanks to

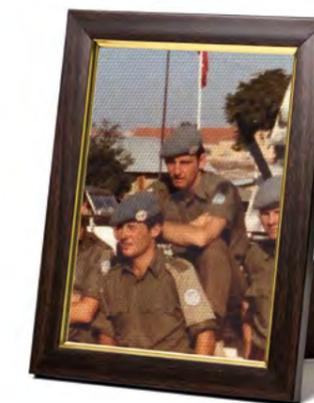


Part of the reason for leaving the Army and coming home to settle in Wales was for his two sons.

After 25 years of service, Benny left the Army in 1992, however his toughest battle was yet to come. In 2018, he suffered a severe spinal cord injury that left him paralysed. Despite the odds, Benny remains active and driven. Now in his 70s, he continues to keep fit at Erskine, training for hours each day.

Benny can’t praise Erskine highly enough

“It’s a great place to be, the staff are brilliant and they do a fantastic job. The rooms are all nice and the grounds beautiful”.





WHAT WE DO

CARE

Building from the quote our Chairman used last year, “Change is the law of life, and those who look only to the past and present are certain to miss the future” - John F. Kennedy - this year has been one of continuous change with the past being used to inform the here and now, with our vision very clearly on the future.

The Sustainable Service Review saw a reconfiguring of care services, still with that unmistakable focus on our residents. Looking to the future we knew that we will not need the number of rooms, in our care homes, as we had. During 2023 we took the difficult decision to close our Erskine Park Home, we took our time to do this to ensure the minimum disruption to residents. In February 2024, the Home closed with all residents and staff moving down to (mothballed) Ramsay House in The Erskine Home. There were changes to our care support teams, with a reduction in the size of the physiotherapy team, speech & language team, activity teams and quality improvement team. All of these were carefully considered and benchmarked against other sector colleagues. Unlike most other sector colleagues, we considered it important to retain physiotherapy, speech & language therapy, podiatry, advanced nurse practitioners, quality improvement and a large activities team. These additional wraparound services make a significant contribution to making Erskine the special place that it is. We are now at the right size to ensure sustainability and quality into the future.

The Senior Sporting Games, as always, was a highlight for our residents, with the award ceremony taking place in

September. One thing is for sure, competitiveness does not diminish with age. Our residents and those of other care homes we invited to participate ‘fought’ gallantly in each of the six disciplines of the games. Residents in both Homes again enjoyed the annual visit from Pipes and Drums of 1st Battalion Scots Guard and Drums and Pipes 1st Battalion Irish Guards, who took a break from their busy Edinburgh Tattoo schedule to give private performances for our residents, and of course our residents returned the compliment by going to Edinburgh Castle to see the Tattoo, a late but hugely enjoyable night for everyone.

Of course, the Tattoo wasn’t the only place our residents ventured out to see, each year residents take the opportunity to go to a festive pantomime (oh no they don’t, I hear you cry!) and as the year goes on, they venture further afield. We were delighted again this year that some residents had the opportunity to head up to Knockhill Racing Circuit for a spin round the track before heading to Crieff Hydro for afternoon tea, there was such a buzz around this, at what, we are delighted to say, is becoming our annual ‘super car’ event – a big thanks to all the drivers of those supercars, and the organisers, who come along and support our Veterans. In terms of annual events, this year we again had the Erskine

Motorbike Meet at the Erskine Veterans Village in Bishopton. Despite the wet and windy weather that day, it stayed dry for our tour round the town of Erskine, which meant we could get the roof down in the cars that had residents leading the parade, to then be led down the drive by a resident and activity staff member on one of our adapted bikes, what a joyful sight it was. Residents always enjoy attending the annual Burns Supper, where our Chief Executive and Director of Care play active ‘roles’ and one of our Transport Team displays his prowess with the bagpipes and leads the haggis into the room; this year the event was held on the bonnie banks of Loch Lomond. Residents, cottage tenants, ERMAC members and staff all enjoy attending the annual Military Ball, an opportunity to dress in their finery and, for some, proudly display their medals recognising their service. Although it is another of those ‘late nights’ residents wouldn’t miss it, of course it is also a late night for our transport team and staff who support the residents to attend the event and arrive home safely.

Great care requires great staff to deliver it, and we have many great staff. We started off at the annual Scottish Care Awards, where our Physiotherapy Team won the Meaningful Activity category. While delighted with the award we also recognise that the residents (and

volunteers) played a significant role in this win, it was them after all that rose up to the various challenges, taking part in the Kilt Walk, embarking on virtual walks up mountains as well as virtual cycle rides to exotic places. Daily walking challenges where measurements were taken around The Erskine Home to accurately record distances travelled were part of the numerous challenges they took part in, without doubt, a whole team approach. In December the Manager of Erskine Park Home won the inaugural international Jan Dewing Scholarship for her research project in care homes. In January, two of our staff were successful in being selected for the Queen’s Nurse Development programme (Queen Victoria being the Queen who first awarded this title). In November they were awarded the prestigious title of ‘Queen’s Nurses’. With their certificates being signed by our current Queen. This year, we were delighted when three of our Senior Care Assistants completed their nurse training and have now become Registered Nurses, and, importantly, have stayed with us. On the subject of training, on completion of a national training programme, our Advanced Nurse Practitioner became the only care home nurse in Scotland who can legally assess the capacity of a resident, a helpful development in safeguarding residents and their treatment plans.

In 2019 we were fortunate to be granted a substantial grant to convert Yarrow House Garden into a multi-functional, multi-ability garden, suitable for people living with dementia to enjoy at their own pace. Unfortunately, due to the pandemic, this saw a significant delay in coming to fruition. However, we were thrilled that, in late summer, we were able to officially open the garden for residents to use. Never ending paths with limited gradients, benches to rest and relax along the paths as well as a multi-function, all weather area are now in place. While we are still aiming to add more features in the coming years, what we have now is a wonderful, safe and enjoyable space for residents, their relatives and staff to use.

Her Majesty Queen Elizabeth II bust was presented to Erskine by the Rangers

Supporters Erskine Appeal following its unveiling by RSEA President, Gordon Smith, at the Erskine Military Ball on 6 Oct 2023. The RSEA also donated a memorial at Erskine Park Home to remember the residents we lost during COVID. The residents and staff chose to have a family of stags commissioned as a reminder of those lost.

For International Nurses Day in May we held our Registered Nurse/Senior Care Assistant conference in the Bunker. This was an opportunity for staff to hear from a number of guest and internal speakers on relevant topics to enhance and refresh their knowledge. This year we also held a Care Assistant conference where delegates heard from a wide variety of speakers on topics directly relevant to their day to day practice. At both conferences we had a session on wellbeing where we took time to remind staff that their wellbeing was also important.

This year we took the decision to replace all of our beds, the beds had done us

well but were now starting to look their age. The replacement process took place from late September into October. The process went so well that some residents didn’t realise it was happening until they returned to their rooms to find a brand new bed waiting for them.

We were thrilled when, following an unannounced inspection by the Care Inspectorate in November, The Erskine Home was awarded grade five (very good) across all five Key Questions of the inspection framework. Of particular note was the recognition that all our services worked well together, wrapped around our residents, to support them to live as fulfilling a life as possible.

Of great relevance for us, is to note that without the support of our many and varied supporters (great and small) much of what has been described would not be possible. The Care Directorate team would like to acknowledge and say a massive thank you to everyone for their wonderful support.

“Great care requires great staff to deliver it, and we have many great staff. We started off at the annual Scottish Care Awards, where our Physiotherapy Team won the Meaningful Activity category.”



Above: Providing first class care to Veterans and their spouses



Above: The new Yarrow House Gardens



Albert Lamond Navy

Posted on HMS Rowley, Albert lived through the horror of DDay and reflects on what he witnessed.

Albert Lamond was born in 1925 in the East End of Glasgow. One of few remaining DDay Veterans, his mind often wanders back to the events of June 6, 1944, which he watched from the sea as the battle raged on the beaches of Normandy – an event which marked the beginning of the liberation of Western Europe from Nazi occupation and would stay in his mind forever.

Having joined the Royal Navy in 1943, Albert was just 18 years old and serving as a signalman on the HMS Rowley, as part of the 3rd Escort Group, when it was designated to rendezvous with the HMS Warspite as it travelled to Normandy.

The HMS Rowley's role was to circle the Warspite whilst she was shelling German positions. Albert and his crew were constantly watching for U-Boats looking to torpedo the warship, acting as a first line of defence as the Allies launched their assault on sea, land, and air. As signalman, Albert was on the lookout from the bridge throughout the battle, with no cover to defend him. The horrors that he witnessed have lived with him ever since.

He said: *"D-Day was something different. It is still very difficult to talk about. It wasn't very nice – you could say that. We could see all the men trying to get ashore, not knowing what was waiting for them. All we could do was watch, hoping to defend as many of them as we possibly could. We understood the importance of what we were doing and why we had to do it. But it didn't make it any better."*

"It lives with you forever, but it doesn't get any easier. I went back to Normandy a few years ago, that was difficult but also a real honour. Realistically, there can't be many of us left. When I looked out at the beaches, I thought to myself, how many of us are still here? Did all those men see the war through? Did anything happen to my crew after D-Day? I wonder what direction

their lives took. They are constantly on my mind, not just on Remembrance Day, but every single day."

A celebrated career in the Royal Navy saw Albert awarded many medals from his years of service, some of which include:

- The Arctic Star, which commemorated the Arctic Convoys that sailed from North Russia.
- The Pacific Star, awarded for operational service in Malaya, Singapore, China, Hong Kong or Sumatra between 8 December 1941 and 2 September 1945.
- The Atlantic Star, awarded for operational service in the Atlantic and home waters between 3 September 1939 and 8 May 1945.
- The Légion d'honneur, awarded by the French government to D-Day veterans, as a way of honouring and thanking those who fought and risked their lives to secure France's liberation during the Second World War.

When Albert left the Navy in the years following WWII, he took a month off before getting a job on the railway. He worked in the Polmadie engine rooms and thought he would "see how it goes", however ended up retiring some 40 years later as a railway driver.

He initially attended the Erskine Reid Macewen Activity Centre before moving into The Erskine Home, set within Erskine's Veterans' Village earlier this year.

Albert added: *"The work that Erskine does for so many Veterans is amazing. Without Erskine, many Veterans would struggle either post-service or in later life. I cannot speak highly enough of what they have done for me."*

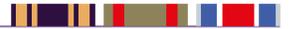


Albert appreciates the difference Erskine makes:
"They have provided me with a level of care that is second to none and given me the opportunity to make friends and meet people who have shared similar experiences. They truly support our Veterans, regardless of age and background, and I would encourage anyone to support them if they can".

 **12%**
OF OUR RESIDENTS SERVED IN THE ROYAL NAVY



"IT LIVES WITH YOU FOREVER, BUT IT DOESN'T GET ANY EASIER"



WHAT WE DO

ACCOMMODATION

Support

We continue to support the care delivery to both homes and houses and, although the numbers have reduced, the demands are still high and we continue to work in tandem with our care colleagues to deliver an excellent support service to all of our residents. We help to ensure they work safely and in line with all relevant legislation in a warm, welcoming and secure environment.

Our Catering department received another excellent Environmental Health report and regularly review the menu to ensure each meal is of the highest standard and served in a way that meets individual resident's needs. They meet regularly with residents and relatives to gain feedback and review the needs of the residents, with no request being too difficult.

Our Housekeeping department ensure that the Homes are kept as clean as possible and we adhere to the strictest of infection control standards at all times. The laundry service ensures that all linen, towels and residents belongings are laundered and returned within 24 hours.

Our transport and porter service ensure resident outings are safe, enjoyable and on time to help provide the best

experience possible for our Veterans. They ensure the smooth delivery of meals to residents and the safe disposal of all waste types across the Homes.

Our hairdressing team continue to ensure our residents look their best whether it be for a visit, an outing or a regular day in their Home.

Erskine Accommodation

Our 44 cottages provide a mixture of one, two and three bedroom independent living homes for Veterans and their families. We carried out upgrades to two cottages which had been vacated, sadly, one resident passed away and the other moved into the Erskine care home for long term care. These upgrades ensure the accommodation remains at the highest standards for the Veterans moving in.

Our five assisted living apartments continue to provide an independent living environment within the footprint of the Erskine Home, thus providing additional support and security for the Veterans living there.

Our 23 Transitional Supported Accommodation (TSA) apartments allow younger Veterans the opportunity to live in the apartments and obtain bespoke support packages for up to two years after they transition from the forces. The needs of the Veterans within the accommodation are constantly changing and the team must remain flexible and adaptable to meet those needs. To enhance the service we recruited an Outreach Support Assistant to promote good community spirit and an inclusive environment within the accommodation. The post-holder will also continue to support the Veterans with tenancy sustainment, life skills, budgeting etc when they move into their own tenancy.



THIS YEAR WE PROVIDED



ENSUITE ROOMS ACROSS TWO HOMES IN BISHOPTON AND EDINBURGH.



Top Left: Our wonderful Housekeeping staff work tirelessly in the laundry

Top Right: Our chef looks after our residents with a delicious menu daily

Middle Centre: Erskine Reid Macewen Activity Centre and Transitional Supported Accommodation buildings

Bottom Left: One of our bedrooms in the Erskine Home

Bottom Right: Children enjoy the Erskine Veterans Village Tour



**“SERVING IN THE RAF
WERE THE HAPPIEST
YEARS OF MY LIFE”**



William Turner RAF

William had fantastic memories of his time in the military which saw him based in Germany as a Clerk to the Commander in Chief’s Office.

William Turner was born in Greenock, Inverclyde on 2nd August 1960. As he grew up William aspired to join the forces.

At the age of 17 in 1977 he signed up for the RAF. There began the happiest years of his life as he enjoyed 28 years of service which saw him being promoted to Sergeant Support Command.

Bill was based in the RAF HQ in Berlin where he was a Clerk to the Commander in Chief’s office as part of The British Commanders’-in-Chief Mission to the Soviet Forces in Germany (BRIXMIS), until the eve of the reunification of Germany in 1990.

As part of the 31 members – 11 officers and no more than 20 others – appointed to each mission. These liaison staff were issued passes allowing freedom of travel and circulation, with the exception of certain restricted areas, within each other’s zone. Such “tours”, as they became known, were conducted in uniform and in clearly identifiable vehicles.

Bill can remember being at the Glienicke Bridge where exchange of prisoners took place. The bridge was the only crossing between the East and West that was under Soviet control, not East German control. Famous as the site of many Soviet/American spy exchanges throughout the Cold war.

Bill was actually in London when BRIXMIS was disbanded and is not shy of saying it brought him much sadness as his work in Berlin was extremely important to him.

Next Bill headed to the Ministry of Defence in London as a Civil Servant. He travelled from his home in Farnborough,

Hampshire to London every day, for 16 years before retiring and moving to Newport in Gwent.

He later came to live in Yarrow House in The Erskine Home in Bishopton.

He has fantastic memories of his military life which included visiting Spandau Prison while Hess was still a prisoner (Spandau Prison was a former military prison located in the Spandau borough of West Berlin (present-day Berlin, Germany). Built in 1876, it became a proto-concentration camp under Nazi Germany. After the Second World War, it held seven top Nazi leaders convicted in the Nuremberg trials. After the death of its last prisoner, Rudolf Hess, in August 1987, the prison was demolished and replaced by a shopping centre for the British forces stationed in Germany to prevent it from becoming a neo-Nazi shrine).

Bill remembers the prison as being incredibly eerie.

Another memory is of visiting the Death Camps whilst in the RAF, four of them, and with his fellow RAF servicemen in uniform saluting the people who perished there.

Bill loves his trips out. He loves football, walks down by the Clyde, concerts and he recently had the pleasure of opening the new Yarrow garden. His room is filled with mementoes of his life during which he travelled all over the world with fantastic people.

With thanks to



**Of Erskine and the staff
William says:**

“I wouldn’t be here without Erskine and the fantastic staff. I cannot thank them enough for taking care of me so well”

 **22%**
**OF OUR RESIDENTS
SERVED IN THE RAF**





WHAT WE DO

COMMUNITY

The Erskine Reid Macewen Activity Centre (ERMAC) aims to enhance the quality of life and wellbeing of Veterans in the community, providing the opportunity to engage with people who have shared experiences and history, learn new skills, explore a number of interests and access support services



Above: Jim McGoran next to his Clyde Connections exhibits

A Year of Growth, Creativity, and Wellbeing at ERMAC

Each week, around 250 Veterans attend the ERMAC, immersing themselves in a vibrant schedule of free classes and sessions. These opportunities wouldn't be possible without the right equipment and materials—ensuring Veterans can fully engage, learn, and thrive. Thanks to the generous £10,000 grant from the National Lottery Awards for All programme, Veterans have been able to explore new skills, express creativity, stay active, connect with nature, access therapy, and experience moments of peace. The benefits of these activities extend far beyond the Centre, enriching their overall well-being.

Art & Creativity: A Canvas for Expression

With paints, pastels, and pencils in hand, Veterans in the art room transform blank canvases into stunning works of art under the guidance of our skilled tutors. The room exudes a palpable sense of calm, as focused faces reflect the mindfulness of dipping a brush in water or shaping a piece of clay. Many had never pursued art before, yet they now find deep meaning, pride, and joy in their creations.

This passion was showcased in December 2023, when Erskine partnered with the iconic Kelvingrove Museum in Glasgow to exhibit artwork by 16 ERMAC Veterans. Clyde Connections ran until

April 2024, featuring a diverse range of pieces—from stonework to mosaics. Jim McGoran proudly contributed models of the Finnieston Crane and the cargo ship Rangitane, not only is Jim a Veteran and member of ERMAC but he is also part of the ERMAC Members Committee: *“You can see just by the artwork on display that there is real talent among the Veterans at Erskine. I never thought I'd have my work exhibited in a place like this. It's given me a new lease of life and a passion to explore further.”*

Woodwork: Crafting with Purpose

Thanks to National Lottery Awards for All funding, ERMAC's popular woodwork workshop continues to thrive. Veterans take a simple piece of wood and—through patience, skill, and craftsmanship—create something truly beautiful. Since opening seven years ago, this workshop has remained a cornerstone of ERMAC, fostering creativity, confidence, and community.

Women's Wellbeing: A Space for Support & Connection

With support from the Veterans' Foundation, ERMAC now hosts twice-monthly Women's Wellbeing sessions, providing female Veterans, spouses, and carers with a safe, supportive space to connect, share, and grow. The sessions feature a variety of activities, including: art & crafts, crocheting, beauty & holistic

therapy, line dancing, women's gym sessions, genealogy & day trips as well as helping to organise centre events like Remembrance and the Christmas Fayre. Feedback has been overwhelmingly positive, with 100% of participants reporting improved health and well-being: *“Having somewhere to go encourages me to come out.”*

“The group has helped me come out of my shell—I've made great friendships.”

Dedicated Staff: The Heart of ERMAC

The National Lottery Community Fund has also enabled us to fund the salaries of three core staff members—Evonne, Anne and Samantha—who go above and beyond to make ERMAC the welcoming and supportive place it is.

Throughout 2024, they have organised outdoor activities to support positive mental health. In Spring, Veterans participated in Plant Listening sessions, using foraging and tracking techniques to connect with nature. On July 4th, an American-themed barbecue brought Veterans together—despite the pouring rain, spirits remained high with live country music!

The Power of Nature: Community Garden & Forest Week

A £5,000 donation from the B&Q Foundation helped develop the Veterans' Community Garden, transforming unused

28-99 AGE RANGE OF MEMBERS

50 SESSIONS PER WEEK

250 ACTIVE MEMBERS

land into a flourishing allotment. Veterans have enjoyed planting and tending to flowers, plants, and vegetables—boosting confidence, reducing isolation, and enhancing their quality of life.

In September, 25 Veterans took part in Forest Week, hosted by Treeline. Sessions focused on outdoor skills and mental restoration, featuring: Shelter building & wood chopping, campfire cooking, mindful tea drinking, outdoor art classes. Veterans also visited Ardgowan Estate for a foraging workshop, even sampling nettle cookies—a unique new experience!

Bringing Veterans Together: Community & Celebration

Anne launched the Saturday Brunch Club to support Veterans who might otherwise be alone on weekends. The initiative quickly became a favourite, bringing Veterans together for food, friendship, and conversation.

Music has also played a key role in community life at ERMAC. Led by Evonne, the ERMAC Choir brings together 10–15 members who rehearse regularly and enjoy building their confidence. The choir look forward to performing at Erskine events.

Honouring the past is at the heart of ERMAC's Remembrance & Memorial Project. Veterans, staff, and volunteers worked together to complete the war memorial on the grounds, creating a place of reflection and tribute. The site will serve as a gathering point for future Remembrance services.

Fitness: The ERMAC Gym

Former Royal Highland Fusiliers George Mackie Jr has been severely affected by PTSD, sought help elsewhere but felt unheard—until he found Morag at ERMAC. “ERMAC saved my life,” he says. A key part of his recovery has been the gym, where he trains three times a week with fellow veterans. At 26 stone, he struggled to walk or breathe, but with support from tutor Ally, he lost weight, improved his health, and gained strength. “I'd be lost without it, The gym. ERMAC, I'd be lost without it” he said.

This year ERMAC Veterans using the skiing machine in gym have skied the equivalent of over 350,000 miles, a

phenomenal distance! They also rowed the equivalent of over 400,000 miles which is an incredible achievement!

All those sessions at the gym paid off for ERMAC's team at the Sporting Senior Games as they celebrated winning for the first time.

Technology: A New Journey

Navy Veteran, Jim McMaster, started coming to ERMAC almost four years ago when his wife passed away. He started by attending the IT classes. Doing this gave him the knowledge and the confidence to apply for an online Honours Degree through the Open University. He's now finished the first year of the course, studying Philosophy, Religion, and Ethics. As this course is online, it's been a completely new way of studying for him. Well done Jim!

Now Open: EVACN

Due to the success of ERMAC, our flagship activity centre here at the Erskine Veterans Village, we opened an additional centre, Erskine Veterans Activity Centre North (EVACN), with plans to open further facilities around the country.

Based in Forres, Morayshire, an area with the highest proportion of Veterans in Scotland, we started the refurbishment of the old Victoria Hotel, developing it into a welcoming home from home for our Northern Veterans. The service

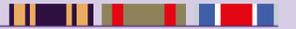
provided is still being developed and designed around the needs of it's members, of whom there are already 200! A fantastic start to the centre. We look forward to watching it develop and to opening the next of our EVACs soon.

SUPPORT AT HOME

Erskine's Board of Trustees gave approval in June 2024 to run a pilot Support at Home service for Veterans and spouses. Information about the service, which provides companionship, assistance around the home, help with errands and shopping, and ensures Veterans can attend appointments and social events, was widely circulated to multiple agencies, including presentations to local community care teams. Assessment visits to potential Service Users commenced in July 2024, initially in Renfrewshire and Inverclyde, then additionally to West Dunbartonshire and Glasgow West. Following recruitment of a small staff team, the service commenced during September 2024 and reached full capacity by November 2024, visiting 29 Service Users on a weekly basis. It is already clear that this pilot scheme has become a fundamental support mechanism for its users, confirmed by an external evaluation report, and we look forward to gradually rolling the service out across Scotland so we can support as many beneficiaries as possible.



Top: ERMAC members celebrating the opening of the Community Garden

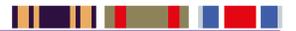


DID YOU KNOW?

YEAR IN NUMBERS

Our vision is a Scotland in which all Veterans and their families are valued and respected, and where high quality care and support enable them to maximise their potential and quality of life.





HOW WE DO IT

OUR PEOPLE

Valuing our staff

We could not deliver our fantastic services to Veterans and their families without the invaluable and unquestionable contributions of our Trustees, Employees, Supporters and Volunteers. Each member of the Erskine team adds unique value in their areas of expertise, enhancing the lives of our beneficiaries across the diverse range of services we offer.

We support our people through comprehensive training using a variety of tools and resources, on-site wellbeing and health support, favourable terms and conditions, and immense pride and gratitude for what they do. Our latest Care Inspectorate Report for the Erskine Home (Bishopton) rated leadership at Grade 5 (Very Good) and our staff team at Grade 5 (Very Good), evidencing our

embedded good practices in communication, positive relationships, training, recruitment, and teamwork throughout the organisation.

Despite recent widespread organisational change, feedback from our workforce via the staff survey has been encouraging. Our people are important to us; we CARE. Their views are important to us, and we openly and routinely welcome their feedback, ideas, and contributions on how we can continue to make Erskine a great place to work. We work in partnership with our recognised Trade Unions (Royal College of Nursing (RCN) and Unison) in all areas related to employment, welcoming dialogue in the best interests of our people and their membership. As an organisation that strives for continuous improvement, we facilitate a happy, healthy, high-performing, and dedicated workforce,



Top and Bottom: Erskine Long Service Awards for both staff and volunteers

WE HAVE 151 VOLUNTEERS

always displaying empathy and care for each other.

We have expanded and diversified our services for Veterans as well as our internal systems and processes to streamline our approach to managing our workforce using our comprehensive HR System (Dayforce) and our Volunteer system (Go Assemble). This has enabled better accessibility for rostering, requesting holidays, and the ability to access pay on demand.

We have significantly reduced our sickness, absence and turnover rates compared to previous years due to a coordinated approach between HR, management, and our in-house occupational health and wellbeing services. The case studies demonstrate the value these add for our people and the difference we, as their employer, make to their lives when they need it most.

As we stride forward into 2025, we will continue to explore opportunities to support our people even better than we do now, demonstrating our gratitude for the work they do.

Recognising our volunteers

Our volunteers continue to be the backbone of Erskine, generously giving their time and dedication to support our vital services. Throughout 2023/2024, volunteer engagement remained strong, with many committed individuals continuing to make a meaningful impact. Their unwavering support has been invaluable, ensuring we can provide the highest level of care and assistance. As we look ahead to 2024/2025, we remain committed to growing our volunteer network and welcoming new faces to join our incredible team.

The charity is governed by an independent Board of Trustees. Details can be found here: www.erskine.org.uk/about-us/our-board-and-team/board-of-trustees

HOW WE DO IT

OUR SUPPORTERS

Erskine is delighted that so many trust supporters, both long-standing and new, chose to help our Veteran community over the last twelve months. Our team works closely with many trusts, foundations, ex-Service organisations and grant-making programmes to ensure Erskine can maintain and improve our care, support and accommodation services. We are extremely thankful for their continued support.



Powered by partnership

The Army Benevolent Fund generously supported Erskine's Army beneficiaries once again with an incredible grant of £150,000. This grant helped to fund our delivery of enhanced care to Army Veterans and their spouses living at The Erskine Home, Bishopton. The Fund has been an outstanding long-term supporter of Erskine's services and we are hugely grateful.

We received other generous grants towards the vital work of our care homes. Queen Mary's Roehampton Trust gave £30,000 towards the care of War Pensioners living at both Erskine Homes. We received £9,162 from the Kilpatrick Fraser Charitable Trust to fund the refurbishment of two resident lounge areas at The Erskine Home, Bishopton. The James Weir Foundation gave £5,000 to fund aromatherapy sessions at The Erskine Home, Bishopton and the William Dawson Trust's grant of £3,000 supported our 2024 Sporting Senior Games event. We also received generous equipment grants of £4,000 from the John Wilson Robert Christie Bequest Fund and £2,094 from The Murgitroyd Foundation.

Our trust supporters were also generous towards the Erskine Reid Macewen Activity Centre (ERMAC). We received substantial year-one funding of £53,986 from the National Lottery Community Fund's Improving Lives Programme towards ERMAC salary costs. The Armed Forces Covenant Fund Trust assisted ERMAC with two generous grants - these were year-three funding of £12,500 from the Veterans' Places, Pathways and People Programme for our Veterans' Wellbeing Cafe and year-one funding of £11,936.29 from the Reaching and Supporting Programme for our One-Stop-Shop Financial Inclusion project.

ERMAC also received two kind grants from the Veterans' Foundation which were year-one funding of £10,850 for our Ears 2 Hear project and year-three

WE SUPPORT OVER

800

MEMBERS OF THE VETERAN COMMUNITY IN SCOTLAND

funding of £4,075 towards our bespoke gym. Officers' Association Scotland awarded a generous grant of £10,000 towards ERMAC salary costs. The Sainsbury's Helping Everyone Eat Better Community Grant Fund supported ERMAC cookery sessions with a donation of £3,000. We also received valuable ERMAC equipment funding of £3,000 from the Green Hall Foundation, £1,700 from the Broughton Charitable Trust and £869 from The Trades House of Glasgow Commonwealth Fund.

We also began to receive grants towards the new Erskine Veterans Activity Centre North (EVAC North) in Forres which opened in December 2024. The Scottish Veterans Fund granted £4,870 which represents year-one funding for EVAC North's One-Stop-Shop Financial Inclusion project.

While we simply cannot feature every generous supporter in detail, Erskine would also like to give special thanks to the Charles and Jane Allan Memorial Fund, The Murray Foundation, the Reo Stakis Charitable Foundation, Dr & Mrs J D Olav Kerr's Charitable Trust, The James & Jessie Shaw Charitable Trust, the John Scott Charitable Trust, the Rossie Foundation, The Scott (Eredine) Charitable Trust, The Brownlie Charitable Trust, The Aberbrothock Skea Trust, The Netherton Charitable Trust, The Meikle Foundation, Miss I F Harvey's Charitable Trust and the G C Gibson Charitable Trust.



HOW WE DO IT

OUR SUPPORTERS

Support from our community

Erskine supporters took part in a variety of events across the year, from cold water swims to race nights. We are so grateful for all our wonderful supporters.

In October, sisters Laura Russell and Lesley Bartlett were invited to visit the Erskine Home to see the newly opened Yarrow House garden. Their father, Ian McMillan, had been a resident in Yarrow House and loved spending time in the grounds, but sadly, he passed away before the garden's renovation was completed.

As they walked through the garden, they were met with an unexpected and heartfelt surprise. To the sound of a piper, they were guided toward a covered object, where they were joined by Rangers Chairman John Gilligan and former Airdrie Chairman, as well as a close family friend, Bobby Watson. In an emotional moment, a memorial bench was unveiled in honour of their late father—Scotland, Rangers, and Airdrie legend Ian “*The Wee Prime Minister*” McMillan. The bench was generously donated by the Rangers Supporters Erskine Appeal (RSEA).

Tom Clark, Secretary of the RSEA, spoke fondly of Ian: “*Ian was a true gentleman, a terrific Ranger, and also one of the nicest men you could ever meet. A very soft-spoken, old-fashioned gent—a lovely man.*”

Ian's daughter, Lesley, was deeply moved by the gesture: “*It's a wonderful surprise—we had no idea this was happening today. Dad would have been so proud. It's lovely that he is remembered.*”

This thoughtful donation from the RSEA is in addition to their generous contribution of £1,500, which helped purchase plants for the garden's transformation.

Another dedicated fundraiser, Anne Keatings, has supported Erskine for many years. Her father was cared for at the old hospital, and she was so moved by the care he received that she committed to raising funds annually. In October 2023, her fundraiser shattered previous records, raising an incredible £2,656.62—bringing her total

contributions to over £13,000. Anne's drive and passion are contagious, and we salute her for her unwavering support.

Equally inspiring is the SMT Claymore Club, a remarkable fundraising group that has supported Erskine for many years. Through sponsored cycles, freezing cold swims in the River Forth, raffles, race nights, and countless other fundraising efforts, they have raised over £120,000 for our Veterans. Their dedication and generosity are truly extraordinary.

Events

With another very successful and exceptional year within Events, we would like to thank all our Supporters, Corporate Sponsors, Donors, and Volunteers. With all your support and dedication, we were able to deliver a wide range of remarkable events for everyone. As usual we had our premier fundraising event ‘Erskine Military Ball’ at Doubletree by Hilton in Glasgow. Leading onto a very successful 2024, starting with the Burns Supper & Ceilidh which was set in the beautiful iconic setting within Cameron House. We were very proud to have been chosen for the Charity Partner again at the Ideal Home Show as well as delivering another nostalgic Bike Meet in the heart of the Erskine Veterans Charity grounds. The Sounds of Stirling Castle was a magical musical evening working in partnership with the Argyll and Sutherland

Highlanders Regimental Museum with musical delights from our ambassadors Kirsten Orsborn and Gary Innes as well as music from Mànran. For the first time we had under the Castle Roof all together the Band of the Royal Regiment of Scotland, the Band of the Royal Airforce and the Drums and Dancers of Queen Victoria School.

Campaigns

In November 2023, our Remembrance Appeal, told the story of Jessie Ellingham, in this we included purple Stars for the Brave, one for your Christmas Tree and one to return to us with your personal messages for the Veterans, spouses and staff. These heartfelt notes adorned Erskine's halls, bringing warmth and joy to everyone who read them.

Our Spring 2024 Direct Appeal commemorated the 80th anniversary of the D-Day Landings through Albert Lamond's account of Operation Neptune, the largest seaborne invasion in history. This appeal highlighted the courage of those involved, with many supporters generously dedicating donations to loved ones. Throughout the year, we've kept you informed of our progress through newsletters, offering glimpses into life at Erskine. We hope these updates have allowed you to see how your support makes a difference for those in our care. Thank you for your continued support and for helping us honour our heroes.

Below: Dancing in full swing at the Erskine Burns Super



HOW WE DO IT

THANK YOU

We are so grateful to the 39,346 supporters who have helped us achieve so much this year. We continue to be humbled by the dedication of those who support our Veterans, honouring their service by standing with them in their time of need.

As we approach our 110th birthday in 2026, Erskine Veterans Charity continues to evolve, ensuring our services meet the changing needs of Scotland's Veteran communities. This progress comes with challenges, and fundraising remains

crucial. Nearly half of our supporters give by direct debit, providing a stable, long-term income that allows us to plan future services with confidence.

While we cannot list every supporter

here, we extend our heartfelt thanks to each and every one of you. Below, we acknowledge some of our valued funding partners and long-term supporters, whose generosity makes such an incredible impact

- ABF The Soldiers' Charity
- Alex Maitland
- American Friends of Erskine
- Armed Forces Covenant Fund Trust
- BAE Systems Maritime - Naval Ships
- Bighearted Scotland
- Bill Bain
- Bill Mckechnie
- Blue Light Card Foundation
- Bowls Scotland
- Bristow Helicopters Ltd
- Broughton Charitable Trust
- Bryan Warren
- Bunzl Cleaning & Hygiene Supplies
- Calderbank Churchman's Temperance Association
- Cambuslang Royal Arch Lodge No 114
- Cambusnethan Miners' Welfare Charitable Society
- Campsie Bowling Club
- Celtic FC
- Christopher F Reekie
- Co-operative Group - Food
- Customers of Harry's Café
- David Clarke
- DF Promotions
- Dr & Mrs J D Olav Kerr's Charitable Trust
- Drumchapel Friends of the Somme
- Duncan MacCuish
- Eastfield Bowling Club
- Eileen Robson
- Erskine Bikers Community
- Erskine Golf Club Ltd
- Fiona M Rutherford
- Fifab
- Garrowhill Bowling Club - Ladies Section
- Giovanna Di Tano
- Gladys Mackie
- Glentyan Chapter OES 422
- Govan Friends of the Somme
- Green Hall Foundation
- Hawthorn Bowling Club
- Hayston Golf Club
- Hugh Cameron
- Ideal Home Show
- J S Hodge
- James Urquhart
- James Weir Foundation
- John Baillie
- John Ewen
- John Scott Charitable Trust
- John Wilson Robert Christie Bequest Fund
- Largs RSC
- Lanzarote Loyal
- Lodge Govan District No 42
- M Russell
- MacTaggart Scott & Co Ltd
- Media 10 Limited
- Maggies Yarn Buddies
- Miss I F Harvey's Charitable Trust
- Miss M B Reekie's Charitable Trust
- Mr & Mrs JMB Trust
- Mrs Anne Keatings
- Mrs M H McMillan's Charitable Trust
- National Lottery Awards for All Scotland
- National Lottery Community Fund
- National Lottery Heritage Fund
- Newmains RSC
- Officers' Association Scotland
- Partick Bowling Club
- Peter Menzies
- Prestwick St Cuthbert Golf Club
- Queen Mary's Roehampton Trust
- Queen Victoria School
- Rangers Supporters Erskine Appeal
- Reo Stakis Charitable Foundation
- Robert Davie
- Rossie Foundation
- Row Fogo Charitable Trust
- Sainsbury's Helping Everyone Eat Better Community Grant Fund
- Sandbank Social Club
- Scottish Power
- Scottish Veterans Fund
- Shanks Bowling Club - Barrhead
- ShareGift-The Orr Mackintosh Foundation
- SMT Claymore Club
- Tesco Community Grants
- The Aberbrothock Skea Trust
- The Batchworth Trust
- The BFBS Big Salute
- The Bomber Command Association
- The Brownlie Charitable Trust
- The Charles & Jane Allan Memorial Fund
- The G C Gibson Charitable Trust
- The Glasgow Academical London Section
- The Highland Club
- The Hospital Saturday Fund
- The Incorporation of Weavers of Glasgow
- The J Murray Napier Fund
- The James & Jessie Shaw Charitable Trust
- The Jonathan Cartmell Miller Charitable Trust
- The Kells Trust
- The Kiltwalk & The Hunter Foundation
- The Meikle Foundation
- The Murgitroyd Foundation
- The Murray Foundation
- The Netherton Charitable Trust
- The Railway Bears
- The Robertson Trust
- The Royal Navy and Royal Marines Charity and Greenwich Hospital
- The Santon Group
- The Schuh Trust
- The Scott (Eredine) Charitable Trust
- The Trades House of Glasgow Commonweal Fund
- Tracey Reddy
- Veterans' Foundation
- Vintage Malt Whisky Co Ltd
- Western District Lodges Association
- William Dawson Trust
- Wooden Touch Joinery Ltd





HOW WE DO IT

LEAVE A LEGACY

This past year has been another successful one for legacy gifts at Erskine, with around half of our voluntary income coming from Gifts in Wills. Legacies come in all forms, from small to large, and even some more unusual ones. Sarah Morgan, our Legacy Manager, has handled a wide range of gifts, and each one is equally valued.

We are incredibly grateful to everyone who chooses to include Erskine in their Will. Your support makes a real difference, and we would like to take this opportunity to thank you. The majority of our gifts come from long term supporters who sadly didn't let us know of their intentions, so we couldn't thank them before the gift has come to light. Please get in touch if you have left a gift so we can say thank you properly.

Legacies are at the heart of our funding and help secure Erskine's future. Thanks to these generous gifts, we're able to provide better nursing care, specialist medical equipment, speech therapy, physiotherapy to improve mobility, and a variety of social activities. Without legacies, we wouldn't be able to offer this extra support, and life for our Veterans would be very different.

Erskine continues to be one of the leading charities in Scotland for gifts in Wills, and is consistently in the top 3, despite growing competition from other charities keen to increase legacy income.

One of our legacy pledgers said "I have chosen to leave a gift in my Will because I know that Erskine will use it effectively and I want to leave a more substantial gift than I can during my lifetime. I sleep easily knowing they will carry out my wishes, and having Sarah as a consistent point of contact means I know exactly who will make sure that happens. She made the whole process so easy, from visiting the home in Bishopton where she showed me how my gift will be used, to writing my Will, she was able to guide me through."

Erskine's partnership with The National Free Wills Network allows supporters to



write a simple Will for free using a solicitor of their own choice, allowing complete autonomy over their wishes. There is no obligation to leave a gift to Erskine when using this service, but we would be so grateful to anyone who does.

If you would like any more information about Gifts in Wills, or to have a confidential chat about how your donation would be used, please call our Legacy Manager Sarah Morgan on **0141 814 4520** sarah.morgan@erskine.org.uk. who will be delighted to answer any questions.



Watch our One Day campaign



SCAN ME



HOW WE DO IT

FINANCIAL STEWARDSHIP

Thanks to our kind supporters, Erskine's total fundraised income during the year was £11.6m (an increase of £1.6m compared to the previous year). Donation income and legacy income both increased and our charity is truly grateful for this generosity.

As a charity, Erskine continues to rely heavily upon fundraised income to fund our vital services. Due to rising costs and a difficult financial climate, we were required to draw £2.6m from reserves to fund our activities during the year 2023/24.

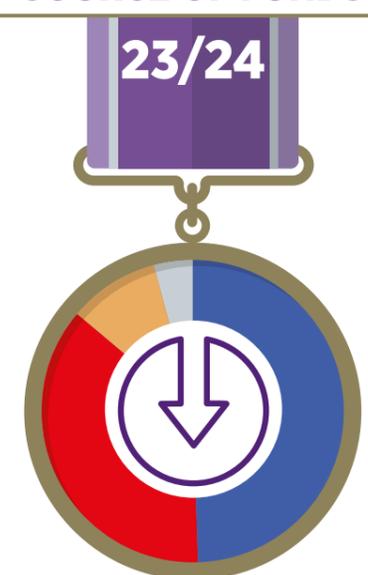
The implementation of our long-term financial planning, including a Sustainable Service Review, has now begun to move us towards a more sustainable financial position in 2023/24, reducing our dependence on finite reserves. Against a backdrop of significant shifts in Veteran demographics anticipated in the next six years, together with enduring challenges in securing the necessary levels of care staff, we were required to reduce the scale of our care home services.

However, due to our effective management of costs and with net fundraising income exceeding target, the deficit attributable to continuing charitable operations was £1.1m (£2.2m lower than forecast). Our long-term financial plan includes an aim to bring the operating deficit to a sustainable level by the end of the 2025/26 year, and during this year we have progressed significantly towards this aim.

Erskine produces annual financial statements in accordance with UK Financial Reporting Standards and the UK Charities SORP, which are audited by Azets Audit Services. For our most recent financial statements, visit

www.erskine.org.uk/about-us/annual-review-and-accounts

SOURCE OF FUNDS



Charitable Activities	£13.4m
Donations and Legacy	£11.6m
Other Income	£0.2m
Investments	£2.2m
Total	£27.4m

USE OF FUNDS



Charitable Activities	£24.5m
Fundraising and Donor Acquisition	£3.2m
Marketing & Communications	£0.5m
Investments	£0.3m
Total	£28.5m

WE NEED TO RAISE



£10m ANNUALLY

FOR EVERY £1 WE SPEND



13p IS SPENT ON FUNDRAISING

87p IS SPENT ON SERVICES TO SUPPORT VETERANS



ERSKINE

Veterans Charity

The Erskine Home

Erskine Veterans Village, Bishopton,
Renfrewshire, PA7 5PU

Tel: 0141 812 1100

Erskine Edinburgh Home

468 Gilmerton Road, Edinburgh, EH17 7SA

Tel: 0131 672 2558

Erskine Veterans Activity Centre - West

Bishopton, Renfrewshire, PA7 5PU

Tel: 0141 814 4534

Erskine Veterans Activity Centre - North

The Victoria Hotel (former), 1 Tytler Street, Forres, IV36 1EL

Tel: 07788243391

Email: enquiries@erskine.org.uk

Website: erskine.org.uk

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