



Association of NATO/ACE Retired Civilian Personnel  
Association du Personnel Civil Retraité OTAN/ACE

## **BULLETIN No 1 Spring 2019**

**Dear Member,**

The primary purpose of this Bulletin is to detail the resumes for the ANARCP Executive Committee and to announce our Annual General Assembly to be held on 22 May 2019. You are cordially invited to attend our Annual General Assembly where an update on our activities will be provided.

### **PERSONNEL**

It is with sadness that we announce the deaths of the following members:

12 Mrs Ernestine BACON-JEANNE  
1689 Mr Johannes Baptist VAN HEIJST  
780 Mr Peter KEAM  
485 Mr Willem SEP

We express our sincere condolences to their families and friends.

### **NEW MEMBERS**

We welcome following new members to our Association:

1703 Mr Gerardus JCJ RIENTIES  
1704 Mrs Ghislaine DE JONGHE  
1705 Mrs Karen BISHOP  
1706 Mrs Danielle MARTENS  
1707 Mrs Sylvia Claziena Lidwina LIGTVOET

### **NOMINATIONS FOR THE ANARCP EXECUTIVE COMMITTEE**

There are two nominees for the two positions that will be vacated on the ANARCP Executive Committee with effect from after the AGA on 22 May 2019. There will therefore be no requirement for an election. The résumés for the two nominees are at Annex A.

### **ANNUAL DINNER ON TUESDAY 21 MAY 2019 AND ANNUAL GENERAL ASSEMBLY (AGA) WEDNESDAY 22 May 2019**

Please see **Annex B. Please note the deadline for registering for the Dinner and AGA is 1 May 2019.**

## **REPLIES**

For all communication relating to this Bulletin, please reply to:

Email: [laurie.daykin@gmail.com](mailto:laurie.daykin@gmail.com)

Or Post:

ANARCP Secretary  
HRM Branch  
Human Resources Management Directorate  
B-7010 - SHAPE Belgium

## **FINANCES**

The Financial Statements for 2018 and the Budget for 2019 are at Annex C.

## **WEBSITE**

The ANARCP website is live. The website link is:

[www.anarcp.org](http://www.anarcp.org)

There is a restricted part for members.

Login:

Username : **anarcp**

Password :: **Iamretired** (first character upper case)

With warmest regards

For the Executive Committee



Peter Ludford  
Chairman

## **Annexes:**

- A Resumes for Joergen Moeller and Rik Loeckx
- B Annual General Assembly: Information and Attendance.
- C Financial Statements

## **Attachment:**

Draft AGA Agenda 22 May 2019

**RÉSUMÉS OF THE NOMINEES FOR THE TWO POSITIONS ON THE ANARCP  
EXCOM**

**JOERGEN MOELLER**

My name is Joergen Moeller, I am 73 years old and retired from NATO in 2004, in connection with the closure of JHQ NORTHEAST. I am Danish of nationally, but living in England.

After 8 years, in The Royal Danish Airforce, and 4 years with The European Space Agency, I was employed by NATO in 1974. From 1974 to 1984 I was with in ACE ComSec. SHAPE. In 1984, I moved to HQ Pretreavie Castle, in Scotland, a part of HQ Northwood, and was there to the HQ's closure in 1995.

During my time with HQ Northwood, I held the position of Chairman of the NATO Civilian Staff Association for some years, but resigned for personal reasons.

In connection with the closure HQ Pretreavie Castle, as a redundant staff, I was offered a position, at HQ NORTHEAST Karup Denmark, and was there until 2004 when I retired in connection with this HQ's closure.

During my time at HQ NORTHEAST, I was member of the Civilian Staff Association Committee, where I served as Treasure for many years.

Even, after my retirement, although I have not been a retired staff Nat. Rep. or a retired staff committee member, I have always shown interest in the Staff Associations work, and have taken part each year in the annual General Assembly, for my own cost.

I am very interested in joining the committee, and think it is worth fight for our invested right, and with this in mind our ALLIANZ insurance. As a widower, I have the time, and believe, that I can contribute something to our association.

## **RIK LOECKX**

My name is Rik Loeckx, and I retired from NATO at the age of 65 on 31 December 2015.

The previous twenty years or so I was the Civilian Human Resources Manager (or Civilian Personnel Officer as it was called before), responsible for the larger part of the civilian workforce located at SHAPE and the former NATO Programming Centre (in Glons). The personnel I looked after with my team included the NATO International Civilians (NIC), the Local Wage Rate (LWR) staff, the personnel employed for the General Services of the SHAPE International School (SIS), and we also exercised administrative overview for the Local Wage Scale (LWS) staff.

In my capacity as Civilian HRM I represented the SHAPE-located NICs at the NATO Administrative Panel (mainly held at NATO HQ in Brussels) and also – for a number of years - all the ACE/ACO NICs at the NATO Consultative Board meetings (also at NATO HQ). As part of my responsibilities I also had to represent on a number of occasions the SACEUR (being the Head of the SHAPE NATO Body) on NATO Appeals Board/Administrative Tribunal sessions.

Before my SHAPE years I was mainly working with international banks, companies and organisations.

Upon my retirement and in order to avoid potential conflicts of interest I decided to allow myself a sabbatical for a number of years.

I have in the meantime kept myself more than busy enjoying my time with our ten grandchildren on the one side and on the golf courses on the other side.

As I consider that the sabbatical has been long enough, I find myself now ready, willing and able to devote some of my time and my knowledge and experience to the benefit of the ANACRP and its distinguished members.

**DINNER TUESDAY 21 MAY 2019**  
**&**  
**ANNUAL GENERAL ASSEMBLY WEDNESDAY 22 MAY 2019**

**If possible, please send only one correspondence to cover all items by either email or hard copy post as detailed above in 'Replies'.**

**AGA Dinner: Tuesday 21 May 2019**

In the evening of 21 May 2019, the ANARCP annual dinner will take place in the SHAPE Club Dining Room (SHAPE Building 903). This is open to ANARCP members and their guests. A welcome drink will be served at 1900 hours, followed by dinner. The subsidised price is expected to be approximately 45 Euros, all included. ANARCP Member's guests will not be subsidised. Dinner cancellations cannot be accepted after 1 May 2019. **Those wishing to attend the dinner are asked to inform the ANARCP Secretary by E mail, (laurie.daykin@gmail.com) by 1 May 2019.**

**Please Provide: Last Name, First Name, Email address/address. (See top of page)**

**General Assembly: Wednesday 22 May 2019**

The Annual General Assembly (AGA) of the ANARCP will take place in the SHAPE Club Main Ballroom (Building 903) on Wednesday 22 May 2019 starting at 0900 hours. It will be preceded by coffee at 0830 hours. The draft agenda is attached but may be subject to change. Please inform the Secretary (laurie.daykin@gmail.com) of any additional item you wish to propose by 1 May 2019. **Those wishing to attend the AGA on Wednesday 22 May 2019, please provide the following information to the ANARCP Secretary by email, (laurie.daykin@gmail.com) by 1 May 2019.**

**Last Name, First Name, Email address/address. (See top of page)**

**Access to SHAPE**

If you already have a valid SHAPE Access Pass please ensure that you bring it with you when entering SHAPE. **However, those wishing to attend the Dinner and/or AGA who do not have a SHAPE Access Pass must apply through the ANARCP Secretary (laurie.daykin@gmail.com) by providing the following information for each person requiring an Access Pass. Please provide the following information:**

**Personal Information:**

**Last Name:**

**First Name:**

**Date and Place of Birth:**

**Nationality:**

**Car Information:**

**Make:**

**Type:**

**Colour:**

**Country of Registration:**

**Plate Number:**

**Private or Rental:**

**Applications for Access Passes must be received by 1 May 2019. (See top of page)**

### **Hotel Accommodation**

It is the responsibility of each ANARCP member attending to make their own hotel booking. Currently, there are sufficient rooms available at The Best Western Plus Hôtel & Aparthotel Casteau and 10 rooms have been pre-booked at the following rate: 99 € /room/night, with breakfast (89 € without) single occupancy. To obtain one of these rooms please use the words ‘ANARCP AGA 2019 Reference: 248952’ at the time of booking, and request a reservation number. It is first come first served and these rooms will only remain available until 31 March 2019. The Best Western Plus Hôtel & Aparthotel Casteau address is 38 Chaussée de Bruxelles, B-7061 Casteau, email: [info@hotelcasteauresortmons.be](mailto:info@hotelcasteauresortmons.be), or [info@casteauresort.be](mailto:info@casteauresort.be) website: [www.casteauresort.be](http://www.casteauresort.be), Telephone: +32 65320400. The ANARCP accepts no responsibility for hotel reservations.

## FINANCIAL STATEMENTS

**ANARCP****TREASURER'S REPORT 2018.**

all amounts in Euro

**TOTAL ASSETS**

|              |            |
|--------------|------------|
| Per end 2017 | 116.919,47 |
| Per end 2018 | 128.740,32 |

-----  
+ 11.820,85

For the last 20 years, the total assets went from 21.600 € to 128.740 € i.e. an average yearly increase of 5.102 €

**INCOME*****SUBSCRIPTIONS***

|         |   |
|---------|---|
| In 2017 | 13.050 € (4.664,80 + 8.385 € received in December 2016) |
| In 2018 | 17.284 €  |

-----  
+ 4.234 € (in 2018 the contribution was increased to 20 €)

The amount of automatic deductions made by the NATO Pension Unit is 12.660 €

As of 31 December 2018 we had 1.164 active members among which 278 Life members.

***BANK INTERESTS***

|         |  |
|---------|--|
| In 2017 | 97,88 € (interests + fidelity premium) |
| In 2018 | 92,45 € (interests + fidelity premium) |

-----  
- 5,43 €

As from the 1<sup>st</sup> of January 2018 the interest rate on the saving account for associations is 0,10 % per cent.

**EXPENDITURES*****POSTAGE***

|         |          |
|---------|----------|
| In 2017 | 110,11 € |
| In 2018 | 14,25 €  |

-----  
- 95,86 €

Many of our members do not have an e-mail. Postal mail remains the only mean of written communication.

***STATIONARY + ADP ALLOWANCE***

|         |          |
|---------|----------|
| In 2017 | 700,00 € |
| In 2018 | 700,00 € |

-----  
0,00 €

Major items are ink cartridges for printers. The amount for 2018 consists of the computer allocation for the members of the Exec. Committee.

**WEB SITE**

|         |          |
|---------|----------|
| In 2017 | 73,81 €  |
| In 2018 | 73,81 €  |
|         | -----    |
|         | + 0,00 € |

The Web site is managed by the Dutch Representation. The amount represents the hosting and domain registration cost.

**TRAVEL**

The travel expenses (including per diem) related to official attendance of meetings are controlled and paid by SHAPE and to a lesser extent by the Confederation.

Travel expenses for 2018: 2.838 €

The amount shown under income (4.979,86 €) represents the reimbursement by the Confederation for missions undertaken by ANARCP staff on behalf of the Confederation in 2017.

**HOSPITALITY / PRESENTS**

|         |          |
|---------|----------|
| In 2017 | 50,00 €  |
| In 2017 | 0,00 €   |
|         | -----    |
|         | + 0,00 € |

The cost centre "HOSPITALITY" covers costs for meals for guests at the ANARCP

EX. COMMITTEE  
meetings.

**LOCAL ACTIVITIES NAT.REP.**

|         |            |
|---------|------------|
| In 2017 | 875,00 €   |
| In 2018 | 1.004,25 € |
|         | -----      |
|         | - 129,25 € |

This covers minor costs for social purposes. For 2018, the budget allocated was 5 € per member.

**ANNUAL GENERAL ASSEMBLY + EXECUTIVE COMMITTEE**

|                      | 2013     | 2014     | 2015     | 2016     | 2017     | 2018     |
|----------------------|----------|----------|----------|----------|----------|----------|
| Meetings total cost  | 1.790,00 | 2.027,00 | 3.120,50 | 4.315,40 | 4.867,90 | 5.037,70 |
| <b>ANNUAL DINNER</b> |          |          |          |          |          |          |
| Menu                 |          | 1.655,60 | 1.890,00 | 2.025,00 | 1.738,65 | 1.733,00 |
| Contributions        | 1.505,00 | 1.560,00 | 1.845,00 | 1.800,00 | 1.680,00 | 1.665,00 |
| Cost to ANARCP       | 150,60   | 330,00   | 180,00   | - 61,35  | 53,00    | - 145,00 |
| Number of persons    | 43       | 39       | 41       | 45       | 42       | 37       |

As from 2010, lunch is offered to the members who attend the G.A.

In 2018 the October Executive meeting took place at NATO with the members of the Confederation.

**CONCLUSION**

Our financial situation remains very safe.

Mr Robert MORIAU(former SHAPE Auditor) has accepted to perform the audit of our accounts.



**ANARCP**

**FINANCIAL STATEMENT PER 31.12.2018**

(From 01.01.18 until 31.12.18)

**in euro**

Budget  
2018

**EXPENDITURES**

|   |                  |              |
|---|------------------|--------------|
| POSTAGE                                 | 14,25            | 100          |
| ADP Allowance                           | 700,00           | 750          |
| STATIONARY                              | 24,00            | 150          |
| BANK CHARGES                            | 39,20            | 50           |
| FLOWERS FUNERALS                        | 181,25           | 150          |
| WEBSITE                                 | 73,81            | 150          |
| TEL NATREP                              | 0,00             | 50           |
| TRAVEL                                  | 2,838,00         | 5000         |
| LOCAL ACTIVITIES (Nat rep)              | 1,004,25         | 1000         |
| GENERAL ASSEMBLY + Exec Cottee          | 5,037,70         | 6200         |
| Contribution to Confed, (2€ per member) | 2,288,00         | 2400         |
| Contribution to new WEB Site CNRCSA     | 0,00             | 1000         |
| Miscellaneous                           | 0,00             | 7800         |
|   | <u>12,200,46</u> | <u>24800</u> |

**INCOME**

|                                   |                  |              |
|-----------------------------------|------------------|--------------|
| FEES MEMBERSHIP                   | 17,284,00        | 19000        |
| 2016: 15 €                        |                  |              |
| 2017: 199 €                       |                  |              |
| 2018 received from NATO: 12.660 € |                  |              |
| 2018 balance: 3.485 €             |                  |              |
| 2019: 925 €                       |                  |              |
| TRAVEL 2017                       | 4,979,86         | 4000         |
| INTERESTS (32,96+58,99+0,50)      | 92,45            | 0            |
| DINNER G A                        | 1,665,00         | 1800         |
|                                   | <u>24,021,31</u> | <u>24800</u> |

**NET RESULT**

**11,820,85**

**RECONCILIATION ASSETS/ACCOUNTING**

|                      |                   |            |
|----------------------|-------------------|------------|
| BANK per 01.01.18    | 14,691,14         |            |
| SAVINGS per 01.01.18 | <u>102,228,33</u> |            |
|                      |                   | 116,919,47 |

|              |                  |                   |
|--------------|------------------|-------------------|
| INCOME       | 24,021,31        |                   |
| EXPENDITURES | <u>12,200,46</u> |                   |
|              |                  | <u>128,740,32</u> |

|                        |                   |                   |
|------------------------|-------------------|-------------------|
| BANK per 31.12.2018    | 26,419,54         |                   |
| SAVINGS per 31.12.2018 | <u>102,320,78</u> |                   |
|                        |                   | <u>128,740,32</u> |
| DIFFERENCE             |                   | 0,00              |

J.E.D.  
12-01-19

**ANARCP  
BUDGET 2019 in euro**

**EXPENDITURES**

|   |                  |
|---|------------------|
| POSTAGE                                 | 100,00           |
| STATIONARY                              | 150,00           |
| ADP ALLOWANCE                           | 700,00           |
| AGA/DINNER + EXEC                       | 6,200,00         |
| TRAVEL                                  | 5,000,00         |
| BANK CHARGES                            | 50,00            |
| NAT REP ACTIVITIES (5€ per member)      | 1,200,00         |
| FLOWERS FUNERAL/PRESENT                 | 250,00           |
| WEB SITE                                | 80,00            |
| TEL. NATREP                             | 50,00            |
| Contribution to Confed. (2€ per member) | 2,400,00         |
| Miscellaneous/Reserve                   | 8,220,00         |
|   | <u>24,400,00</u> |

**INCOME**

|                 |                  |
|-----------------|------------------|
| FEES (950 X 20) | 19,000,00        |
| AGA/DINNER      | 1,800,00         |
| TRAVEL          | 3,500,00         |
| INTEREST EARNED | 100,00           |
|                 | <u>24,400,00</u> |

**NET RESULT** 0,00

Yearly contribution amounts to 20€.  
JED 12/01/2019

**ANNUAL GENERAL ASSEMBLY OF THE ANARCP**  
**DRAFT Agenda**  
**0900 hours Wednesday 22 May 2019**  
**Coffee Served from 0830hours**

| No.        | AGENDA ITEM   |
|------------|---|
| <b>1.</b>  | <b>Opening Remarks:</b><br>a. Administrative Announcements<br>b. Approval of the Agenda<br>c. Approval of the Minutes of the Last Meeting |
| <b>2.</b>  | Address by our Patron (TBC)   |
| <b>3.</b>  | Presentation by Chief Civilian Personnel (TBC)  |
| <b>4.</b>  | Presentation by SCSA & ANARCP Relations with SCSA (TBC)   |
| <b>5.</b>  | ANARCP Issues: Chairman's Report  |
| <b>6.</b>  | Report on the Confederation of NATO Retired Civilian Staff Associations (CNRCSA) (TBC)  |
| 7.         | ANARCP NATReps Reports  |
| <b>8.</b>  | AWC Presentation  |
| <b>9.</b>  | Treasurer's Report  |
| <b>10.</b> | Voting on Proposals   |
| <b>11.</b> | ANARCP EXCOM Nominees   |
| <b>12.</b> | Any Other Business  |
| <b>13.</b> | Next Meeting  |

**There will be a hosted lunch, which, if the agenda permits, will follow the meeting.**