

REPORT OF COUNCIL AND ACCOUNTS

For the year ended
31 December 2022

Enabling the flourishing of church music

Registered Charity Number 312828

A Company Limited by Guarantee, Company
Registration Number 250031

Registered Office
19 The Close, Salisbury, Wiltshire SP1 2EB

Founded by Sir Sydney Nicholson in 1927

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A Company Limited by Guarantee, Company Registration Number 250031

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Governing Document

Memorandum and Articles of Association dated 25 July 1930, most recently amended at RSCM's AGM on 18 September 2017

Charitable Objects

The RSCM exists to promote the study, practice and improvement of music and other matters relevant to the conduct of Christian Worship. Our main activities in pursuit of this object are the provision of programmes of education, training courses, resources, publications and advisory services to subscribing individuals, churches, colleges and other bodies, both in house and by working in partnership with other organisations.

Royal Patron

Her Late Majesty the Queen

Patrons

The Right Revd The Moderator of the General Assembly of the Church of Scotland
His Eminence the Cardinal Archbishop of Westminster
The Revd The Moderator of the Free Churches Group
The Rt Revd and Rt Hon The Lord Carey of Clifton

President

His Grace The Lord Archbishop of Canterbury

Vice-Presidents

The Right Revd David Stancliffe
Brian Kay

Reference and administrative details

Council (Trustees and Directors)

1. The Very Reverend Dr John Hall (Chair) (until March 2023)
2. Phil Taylor (Vice Chair)*
3. Brigid Parkin
4. Mary Evans
5. Revd Canon Anna Macham (until September 2022)
6. Chris Bridges
7. Andrew Morgan**
8. Edward Wild
9. Revd Angie Paterson (until March 2023)
10. Tansy Castledine
11. Nicholas Riddle
12. John Halsey
13. Margaret Greenwood
14. Julia Mixer
15. Susan Pope

* Elected Chair March 2023

** Elected Vice Chair March 2023

Honorary Advisors

1. The Revd Dr Maggi Dawn
2. Trevor Ford
3. The Revd Douglas Galbraith
4. Dr Simon Lindley
5. The Revd Dr Timothy Macquiban
6. The Revd Canon Peter Moger
7. Mr Richard Morrison
8. Professor Patrick Russill
9. Dr John Rutter
10. Professor Peter Toyne
11. Dr Noël Tredinnick
12. Dr Mary Archer

Senior Officers and Managers

Director Hugh Morris
Deputy Director (Education and Mission Delivery) Sal McDougall
Assistant Director (Operations/Company Secretary) Paul Hedley

Advisers

Auditors Rothmans Audit LLP Avebury House, 6 St Peter Street, Winchester, SO23 8BN

Principal Bankers Santander, Bootle, Merseyside, L30 4GB

Common Banking CAF (Charities Aid Foundation), 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4TA

Insurance Brokers Bridges Insurance Brokers, 61 Northdown Road, Cliftonville, Margate, Kent CT9 2RJ

Investment Managers Brewin Dolphin, 12 Smithfield Street, London EC1A 9BD

Solicitors Batt Broadbent, 44 Castle St, Salisbury SP1 3TX

Pensions Administrators Origen Financial Services Ltd, Infor House, 1 Lakeside Road, Farnborough GU14 6XP

Objectives and Activities

Aims

The mission of the Royal School of Church Music (RSCM) is to enable the flourishing of church music.

In 2022, the RSCM launched a new 5-year Strategic Plan. This has provided an important backdrop and structure for our activity, and will increasingly guide our work as we head towards RSCM's centenary in 2027.

The key purpose of the RSCM is enabling the flourishing of church music by:

Celebrating our past

Encouraging and resourcing the present

Inspiring the future

It is based on the following **Missional Values**:

The RSCM is an independent UK charity dedicated to supporting, nurturing and sustaining church music. We provide relevant education, training and resources to our members and to the wider church in countries all around the world.

- We work to improve the study and standard of music in Christian worship.
- We advocate music as a missional tool for church growth.
- Our work is underpinned by our Christian faith. We value each person as bearing the image of God and as a being who should be protected from harm.
- We strive to broaden the church music landscape, to make it more inclusive and more active.

Our vision for the future

In 2027, the RSCM will celebrate its Centenary. This will be a good opportunity to celebrate the rich heritage of church music and to remember the RSCM's positive role in shaping that history over the past one hundred years. It will also be a good opportunity to reflect upon our core values. We must redouble our efforts to encourage the church to recognise the power of music as an agent for growth. We must encourage and support churches to make the most of the musical resources they have and to be ambitious about their music making. Perhaps above all, we must ensure the future flourishing of church music by inspiring young people.

Strategic Priorities

1. Encouraging the development of church music and musicians

A comprehensive programme of education

Part of our mission is to improve the study and standard of music in Christian worship. This requires the RSCM to function as an educator and to train current and future generations of church musicians. We have a mandate to provide a coherent, comprehensive educational offering that is relevant to the church, to our members and to all those whom we serve, regardless of age or ability. This must include positive engagement with young people as we enable them to begin a lifelong engagement with church music.

2. Bringing people closer to God through music

The provision of high quality and relevant support

Our resources encourage our members and the wider church to view music as a tool for mission and growth. If church music is to flourish in the future, it is essential that we introduce more children and young people to the joy of singing in church.

3. Promoting music in worship and excellence in music

Advocacy and engagement in the wider world

The RSCM promotes the value of church music in the wider world. We are advocates in a range of spheres, working with appropriate partner organisations and in relevant public forums. We build upon the rich heritage of church music, while celebrating the diversity found within the contemporary landscape. We ask what the wider world can bring to church music, and what sacred music can bring to the life of the church and society in general.

A business plan informs the planning of senior management, together with Council, and is further supported by detailed project plans which allow new work to be planned and delivered effectively, focused on achieving impact.

The Charity's Objects are to promote the study, practice and improvement of music and such other matters as in the opinion of the Council shall be relevant to the conduct of Christian worship.

The RSCM in 2022: Achievements and Performance

Key achievements

The RSCM's activities in 2022 reveal a trend of sustained, if gradual, recovery as participation in musical events and activities grows following the Covid-19 pandemic. The feedback, engagement and take-up of these events demonstrates their success.

One of RSCM's key priorities is Education, which has been a visible success this year. After a two-year gap, reviving residential courses for young people was a significant milestone on the road to post-pandemic recovery. While participant numbers were lower than 2019, the feedback was very positive:

[The Winchester course] was a great week and I had a lot of fun. The music was amazing and challenged me. The vocal coaching was really detailed and very technique focused. I just wish we could do longer/more courses.
Singer

I am immensely grateful for the place on the Bath Course as an organ scholar; it is one of the best experiences I have ever had.
Organ Scholar

One of the best experiences a young person can have. Excellent quality of singing leadership, liturgical teaching and the sense of belonging in a community like no other with a common goal - to worship God through the power of music. These kids are so lucky to be able to be a part of such a wonderful School. Thank you to everyone who delivered and helped on the course. See you all next year!

Parent

Thank you from the [...] family. [My children] had an amazing time and were so full of things they wanted to tell us on the way home! They are really keen to come back next year. We also really enjoyed the services, the music choices and the obvious commitment from all the staff. It was so very well organised.

Parent

The Bath Course, a long-term staple of the RSCM's Education programme, included a Gala Concert for the first time, at which the large audience enjoyed listening to singing of a high standard.

Hymnpact!®

A significant 2022 development was the launch of Hymnpact!®, a major new RSCM resource. It is designed to support singing in schools and in collective worship and is our response to the decline in school musical provision and the loss of confidence to sing and to lead music making among many primary school teaching staff. Furthermore, it acts as a bridge between

[church] school and local church. It is possible for a church to share a subscription with their affiliated church school, thereby encouraging further collaboration. The resources offered by Hymnpact! are comprehensive, and a key feature is the flexibility to absorb the children's contribution into the native worship style of the local church, thereby embedding it into the act of worship. The product was officially launched in May 2022 in Holy Sepulchre, London (the National Musicians' Church). Children from 4 schools, including from Lancashire, London and Buckinghamshire, came together to showcase some of the new material in a really uplifting evening.

Hymnpact! resources are beginning to be discovered by schools and churches across the country, with interest from various Diocesan Boards of Education and Dioceses. To date, more than 130 churches and schools have subscribed, and their feedback has been very positive.

In addition to subscriptions, Hymnpact! has agreements with the Diocese of Llandaff/Monmouth and the Diocese of Salisbury to give schools a 4-month free trial, thereby allowing Hymnpact! songs to be used at the annual, year 6 leavers' services. The figures for these agreements are as follows:

- Number of schools participating in Llandaff/Monmouth Year 6 Leavers' services with 4-months Hymnpact! access: **37**
- Number of schools participating in Salisbury Year 6 Leavers' services with 4-months Hymnpact! access: **19**
- In addition, a further **42** schools will be singing Hymnpact! songs at these services and are being encouraged to subscribe.

Separate to the services mentioned above, an RSCM representative is organising a Hymnpact! service for schools in Gloucester, which will take place in November 2023. Currently, 8 schools in the area have signed up to Hymnpact!.

This connection to schools has enabled the RSCM's mission to reach many thousands of children. And the trajectory is for the number of children reached to rise significantly in 2023 and beyond. A notable achievement of 2022 was the successful bid for Strategic Development Fund money from the Church of England, which has allowed the RSCM to develop a specific Hymnpact! pilot project, and to build evidence for the important narrative that singing is a meaningful, sustainable way of encouraging young people to engage with the worshipping life of church communities, and to be a pathway towards Christian discipleship. The Hymnpact! Pathway Project is working with selected schools and churches in the Diocese of Salisbury and the Diocese of St Albans to test using Hymnpact! resources to strengthen the relationship between parish churches and their affiliated schools, and to encourage children and young families into church. It is hoped that data collected from the project will form the basis for the creation of a set of tools, a 'School to Church Pathway', that can be used by schools and churches throughout the country to bring the two communities together as one community of faith. The Hymnpact! Pathway Project is currently piloting with 6 school/church partnerships

in Salisbury diocese and 8 school/church partnerships in St Albans diocese. Work is underway to begin a 3rd pilot in the Diocese of Liverpool towards the end of 2023. The funding has enabled the RSCM to appoint a dedicated Hymnpact! project manager, with the attendant benefits of job focus.

Voice for Life

239 choristers of all ages – including adults as well as young people – successfully passed *Voice for Life* Singing Award exams at either Bronze, Silver or Gold levels. The majority of these were conducted as face-to-face sessions, though online examinations (to the same syllabus) have been retained as an option. The latter have proved helpful to candidates who live at a distance from in-person sessions, or who have other restrictions on availability and access. The exams were substantially reworked in autumn 2021 with a new syllabus, assessment frameworks, examiner training and moderation, as well as new application and session planning processes. Exam preparation support materials were also made available through the Showbie online platform. 2022 was therefore the first year where these changes began to bear fruit. Trends in 2023 suggest that the number of candidates is continuing to rise, which is encouraging.

Education Plan

During 2022, the RSCM recruited a new, national network of Tutors to deliver the now fully formed Education Plan and its associated Menu of sessions. The quality and quantity of applicants were high, and a skilled team began delivering session in late 2022.

In 2022, we also trained six Emerging Leaders, who worked alongside experienced staff on our residential courses. This new initiative resulted in a series of coaching encounters that allowed the young recipients to return to their home environments better equipped for local leadership. This is an important first step for us as we look to increase the amount of activity we undertake in training music leaders of the future.

My confidence for leading rehearsals grew across the week: I don't think I ever felt shy, but I definitely felt more in command by the end of the week. I also learnt to speak slower and more clearly to get a better response from the choir. Learning more intricacies of conducting technique was also very valuable... The things I've learnt and the practice it's given me has given me confidence to apply for conducting roles with amateur choirs, where I can hopefully continue to build on my skills.

Emerging Leader

Local events

The shadow cast by Covid-19 is long and continues to have an impact upon the levels of activity and attendance at our local Area events. That said, in 2022 we were delighted to be able to record a sizable increase in the number of events organised by our local Area Teams compared to the period 2020–21. More than 150 events took place, including Area Festivals, Come and Sing events, Member Support events, Meet the Director sessions, Education events, and social occasions, too. These events took place across the UK, with some Areas being

especially committed to resuming RSCM activity. The total attendance at these events numbered several thousand.

Some activities were organised centrally rather than by our local Area teams. This included a Come and Sing event celebrating our Royal Patron HM Queen Elizabeth II's Platinum Jubilee, which was directed by our Vice President, Brian Kay, and held in the shadow of Windsor Castle. Feedback included: 'A very special day. Thanks to all, especially Brian Kay'; 'It was a wonderful day'; and 'I was there, and I was glad'.

RSCM Music Sunday (10 June 2022) included a collaboration with Choir of the Earth. A service was broadcast from London that included the RSCM's Platinum Jubilee anthem. The event involved hundreds of singers from across the world.

RSCM Celebration Day – at which the RSCM presents Honorary Awards to those who have made significant contributions to church music at all levels – saw the local Winchester Area team working closely with staff from our administrative centre in Salisbury. Over 150 singers led worship for 50 honoured guests and very large congregation, who had gathered in Winchester Cathedral.

Forms of financial support for the RSCM's charitable work have continued to increase. Significant elements included the award of £230,000 from the Strategic Development Fund of the CofE in support of the Hymnpact! pathway project, and a revenue grant of £50,000 from the Garfield Weston foundation, which will be distributed across 2 years.

The Strategic Plan and raising funds

Our new Strategic Plan, launched mid-2022, was shared with a range of stakeholders and representatives from a wide-reaching set of organisations at a reception held at the House of Lords and kindly hosted by Lord Clement-Jones.

I thoroughly enjoyed meeting some new people and finding out more about what you are doing. I think the aims in your strategic plan are admirable.
[Email from attendee]

Raising funds to support our work is critical, and our 2022 Development work has been well organised. The Friends scheme is working well, with 201 friends providing different levels of support. In 2022, this represented a total of £23,189 of giving (not including Gift Aid).

Friend (£50+)	106	£5,667
St Gregory (£100+)	74	£6,647
St John (£250+)	13	£3,724
St Cecilia (£500+)	2	£1,151
St Nicolas (£1,000+) 6	6	£6,000

As part of the scheme, the St Nicolas tier of Friends were invited to attend a lunch in London hosted by the Chair of Council, the Very Reverend Dr John Hall.

The RSCM continues to make use of new fund-raising technologies. Portable electronic donation stations are now a regular presence at RSCM Events. For example, these stations were used at a special Christmas evening presented in association with the Churches Conservation Trust, *Christmas Past, Present and Future: the Sound of Christmas in our Historic Churches*, narrated by Zeb Soanes. In addition, we have added a 'donate at checkout' option to our webshop.

The Legacy Society is now being managed more actively. A highlight of 2022 was offering members of the Society the opportunity to attend evensong in St George's Chapel, Windsor, with the service being followed by prayers for those who have recently died.

Safeguarding

In 2022, significant work took place to review, revise and update the relevant safeguarding policies and supporting documents. This was a good example of RSCM staff and trustees working together as a co-ordinating group: the trustees providing the appropriate scrutiny and support for the work of the staff, who are accountable for the implementation.

Much safeguarding work happens in a way that is not externally visible. Nonetheless, it involves significant correspondence, liaison and co-operation with statutory agencies, including the police and individual local authority staff. Active work also took place alongside dioceses to manage risks presented by people of concern.

An active approach to implementing our Safer Recruitment processes has enabled the RSCM to identify and assess risks presented by people wishing to work with the RSCM. This has resulted in some people being refused a role for safeguarding reasons.

We have delivered tailored safeguarding training for staff working on RSCM courses. All RSCM departments continue to be aware of and involved in relevant aspects of safeguarding.

Membership

The RSCM is a membership organisation, and supporting that membership is a key priority for the charity. A key achievement of 2022 has been the strategic review of membership, and the subsequent revision of both membership categories and benefits.

A more relational approach to our valued members has been a key focus this year, and we have worked to ensure that the experience of contacting 'RSCM Centre' is positive and efficient. A new phone system that makes it easier to reach the intended person has helped significantly.

More significant still is the integration of CiviCRM as the new Membership database, and indeed it now underpins the data for the whole organisation. The successful migration of a very large amount of data is a significant achievement. The gains from this are now increasingly visible, including using Civimail to contact members and to send out e-Newsletters, and a new, automated online renewal process that updates the database without manual intervention.

Necessarily, this has led to adapting internal procedures to maximise the benefits of the new ways information is configured and managed.

Revising and upgrading Membership benefits has been a significant piece of work and was completed by the end of the year as planned, including communicating the revisions to all current members. New benefits launching through the first part of 2023 include a new Members Area of our website, which has enabled previously scattered information to be collated into one place. Significant new benefits included the launch of *Sunday by Sunday Plus*, an enhanced online version of the printed magazine. *Sunday by Sunday Plus* allows effective planning of services and organising of musicians. This resource, created in partnership with Church Music Manager, continues to develop. Also announced was a new partnership with Chorally, which allows RSCM members to connect with wider networks and to each other through a discrete, managed Members forum. Over 400 users have already signed up.

Membership figures at the end of 2022 stood as follows:

	Number of Memberships	Previous year	Trend
UK Group (Affiliate)	3040	3098	-58
UK Individual	1074	1056	+18
UK Student	40	32	+8

A new membership growth campaign has been planned and enacted into 2023. Early results show that this has resulted in the arrest of the long-term decline, and an upwards growth in the total membership count. The learnings of this process will inform future planning.

Connections with the RSCM's International Partners, whose 994 memberships are not listed in the lines above, were further strengthened by ongoing online meetings. The most significant element in 2022 was the Director making a trip to the USA, leading several events across four destinations, and developing connections with members, as well as the RSCM's US publishing distributor, GIA.

Publishing

The RSCM's Publishing sales in the UK began to rebound strongly in 2022, with figures reaching 80% of pre-Covid-19 levels, at £269,124. *In our service*, an anthem commissioned to celebrate our late royal patron HM Queen Elizabeth II, was a particular success. Available exclusively as a digital download pack, it was sung by more than 600 choirs across the UK and beyond. Designed to be sung in a range of contexts and with options for unison and SATB choir, it provides a positive blueprint for relevant new releases that can be harnessed for other events, such as for the 2023 Coronation. The new collection of Christmas cards, with musically themed illustrations of the Nativity, proved to be popular sellers, despite the falling trends nationally for sending Christmas cards and a series of postal strikes.

Online presence

A new strategic approach to co-ordinating our output on Facebook, Twitter and Instagram has had significant benefits. The number of followers has risen across all three platforms: Facebook follower numbers were up 13%; reach was up 22% across the year, and up 39% in terms of number of impressions, to 549,000.

The website has also benefited from a re-organisation and a new menu structure. As a result, navigation has been significantly improved. Although planned for some time, the changes were finally made possible following the adoption of CIVI as the CRM system.

Supporting activity

The RSCM's office in Salisbury Cathedral Close remains important to the charity's operations. In 2022, many RSCM staff resumed full-time office occupancy. Others have adopted an agile, hybrid model of working from home developed in agreement with line managers. Some of RSCM's staff, including the Regional Managers, Chief Examiner and Hymnpact! Project Manager, are non-office based. Technology has helped to make this not only possible, but successful.

Aside from the implementation of the new CRM, the RSCM has continued to optimise its use of technology to advance its mission. During the year, the server-based IT provision was moved to being fully cloud-based. Staff have continued to use new Microsoft Office tools to improve workflows and efficiency, including Planner, Lists, Booking, Forms and other applications. New direct debit payment processes have been put in place, allowing for increased levels of automation. Our focus is on making the experience as smooth as possible for end users, and efficient for staff. The webshop, hosted on a separate platform by Hymns Ancient and Modern (who also fulfil the orders from their warehouse in Norwich), continues to be an important source of support for our customers, half of whom are not RSCM Members.

During the year, there have been several key staffing changes. A new Finance Manager started in June 2022. The Marketing Officer moved to a new employer in October, and for the present the marketing work has been outsourced to two freelancers. Two of the Regional Managers stood down from their roles in the later part of the year. The Membership Development Officer's year-long appointment came to an end in November. The increasingly important role of digital provision in the RSCM means that the role of Digital Officer has become full-time, with a resultant loss of capacity in the Education team.

Assessing performance

Any review of performance must be undertaken with an understanding that Covid-19 continues to cast a long shadow. Music making (especially singing) and the activities of the

church were hit especially hard by the pandemic and the road to resurgence and recovery will be long and challenging.

Successes are many. Some of these are as listed above. Despite the attendance challenges presented in this (mostly) post-pandemic environment, some of the local area events returned a small financial surplus.

Knowledge of our work and strategy has been spreading widely due to our engagement events, both online and in person. Connecting with wider networks has been an important part of how we can enact our Advocacy strategy.

This is set against some undeniable post-pandemic **challenges**. Attendance at local events remains greatly decreased and it has been difficult to attract enough people to make events missionally or financially viable. This has resulted in difficult decisions regarding the cancellation or postponement of events, not least because it has become increasingly common for people to book tickets at the last minute. In some cases, this led to events proceeding at a substantial loss.

Those who have attended and engaged with the RSCM's work continue to be very positive about what we are doing. Yet, finding effective ways to market opportunities for engagement remains an ongoing challenge (though, as mentioned, the engagement with the RSCM's social media channels is rising).

Fundraising is always difficult but has become increasingly hard due to several factors that are widely acknowledged across the charity sector. Grant-making bodies and trusts have in many cases reduced their levels of funds available or have changed the criteria for applicants. This has coincided with a steep rise in the number of bodies applying for funds. On a national level, many people are struggling with their finances. As a result, our 2022 annual Appeal received fewer responses than in previous years. Many member churches have struggled to re-start their music making after the lifting of Covid-19 restrictions. This has meant that churches considering their outgoings more carefully do not always put RSCM Membership on their 'essential' list, which has in turn made our membership income predictions less reliable.

RSCM Publishing's move to becoming a wholly owned trading subsidiary, intended to be completed in 2022 but now complete, took longer than hoped. A reduced number of church re-starting music has also meant that sales of music remain suppressed.

The significant efforts put in over the last 3 years to re-base and restructure the RSCM Local Areas have been hampered by the pandemic. There is frustration that, despite the quality of the offerings and significant work and publicity, attendance at many events was lower than hoped for.

Lower levels of attendance, coupled with the disproportionate effect of the pandemic on the lives of young people, meant that we had reduced numbers at the Bath Course and were unable to restart the intermediate Millennium Youth Choir (iMYC) as planned.

Covid-19 also forced us to cancel our Annual Lecture in London.

In summary, the trends:

The number of people attending RSCM events is climbing gradually, but figures have not yet returned to pre-pandemic levels. Patterns and habits of attendance and commitment have changed and people show few signs of returning to pre-pandemic habits.

Fewer people are willing to commit to attending an event in advance. Events that previously attracted large numbers were not as well attended as in pre-pandemic years. Costs to put on events have increased (for example, building hire costs), yet overall (Area) event income is down.

The RSCM's finances are therefore under significant pressure.

OPERATIONS, FINANCE, STRATEGY AND GOVERNANCE

Financial Review

2022 has been a challenging year for the RSCM financially. Our budgeting round in the latter stages of 2021 made sensible and positive assumptions about the improving picture after the pandemic. However, many of those assumptions were optimistic. These financial results show very clearly the continuing impact of the coronavirus on our operations and finance. Income was the biggest challenge. Despite our best efforts, only 50–70% of budget income was achieved in several different spheres of operation. As a result, and despite effective cost control measures across the organisation, results show a substantial operational deficit on the year. This situation was exacerbated by significant financial reporting delays (particularly acute in the first half of the year) caused by staff changes and focus on the database project.

This year finally saw the roll-out of the new CRM system (CiviCRM), which has been a major undertaking. The benefits of this substantial investment will be felt in 2023, as previous manual process becomes streamlined and automation begins to take over some day-to-day operations. The potential for system development is enormous. Indeed, our understanding of what CiviCRM can do for us are only now beginning to become clear.

The benefits of the changes made to our membership structures are not yet visible in these figures, particularly as we held membership fees to previous year's levels for the 2022 cycle. National economic trends have created a challenging environment for churches and individuals, with many PCCs having to make difficult decisions about where to spend their money. We are confident that the new membership offer and the developing digital provision will enable the RSCM to maintain current membership levels, if not increase them over the coming period. There is a clear need to grow income streams, especially where they deliver both unrestricted and long-term, predictable incomes. Substantial applications to charitable trusts are also in train to support the ongoing missional work of the charity.

At the very end of the financial period, we initiated the formation of RSCM Enterprises Ltd, a wholly owned trading subsidiary of the charity, which began trading after the year end. The intention of this move is twofold: to protect the charity from some of the risks of its commercial activities (as revealed in Publishing during the Covid-19 pandemic), and to free that commercial arm from the restrictions imposed by operating solely within the RSCM's specified charitable remit. This new entity will, over time, become the business focus of the operation, and will, we hope, open opportunities to expand what we do beyond the current bounds for the benefit of the charity and its beneficiaries.

Investment policy

Due to a turbulent market, the effects of the war in Ukraine, the rising cost of living, and continuing Covid-19 uncertainties, 2022 results show a significant negative move in the capital value of the invested portfolio. While the income has held up reasonably well, capital has been eroded, leading to a significant fall in the overall value of the investments. Our investment managers at RBC Brewin Dolphin have presented to Council and been questioned on elements of the investment approach, particularly in relation to ethical investing and risk profile, and open channels of communication are actively maintained to ensure transparency and manage the ongoing balance of income and capital growth across the portfolio.

Reserves policy

Long-term sustainability must be a key factor in future financial planning, and the organisation's reserves position forms a significant part of the picture. The reserves policy remains relevant to revenue and capital management, providing for either income under-runs or expenditure over-runs in any or all the key areas: Membership Income, Publishing, Education, Voluntary Income, and Investment Income.

2022 has seen a clearer focus on the use of organisational restricted reserves, and how they are invested in the missional activity related to the restriction. This honours the missional desires of those supporters who have given funds to RSCM with specific intentions and instructions. The goal is to limit deployment of unrestricted reserves to those areas of spend that can be served only from unrestricted, and from nowhere else.

Total reserves amount to £1,070,490 of which £418,446 is held in endowment funds and £493,015 in restricted funds. Of the unrestricted funds, £28,700 is designated to represent the amount of funds tied up in fixed assets, £8,934 is designated for the development of local voluntary educational activity, and £2,570 represents revaluation gains on investments. £13,746 of funds are designated to the Cathedral Organists Association.

As a result of several consecutive years of operational losses, and negative movement in the invested portfolio, the General Fund, or 'free reserves', stands at £105,079. The charity's free reserves target (which will be revised in 2023 due to organisational and staffing changes) stands at £293,000. The Trustees recognise that this negative trend must be immediately reversed and have mandated significant changes to the 2023 budget and operating model to begin the task of replenishing the unrestricted reserves and returning the balance sheet to a healthy position. These changes are already underway and will have the required effect on the 2023 results.

Risk assessment

The Risk Register is updated and reviewed by the Finance and Audit Committee on behalf of Council, the next major review point being in June 2023. We have continued to manage down risks, measured on a quantitative basis that looks at a combination of severity, probability and predictability.

Areas assessed include:

- Safeguarding
- Fraud
- Financial collapse of key income streams
- Strategic IT risks (including GDPR)
- Major PR/media failures
- Unforeseen multiple losses of Council or senior management team-members

Mitigating actions are identified and classified. The resultant levels of residual risk have been calculated.

Risk registers are also maintained for our various service-providers, our partnering relationships elsewhere, and for the various overseas local bodies who are permitted to use the RSCM brand in USA, Canada, New Zealand, South Africa and Australia.

How the RSCM raises voluntary income

NB - All auditable charities that raise funds from the public must provide the following information in their trustees' annual report for financial years beginning on or after 1 November 2016:

- *the fundraising approach taken by the charity, or by anyone acting on its behalf, and whether a professional fundraiser or commercial participator carried out any fundraising activities*
- *details of any fundraising standards or scheme for fundraising regulation that the charity has voluntarily subscribed to*
- *details of any fundraising standards or scheme for fundraising regulation that any person acting on behalf of the charity has voluntarily subscribed to*
- *details of any failure by the charity, or by any person acting on its behalf, to comply with fundraising standards or scheme for fundraising regulation that the charity or the person acting on its behalf has voluntarily subscribed to*
- *whether the charity monitored the fundraising activities of any person acting on its behalf and, if so, how it did so*
- *the number of complaints received by the charity, or by a person acting on its behalf for the purposes of fundraising, about fundraising activity*

- *what the charity has done to protect vulnerable people and other members of the public from behaviour which:*
 - *is an unreasonable intrusion on a person's privacy*
 - *is unreasonably persistent*
 - *places undue pressure on a person to give money or other property*

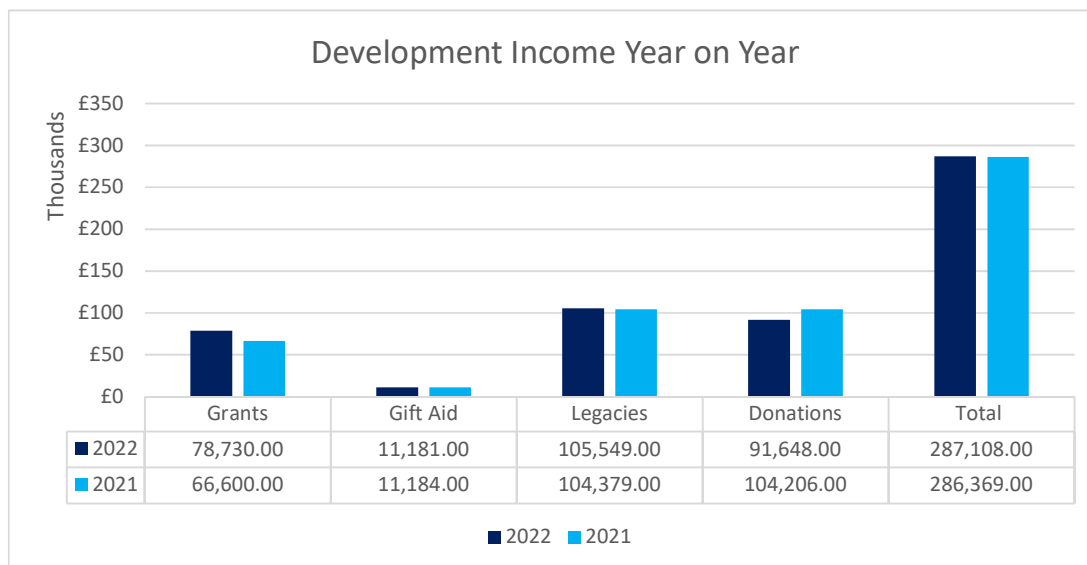
The RSCM appeals for donations directly to its members and existing supporters (by post, and by electronic communication, and in person). The RSCM also receives income both directly and through various online giving websites. Fundraising is carried out by RSCM staff and volunteers.

In 2022, we continued to make use of an external consultant to further our development work. The consultant worked to a specific brief and under the oversight of the RSCM Director. There were two complaints received during 2022 about RSCM fundraising activity due to an error in data processing (caused by a lack of understanding of the new system) where a small number of individuals were mailed who should not have been. These were treated as GDPR complaints and resolved according to our data processes. The RSCM protects the privacy of its donors by not sharing any of its data with third parties, except where it is necessary for carrying out its legitimate operations and complies with relevant data protection laws. The RSCM appeals to an individual at most twice in one year and all such appeals are made under the direction of the Director of the RSCM who is responsible for Development.

2022 Voluntary income

In 2022 individuals, churches, and grant-giving bodies and trusts donated £91,648, (a fall of just over £12,588 on 2021) to support the charitable work of the RSCM. By gift aiding their donations, our supporters contributed a further £11,181 in 2022. In addition, we also received legacies in 2022 totalling £105,549

Graphed:



Legacy income

Income from gifts in wills continues to provide a significant, if unpredictable, income stream. In 2022 the RSCM received £105,549 of which none represented restricted funds.

Grants

The value of grants received in 2022 is £78,730. This represents an increase on 2021 of £12,130. We are deeply grateful to the Liz and Terry Bramall Foundation and the Church of England Strategic Innovation Fund for their ongoing support and to all the Trusts and Foundations that have supported us during the year either with grants or donations.

These include:

- Donald Byford Charitable Trust, The
- Garfield Weston Foundation, The
- Hobson Charity, The
- G. F. Eyre Charitable Trust, The
- G. M Morrison Charitable Trust, The
- Miss Kathleen Beryl Sleigh Charitable Trust, The
- Open Fountain Trust, The
- Mrs RP Tindall's Charitable Trust
- Vaughan Williams Charitable Trust

Plans for the future

Further to the strategic plan of 2022, work in early 2023 has clarified that the priorities for the RSCM's work should be:

- Young people
- Music leadership
- Clergy (and lay worship) leadership

Education remains a cornerstone of our activities and in 2023 some new initiatives will become visible. These include the launch of *Voice for Life Digital*, an adaptation of the successful chorister training scheme, which has the potential to reach more people than the print books alone. We are also relaunching Church Music Skills in an updated digital platform.

We will continue to develop plans for the OFQUAL accreditation of our Singing Awards.

Emerging Leaders will continue to be supported in the summer courses, with plans to expand this provision beyond 2023.

The Tutor network will deliver more Education Menu events and to help us forge relevant partnerships - for example, with dioceses so we can provide needs-based, high-quality training.

Partnerships with other organisations will continue to be developed. Examples include the Church Choir Award offered in partnership with the Cathedral Music Trust, and the new Post-graduate qualifications offered by the Institute of Sacred Music at St Stephen's House, Oxford. The RSCM is also working the Royal College of Organists to develop a shared approach to delivering an effective programme of choir training, including assessments.

The way we engage with our network of 300 local volunteers will change as we work to find a more sustainable way to deliver local activity. We will continue to develop plans to deliver fewer but more successful events that align with our priorities and target those who will benefit most. By creating a new range of clearly directed volunteer roles, and by supporting them with more specific training, we will be able to increase our impact at local and regional levels across the UK.

We will continue to strengthen our relationship with our members (both group and individual) and to encourage our members to use their new benefits. The need to reach out and gain new members is clear, and plans are in place to do that starting in 2023.

The RSCM also needs to increase both the number of financial supporters and the total monetary value of support they offer. A key challenge is to convert goodwill into income. This is set against a tougher-than-ever financial climate, as outlined above. The priority for the RSCM is therefore to set out our plans for the Centenary so that each potential supporter and advocate with whom we engage can see our vision for the next 5 years. By the end of 2023, the Centenary Plan will be in place.

RSCM Enterprises Ltd will be encouraged to develop a more ambitious plan for growth, including the active development of the RSCM Music Direct branding, and the promotion of RSCM publications into wider markets. Marketing, including for Enterprises, will be encouraged to build on and sustain the increased engagement of the last few months.

Support systems and administration, including Safeguarding, will be monitored and developed. The need to effectively manage priorities is paramount if we are to make effective use of staff time.

The work of staff is overseen by Council. The Very Reverend Dr John Hall stood down as Chair of Council in March 2023. The RSCM wishes to express sincere thanks for his work and support. Phil Taylor was elected as Chair and Andrew Morgan as Vice-Chair at the March 2023 Council meeting.

Structure, governance and management

Council and Honorary Advisors

Full principles for the organisation structure of the RSCM are contained within the charity's governance document. The Charity is overseen by a Council of trustees. Decisions are taken by Council or by staff on such delegated terms as Council approves. Generally, strategic decisions are taken by Council, and the day-to-day management of the charity is delegated by Council to the Director and his Deputy and Assistant Director colleagues, who are considered key management.

The members of Council are the Trustees of the charitable assets and activities of the Company and are the Directors of the Company for the purposes of Company Law. The number of Council members is now limited to sixteen, and Members of Council are recruited with a view to Council's overall balance of skills and interests.

A trustees recruitment group was formed in late 2022 to review the processes and procedures in preparation for a recruitment campaign in early 2023 to replace trustees whose terms of office are expiring. The approach will be to advertise through church, education and broader social media channels, using fair and open competition principles to sift and interview. Qualified candidates will then go through the Safer Recruitment processes before recommendation to Council for appointment.

New members of Council are supplied with an induction pack, including among other items the Charity Commission's *The Essential Trustee*, the RSCM's Memorandum and Articles of Association, and the current business plan and published accounts, and are informally briefed by the Chair regarding the requirements of the role. All Council members are kept informed as to key governance-related issues by the Secretary to Council. Budget provision is made for ongoing training for all members of Council.

The Council and staff have access to Honorary Advisors who are available to support decision making at Council level.

Smaller *ad hoc* working groups consisting of appropriately skilled members of Council and Senior Officers are formed to consider specific issues in preparation for Council meetings. In 2022, these included the Finance and Audit Committee, an IT Steering Group, Publishing Group, Brand Development and Marketing group, Safeguarding Co-ordination Group, and Development Steering Group. There are also staff-Council links for Education and for Membership.

Members of Council are covered by the RSCM's indemnity insurance, subject to normal exclusions, in the event of a personal liability arising to them in their capacity as Trustees of

the Charity. This cover is provided as part of a combined insurance policy and the amount of the premium applicable to Trustees' indemnity cannot be quantified.

All Trustees give of their time freely and received no remuneration during the year. Summary details of any incidental expenses claimed during the year are documented elsewhere in note 7 to these accounts.

Senior staff remuneration (the Director, and the Deputy and Assistant Directors) is reviewed annually as part of, and commensurately with, any annual salary review for all payroll staff. Some account may sometimes be taken of recognised indices such as RPI and CPI in determining any such general annual review, but any percentage increase for staff, including the three senior posts, will be determined at least as much by projected affordability, as by reference to any such published or otherwise recognised index.

Audit Information

So far as each of the directors at the time the Report of Council is approved is aware:

- a) there is no relevant information of which the auditors are unaware; and
- b) they have taken all relevant steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Statement of Council Responsibilities

Council (who are also directors of the Royal School of Church Music for the purposes of company law) are responsible for preparing the Report of the Council and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice.)

Company law requires Council to prepare financial statements for each financial year that gives a true and fair view of the state of the affairs of the charitable company and of the outgoing resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to

ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council's report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

.....

On behalf of Council

Phil Taylor

Chair of Council

Date:

The Royal School of Church Music

(Company No:00250031)

Independent Auditor's Report to the Members of The Royal School of Church Music For the year ended 31 December 2022

Opinion

We have audited the financial statements of The Royal School of Church Music (the "Charity") for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

The Royal School of Church Music

(Company No:00250031)

Independent Auditor's Report to the Members of The Royal School of Church Music For the year ended 31 December 2022

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' Report and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

The Royal School of Church Music

(Company No:00250031)

Independent Auditor's Report to the Members of The Royal School of Church Music For the year ended 31 December 2022

Extent to which the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit, in respect to fraud, are to identify and assess the risks of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures include the following:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and those laws and regulations that had a direct effect on the financial statements through discussions with trustees and management. The key laws considered are FRS102, the Charities Act and the Companies Act 2006.
- We understood how the company is complying with those frameworks by making enquires of management and we corroborated our enquiries by reviewing Board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur, by making enquiries of management as to where they considered there was a susceptibility to fraud, their knowledge of actual, suspected and alleged fraud and by considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations and we have evaluated opportunities for fraudulent manipulation of the financial statements including management override.
- Based on this understanding we designed our audit procedures to identify non-compliance with the laws and regulations identified above, which included, but were not limited to, identifying and testing journal entries made during the year and at the year-end and agreeing financial statement disclosure to underlying supporting documentation.

There are inherent limitations in the audit procedures described above, and there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The Royal School of Church Music

(Company No:00250031)

**Independent Auditor's Report to the Members of The Royal School of Church Music
For the year ended 31 December 2022**

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Susan Sullivan FCA (Senior Statutory Auditor)
For and on behalf of Rothmans Audit LLP
Chartered Accountants & Statutory Auditors
Avebury House
6 St Peter Street
Winchester
Hampshire
SO23 8BN

Date:

The Royal School of Church Music

(Company No:00250031)

Statement of Financial Activities (including the Income and Expenditure Account)

For the year ended 31 December 2022

		Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2022 £	Total Funds 2021 £
Income and Endowments from:						
Donations and legacies	2a	212,144	74,964	-	287,108	286,369
<i>Income from charitable activities:</i>						
Membership Income		480,185	-	-	480,185	513,583
Education & Outreach		104,998	-	-	104,998	15,643
Publication sales & royalties		316,306	-	-	316,306	208,283
Area Teams		42,017	-	-	42,017	9,459
Investment Income	2b	3,608	22,963	-	26,571	30,683
Other Income	2c	7,079	-	-	7,079	28,897
Total Income		1,166,337	97,927	-	1,264,264	1,092,917
Expenditure on:						
Raising funds	3	136,743	-	-	136,743	129,677
Charitable activities						
Membership services	3	296,430	-	-	296,430	259,055
Education & Outreach	3	267,337	66,276	-	333,613	293,762
Publications	3	326,540	-	-	326,540	228,639
Area Teams	3	288,944	-	-	288,944	280,184
Total expenditure		1,315,994	66,276	-	1,382,270	1,191,317
Net income/(expenditure)		(149,657)	31,651	-	(118,006)	(98,400)
Transfers between funds		-	-	-	-	-
Net Gains/(losses) on investments	10	(15,284)	(39,473)	(57,790)	(112,547)	113,194
Net movement in funds		(164,941)	(7,822)	(57,790)	(230,553)	14,794
Reconciliation of funds:						
Total funds brought forward	15	323,970	500,837	476,236	1,301,043	1,286,249
Total funds carried forward	15	159,029	493,015	418,446	1,070,490	1,301,043

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

The notes on pages 34 to 48 form part of these financial statements

The Royal School of Church Music

(Company No:00250031)

Balance Sheet**For the year ended 31 December 2022**

	Notes	2022	2021
		£	£
Fixed Assets			
Intangible assets	8	8,430	34,053
Tangible assets	9	28,700	28,284
Investments in Subsidiaries	10	1	-
Investments	11	814,955	933,187
Total fixed assets		<u>852,086</u>	<u>995,524</u>
Current Assets			
Stock	12	147,518	152,921
Debtors	13	141,876	98,455
Areas' cash at bank and in hand		19,210	19,782
Cash at bank and in hand		109,226	164,114
Total current assets		<u>417,830</u>	<u>435,272</u>
Liabilities			
Creditors: Amounts falling due within one year	14	199,426	129,753
Net current assets		<u>218,404</u>	<u>305,519</u>
Total net assets		<u><u>1,070,490</u></u>	<u><u>1,301,043</u></u>
The funds of the charity:			
Endowment funds	16,17	418,446	476,236
Restricted Funds	16,18	493,015	500,837
Unrestricted Funds	16,18	159,029	323,970
Total Charity Funds		<u><u>1,070,490</u></u>	<u><u>1,301,043</u></u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements were approved by the trustees on and were signed on their behalf by:

Phil Taylor - Chair of Council

The notes on pages 34 to 48 form part of these financial statements

The Royal School of Church Music
(Company No:00250031)
Cash Flow Statement
For the year ended 31 December 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	CF1	(69,845)	(137,426)
Net cash provided by (used in) operating activities		<u>(69,845)</u>	<u>(137,426)</u>
Cash flows from investing activities:			
Purchase of intangible fixed assets		-	(2,327)
Purchase of tangible fixed assets		(17,871)	(21,123)
Purchase of fixed asset investments		(257,576)	(234,722)
Sale of fixed asset investments		270,916	377,385
Cash withdrawn from investment portfolio		(7,655)	(946)
Interest received		-	(352)
Investment dividends received		26,571	2,030
Net cash provided by (used in) investing activities		<u>14,385</u>	<u>119,945</u>
Change in cash and cash equivalents in the reporting period		(55,460)	(17,481)
Cash and cash equivalents at the beginning of the reporting period		<u>183,896</u>	<u>201,377</u>
Cash and cash equivalents at the end of the reporting period	CF2	<u>128,436</u>	<u>183,896</u>

CF1. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net movement in funds for the reporting period <i>(as per the statement of financial activities)</i>	(230,553)	14,794
Depreciation and amortisation charges	43,077	40,552
Gain on investments	112,547	(101,686)
Interest received	(26,571)	(1,678)
Decrease in debtors	(43,421)	8,104
Increase / (Decrease) in creditors	69,673	(83,527)
(Increase) / Decrease in stocks	5,403	(13,985)
Net cash provided by (used in) operating activities	<u>(69,845)</u>	<u>(137,426)</u>

CF2. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank and in hand	<u>128,436</u>	<u>183,896</u>
Total cash and cash equivalents	<u>128,436</u>	<u>183,896</u>

The Royal School of Church Music
(Company No:00250031)
Notes to the Financial Statements
For the year ended 31 December 2022

The Royal School of Church Music is a charitable company, limited by guarantee, registered in England and Wales. Its registered office and principal place of business is 19 The Close, Salisbury, Wiltshire SP1 2EB

1. Principal Accounting Policies

a) Basis of accounting

The financial statements of the Charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) second edition '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 2019)', the Companies Act 2006 and the Charities Act 2011. The financial statements have been prepared under the historical cost convention except that investments are carried at market value.

The financial statements are prepared in sterling which is the functional and presentational currency of the Charity. The financial statements are rounded to the nearest pound.

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern and these accounts are prepared on a going concern basis.

There are no significant judgements which affect the amounts recognised in these financial statements. With respect to the next reporting period, the most significant areas of estimation uncertainty that affect the carrying value of assets held by the Charity are the level of investment return and the performance of investments.

b) Periods Covered

The accounts cover the year to 31 December 2022, with comparatives for the year to 31 December 2021.

c) Area Teams

These financial statements consolidate the income and expenditure of RSCM Area Teams, which arrange local training activities throughout the UK, on a line by line basis. The net assets of the teams, most of which are held in cash, are shown separately on the balance sheet as the Trustees believe this method is the closest to a true and fair view.

d) Legal Status of the Charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

e) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.

Designated funds are unrestricted funds that have been set aside by the trustees for particular purposes

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Endowment funds represent those assets which must be held permanently by the Charity. Income arising on the endowment fund is included as restricted income. Any capital gains or losses arising on the investments form part of the fund.

The Royal School of Church Music

(Company No:00250031)

Notes to the Financial Statements

For the year ended 31 December 2022

f) Incoming resources

All incoming resources are recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of incoming resources can be measured with sufficient reliability. The following policies are applied to particular categories of income:

- Voluntary income received by way of grants, donations and legacies is recognised when the charity's entitlement has been ascertained, the conditions for receipt have been met and the amount can be quantified with reasonable accuracy. Donations are deferred where the donor has imposed conditions that specify the time period in which the expenditure of resources can take place.
- Government grants are recognised using the performance model and grants which have specified future performance-related conditions are initially recognised as a liability and are released to income only when the related conditions are met. Grants which have no performance-related conditions are recognised when the proceeds are received or receivable.
- Investment income is recognised when receivable by the charity.
- Membership income is received annually in advance and the amount relating to the next financial year is carried forward as deferred income.
- Income from education, outreach and publication sales and royalties is recognised in the period it is receivable. Fees received in relation to courses occurring after the balance sheet date are carried forward as deferred income.
- The charity does not receive any donated goods, facilities or services. In accordance with the Charities SORP the contribution of general volunteers is not recognised within these financial statements. Details of the role played by general volunteers are given in the Trustee's Report.

g) Expenditure

Expenditure is recognised on an accruals basis when a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs are included within support costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- Costs are allocated to the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly and where costs cannot be directly allocated they are apportioned using staff costs, as set out in note 3.

h) Foreign Currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange prevailing at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange prevailing at the date of the transaction. Exchange variances are taken into account when arriving at the net income or expenditure for the year.

i) Pension Contributions

Contributions in respect of the charity's defined contribution pension scheme are charged to the SOFA in the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are included within other creditors at the year-end. The costs of the defined contribution scheme are charged to the unrestricted funds of the charity using the methodology set out in note 1g.

The Royal School of Church Music

(Company No:00250031)

NOTES TO THE FINANCIAL STATEMENTS**For the year ended 31 December 2022**

j) Fixed Assets

Fixed assets (excluding investments) are stated at cost less depreciation/amortisation. Assets below £100 are not capitalised. Depreciation and Amortisation are provided on a straight line basis over the estimated useful economic life of each asset, which is considered to be:

Major software packages	4 years
Other computer hardware & software	3 years
Other furniture, plant & equipment	5 years
Copyrights & publication rights	3-5 years
Website & webshop	3-5 years

The useful economic lives of these assets are the periods over which it is anticipated that they will continue to generate an appreciable amount of income for the organisation. Impairment reviews are carried out as and when evidence comes to light that the recoverable amount of a functional fixed asset is below its net book value due to damage, obsolescence or other relevant factors.

k) Investments

Investments (in external funds) are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year. All gains and losses are taken to the statement of financial activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening market value. Unrealised gains and losses are calculated as the difference between the opening and closing market value. Realised and unrealised gains and losses are not separated in the statement of financial activities.

Investments in subsidiaries are accounted for at cost less impairment. The charity incorporated a trading subsidiary, RSCM Enterprises Limited, on 25 November 2022 and this is included in the accounts at cost. The subsidiary was not active in the year ended 31 December 2022 and the charity has claimed exemption from the requirement to prepare consolidated accounts on the basis that the subsidiary is immaterial.

l) Stock

Stocks of publications are valued at the lower of cost or net realisable value, after providing for slow-moving

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at cost which is time-apportioned over the period to which the expenses relate.

n) Creditors and provisions

Creditors and provisions for liabilities and charges are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Royal School of Church Music

(Company No:00250031)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

o) Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the SOFA as they are incurred.

p) Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

The Royal School of Church Music
(Company No:00250031)
Notes to the Financial Statements
For the year ended 31 December 2022

2. Incoming resources	2022	2021
	£	£
a) Donations and legacies		
Grants and donations	128,890	131,840
Affiliate fundraising	35,084	33,942
Friends income	17,585	16,208
Legacies	105,549	104,379
	<u>287,108</u>	<u>286,369</u>
b) Investment income		
Listed investments	26,571	30,683
Interest on cash deposits	-	-
	<u>26,571</u>	<u>30,683</u>
c) Other incoming resources		
Commission	2,211	444
Sundry income	4,868	28,453
	<u>7,079</u>	<u>28,897</u>

Sundry Income includes £Nil of coronavirus relief grants received from the UK Government (2021: £22,400)

3. Total resources expended

	Direct costs	Support Costs	Total 2022	Total 2021
	£	£	£	£
Costs of Generating Funds				
Fundraising	110,705	19,130	129,835	120,879
Investment management	6,908	-	6,908	8,798
Expenditure on Charitable Activities				
Membership	264,808	31,622	296,430	259,055
Education and development	295,667	37,946	333,613	293,762
Publications	305,772	20,768	326,540	228,639
Area Teams	237,022	51,922	288,944	280,184
	<u>1,220,882</u>	<u>161,388</u>	<u>1,382,270</u>	<u>1,191,317</u>

Support costs constitute central management and administrative costs which are necessarily incurred to enable the charity to carry out its activities. These costs have been allocated to the charity's charitable activities and fundraising on the basis of staff costs. They are made up as follows:

	Fundraising	Membership	Education	Publication	Areas	2022	2021
	£	£	£	£	£	£	£
Office costs	15,202	25,128	30,152	16,503	41,258	128,243	135,824
Professional fees	-	-	-	-	-	-	8,375
Finance costs	399	660	792	433	1,083	3,367	1,699
Depreciation	2,068	3,418	4,102	2,245	5,613	17,446	9,246
Amortisation	229	379	455	249	623	1,935	3,136
Governance	1,232	2,037	2,445	1,338	3,345	10,397	11,582
	<u>19,130</u>	<u>31,622</u>	<u>37,946</u>	<u>20,768</u>	<u>51,922</u>	<u>161,388</u>	<u>169,862</u>

The Royal School of Church Music
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Notes to the Financial Statements
For the year ended 31 December 2022

4. Governance Costs

	2022	2021
	£	£
Governance meetings and expenses	2,866	3,017
Auditors fees - audit	4,698	4,934
Auditors fees - non-audit services	2,833	3,630
	<u>10,397</u>	<u>11,581</u>

5. Net income / (expenditure for year)

	2022	2021
	£	£
This is stated after charging:		
Depreciation	17,455	10,355
Amortisation	25,623	30,197
Auditors remuneration - audit	4,698	4,934
Auditors remuneration - accountancy services	2,833	3,630

In 2021 and 2022 audit services were provided by Rothmans Audit LLP and accountancy services were provided by Rothmans LLP, a partnership associated with Rothmans Audit LLP.

6. Staff Costs

	2022	2021
	£	£
Total staff emoluments for the year were as follows:		
Gross salaries and wages	561,558	584,964
Social security	41,766	40,669
Employers contributions to defined contribution pension schemes	22,689	27,631
	<u>626,013</u>	<u>653,264</u>

No employees had total emoluments above £60,000 (2021: no employees).

The total remuneration, including employer national insurance and pension contributions, of the key management personnel was £96,693 (2021: £130,958).

The average monthly head count of employees in the year was as follows:

Membership	2	2
Education and development	8	11
Publications	2	3
Governance, area teams and fundraising	14	15
	<u>26</u>	<u>31</u>

7. Trustee remuneration and related party transactions

The charity trustees were not paid any remuneration, nor received any other benefits from employment with the Charity during the year. Travel and training costs amounting to £286 (2021: £209) were reimbursed to 3 (2021:3) members of Council. There are no other related party transactions in the reporting period that require disclosure.

The Royal School of Church Music
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Notes to the Financial Statements
For the year ended 31 December 2022

8. Intangible fixed assets

	Copyrights & publication rights £	Website & Webshop £	Total £
Cost			
As at 1 January 2022	123,270	48,282	171,552
Additions	-	-	-
Disposals	-	-	-
As at 31 December 2022	<u>123,270</u>	<u>48,282</u>	<u>171,552</u>
Amortisation			
As at 1 January 2022	105,242	32,257	137,499
Charge for the year	16,545	9,078	25,623
Elimination on disposal	-	-	-
As at 31 December 2022	<u>121,787</u>	<u>41,335</u>	<u>163,122</u>
Net Book Value			
As at 31 December 2022	<u>1,483</u>	<u>9</u>	<u>8,430</u>
As at 31 December 2021	<u>18,028</u>	<u>16,025</u>	<u>34,053</u>

9. Tangible fixed assets

	Furniture & Equipment £
Cost	
As at 1 January 2022	255,216
Additions	17,871
Disposals	-
As at 31 December 2022	<u>273,087</u>
Depreciation	
As at 1 January 2022	226,932
Charge for the year	17,455
Elimination on disposal	-
As at 31 December 2022	<u>244,387</u>
Net Book Value	
As at 31 December 2022	<u>28,700</u>
As at 31 December 2021	<u>28,284</u>

The Royal School of Church Music owns a collection of books and manuscripts which were a bequest from its founder, Sir Sidney Nicholson, and which are currently held at Westminster Abbey on their behalf. These items, which have been valued for insurance purposes at £159,000, are not included in the financial statements as there is inherent uncertainty as to the Charity's interest in them and therefore their valuation.

The Royal School of Church Music
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Notes to the Financial Statements
For the year ended 31 December 2022

10. Investments in Subsidiaries

	2022	2021
	£	£
Investment in RSCM Enterprises Limited	1	-
	<u>1</u>	<u>-</u>

On 25 November 2022 the charity incorporated a trading subsidiary, RSCM Enterprises Limited. The subsidiary was not active during the year and its only assets are £1 of share capital.

11. Fixed assets investments

	2022	2021
	£	£
Market value at 1 January 2022	933,187	973,218
Additions at cost	257,576	223,214
Disposals at carrying value	(270,916)	(377,385)
Increase/(decrease) in cash	7,655	946
Net gain/(loss) on revaluation	(112,547)	113,194
Market value at 31 December 2022	<u>814,955</u>	<u>933,187</u>
Investments at market value comprised:		
UK listed investments	330,221	402,054
Overseas listed investments	456,212	510,266
Other investments	-	-
Cash on deposit	28,522	20,867
	<u>814,955</u>	<u>933,187</u>
Historical cost as at 31 December 2022		
Listed investments	767,509	719,436
Cash with investments manager	28,522	20,867
	<u>796,031</u>	<u>740,303</u>

12. Stock

	2022	2021
	£	£
Goods for resale	147,518	152,921
	<u>147,518</u>	<u>152,921</u>

13. Debtors

	2022	2021
	£	£
Trade debtors	80,754	68,454
Other debtors	37,298	17,633
Prepayments and accrued income	23,824	12,368
	<u>141,876</u>	<u>98,455</u>

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14. Creditors - amounts falling due within one year

	2022	2021
	£	£
Trade creditors	66,504	21,847
Other creditors	32,589	33,541
Accruals	7,820	16,693
Deferred income	92,513	57,672
	<u>199,426</u>	<u>129,753</u>

15. Deferred Income

Deferred income comprises the portion of membership subscriptions that relate to periods after the balance sheet date, income received for courses occurring after the year-end and donations where donors have imposed conditions that specify the time period in which the donation should be used.

	Membership	Courses	Other Income	Total
	£	£	£	£
Balance Brought Forward	51,050	5,463	1,159	57,672
Amount released to incoming resources	(51,050)	(5,463)	(1,159)	(57,672)
Amount deferred in the year	47,079	6,400	39,034	92,513
Balance Carried Forward	<u>47,079</u>	<u>6,400</u>	<u>39,034</u>	<u>92,513</u>

16. Analysis of net assets between funds

	Endowment	Restricted	Unrestricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
Fund balances are represented by:				
Intangible fixed assets	-	-	8,430	8,430
Tangible fixed assets	-	-	28,700	28,700
Fixed asset investments	418,446	286,607	109,902	814,955
Net current assets	-	206,408	11,997	218,404
Total net assets	<u>418,446</u>	<u>493,015</u>	<u>159,029</u>	<u>1,070,489</u>

Analysis of net assets between funds - previous year

	Endowment	Restricted	Unrestricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
Fund balances are represented by:				
Intangible fixed assets	-	-	34,053	34,053
Tangible fixed assets	-	-	28,284	28,284
Fixed asset investments	476,236	277,468	179,483	933,187
Net current assets	-	223,369	82,151	305,520
Total net assets	<u>476,236</u>	<u>500,837</u>	<u>323,971</u>	<u>1,301,044</u>

The Royal School of Church Music
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Notes to the Financial Statements
For the year ended 31 December 2022

17. Endowment funds

The capital of the Endowment Funds, which form part of the investment portfolio, cannot be spent. The funds have been given to the charity by way of donations, legacies and memorial appeals to be invested to provide income for the purposes detailed below:

	Fund B/Fwd	Income	Expenditure	Transfer	Gains & Losses	Fund C/Fwd
	£	£	£	£	£	£
Overseas development fund (For overseas travel and development)	37,014	-	-	-	(4,492)	32,522
Hymns Ancient & Modern Lectureship Fund (To help pay for lecturers on RSCM courses)	37,211	-	-	-	(4,516)	32,695
Harold Smart Competition Fund (To fund an annual competition for composers)	13,501	-	-	-	(1,638)	11,863
To provide grants to students attending RSCM courses:						
Hubert Crook and other bursary funds	192,523	-	-	-	(23,362)	169,161
Wiles Family Bequest	106,263	-	-	-	(12,894)	93,369
The Minsall-Jones Bequest	69,019	-	-	-	(8,375)	60,644
Derek Marsden Fund for educational bursaries	20,705	-	-	-	(2,513)	18,192
	<u>476,236</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(57,790)</u>	<u>418,446</u>

Endowment Funds - Previous year

	Fund B/Fwd	Income	Expenditure	Transfer	Gains & Losses	Fund C/Fwd
	£	£	£	£	£	£
Overseas development fund (For overseas travel and development)	33,010	-	-	-	4,004	37,014
Hymns Ancient & Modern Lectureship Fund (To help pay for lecturers on RSCM courses)	33,185	-	-	-	4,026	37,211
Harold Smart Competition Fund (To fund an annual competition for composers)	12,041	-	-	-	1,460	13,501
To provide grants to students attending RSCM courses:						
Hubert Crook and other bursary funds	171,696	-	-	-	20,827	192,523
Wiles Family Bequest	94,768	-	-	-	11,495	106,263
The Minsall-Jones Bequest	61,553	-	-	-	7,466	69,019
Derek Marsden Fund for educational bursaries	18,465	-	-	-	2,240	20,705
	<u>424,718</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>51,518</u>	<u>476,236</u>

The Royal School of Church Music
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Notes to the Financial Statements
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18. Restricted funds

Restricted funds include income from endowments, legacies and donations subject to specific instructions on how they may be spent, as indicated below. The accumulated income from endowments and other restricted donations and legacies are allocated a proportion of the general investment portfolio, unless it is expected that a legacy or donation will be applied in accordance with the wishes of the donor within a reasonable period of receipt.

	Fund B/Fwd	Income	Expenditure	Transfer & Losses	Gains	Fund C/Fwd
	£	£	£	£	£	£
Overseas Development Fund Income	6,285	1,143	(3,541)		(353)	3,534
Hymns A & M Lectureship Fund Income	12,843	1,301	(200)		(996)	12,948
Harold Smart Fund Income	8,374	537	(500)		(635)	7,776
Hubert Crook and other Bursary Funds	58,455	6,585	(930)		(4,532)	59,578
Wiles Family Bequest income fund	29,707	3,592			(2,321)	30,978
The Minsall-Jones Income Fund	15,927	2,266	(495)		(1,226)	16,472
Derek Marsden Fund for Education	4,776	679	(270)		(362)	4,823
Regional development in specific areas	1,238	23			(97)	1,164
Bursaries for Cathedral Courses	21,775	402			(1,701)	20,476
Bursaries for RSCM study programmes	7,510	139			(587)	7,062
Liz & Terry Bramall	-	60,000	(60,000)		-	-
The Norman Kirkham Fund for organ scholarships	2,471	46			(193)	2,324
RSCM Voices general bursaries fund	1,191	22	(40)		(91)	1,082
K Guppy Fund for training/support of boy choristers	56,116	1,035			(4,385)	52,766
Parish Organ Scholarships Project	5,781	107			(452)	5,436
Post-Ordination clergy training project	8,492	157			(664)	7,985
The Headley Trust bursaries grant for young people	5	-			-	5
PA Mason Memorial Fund for courses	36,890	681			(2,882)	34,689
MB MacAuley Fund for choir training	155,514	2,869			(12,152)	146,231
DF Todd Fund	40,486	744	(300)		(3,152)	37,778
Cathedral Courses Income Fund	3,468	64			(271)	3,261
Ouseley Trust	2,369	44			(185)	2,228
Area funds	11,896	219			(929)	11,186
Pipeline Organ Scholarship	218	4			(17)	205
Oglethorpe Fund for bursaries for young choristers	2,740	51			(214)	2,577
J Thiselton fund for Chorister Training	2,104	39			(164)	1,979
David Willcocks Music Trust Grant	1,577	29			(123)	1,483
The Williams Church Music Trust Grant	2,629	48			(205)	2,472
Kirby Laing Grant		5,046			(195)	4,851
Gladys Mabel Fillyary		10,055			(389)	9,666
	500,837	97,927	(66,276)	-	(39,473)	493,015

The Royal School of Church Music
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Notes to the Financial Statements
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18. Restricted Funds (continued...)

Restricted Funds - previous year

	Fund B/Fwd	Income	Expenditure	Transfer	Gains & Losses	Fund C/Fwd
	£	£	£	£	£	£
Overseas Development Fund Income	4,720	1,181			384	6,285
Hymns A & M Lectureship Fund Income	10,658	1,318			867	12,843
Harold Smart Fund Income	7,234	551			589	8,374
Hubert Crook and other Bursary Funds	47,900	6,658			3,897	58,455
Wiles Family Bequest income fund	24,121	3,624			1,962	29,707
The Minsall-Jones Income Fund	12,614	2,287			1,026	15,927
Derek Marsden Fund for Education	3,783	686			307	4,776
Regional development in specific areas	1,121	25			92	1,238
Bursaries for Cathedral Courses	19,737	432			1,606	21,775
Bursaries for RSCM study programmes	6,807	149			554	7,510
Liz & Terry Bramall	-	60,000	(60,000)		-	-
The Norman Kirkham Fund for organ scholarships	2,240	49			182	2,471
RSCM Voices general bursaries fund	1,079	24			88	1,191
John Pilling Trust Fund - RSCM Voices	2,332	-		(2,332)	-	-
K Guppy Fund for training/support of boy choristers	50,864	1,114			4,138	56,116
K Guppy Income Fund for training of boy choristers	5,240	115			426	5,781
Parish Organ Scholarships Project	7,697	169			626	8,492
Post-Ordination clergy training project	103	1		(103)	4	5
The Headley Trust bursaries grant for young people	33,437	733			2,720	36,890
PA Mason Memorial Fund for courses	140,957	3,088			11,469	155,514
PA Mason Memorial Income Fund	36,696	804			2,986	40,486
MB MacAuley Fund for choir training	3,144	69			255	3,468
DF Todd Fund	81	-		(81)	-	-
Cathedral Courses Income Fund	2,147	47			175	2,369
The Patrons' Fund 2017	10,783	236			877	11,896
Ouseley Trust	198	4			16	218
Area funds	-	1,500	(1,500)		-	-
To support the Cathedral Organists Association	2,484	54			202	2,740
Pipeline Organ Scholarship	-	2,022			82	2,104
The Praxis Grant for Education	-	1,516			61	1,577
Oglethorpe Fund for bursaries for young choristers	-	2,527			102	2,629
	438,177	90,983	(61,500)	(2,516)	35,693	500,837

In 2021 the charity conducted a review of its restricted funds, and identified that the funds received from the John Piling Trust Fund - RSCM Voices, The Headley Trust bursaries grant for young people and The Patrons' Fund 2017 had been fully expended in a prior accounting period for the intended purpose, but those expenses were accidentally allocated to unrestricted funds in the accounts. As the amounts involved are not material, the fund balances were corrected by a transfer to unrestricted funds.

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19. Unrestricted funds

	Fund B/Fwd	Income	Expenditure	Transfer	Gains & Losses	Fund C/Fwd
	£	£	£	£	£	£
Designated funds:						
Fixed assets	28,274		(17,455)	17,881		28,700
Area development	8,934					8,934
Fair value reserve	118,763			(100,909)	(15,284)	2,570
Cathedral Organists Association	11,972	10,490	(7,805)	(911)		13,746
General fund	156,027	1,155,847	(1,290,734)	83,939		105,079
	323,970	1,166,337	(1,315,994)	-	(15,284)	159,029

Unrestricted Funds - previous year

	Fund B/Fwd	Income	Expenditure	Transfer	Gains & Losses	Fund C/Fwd
	£	£	£	£	£	£
Designated funds:						
Fixed assets	17,516		(10,365)	21,123		28,274
Area development	8,934					8,934
Fair value reserve	92,780				25,983	118,763
Cathedral Organists Association	10,345	6,230	(1,603)	(3,000)		11,972
General fund	293,779	995,704	(1,117,849)	(15,607)		156,027
	423,354	1,001,934	(1,129,817)	2,516	25,983	323,970

As at 31 December 2003, Council created a fund designated to represent fixed assets. Fixed asset additions are As at 31 December 2010, Council created a fund designated for Area Development. £30,000 was transferred from the general fund to provide underwriting or grant support for Area education and outreach programmes where the necessary funds are not available locally. No grants were paid to areas from this fund in 2022 or 2021.

The Fair value reserve comprises the net revaluation gains on investments held by the charity. In 2022 a transfer was made to agree the accumulated balance on this fund to the gains held within the investment portfolio.

The Cathedral Organists Association is part of the Royal School of Church Music but operates within a separate framework within the overall governance arrangements of the Charity; the trustees take the view that this level of operational independence is best recognised by identifying the funds relating to the Cathedral Organists Association as a designated fund as those funds will be used only for the Association's purposes.

The general fund represents those funds which are unrestricted and not designated for other purposes.

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20. Operating lease commitments

At 31 December 2022, the Charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2022	2021
	£	£
Due within one year	23,958	42,415
Due between one and five years	8,708	32,666
Due in more than five years	-	-
	<u>32,666</u>	<u>75,081</u>

21. Pension Commitments

The charity operates a defined contributions scheme on behalf of its employees. The RSCM contributes a minimum of 5% of each members gross salary into the scheme where the member contributes a minimum of 3% of gross salary. The assets of the scheme are held separately from the charity in a fund administered by Aegon. The annual pension commitment under this scheme is £22,689 (2021: £27,631). No contributions, including employee contributions, were outstanding at the balance sheet date (2021: £NIL).

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Notes to the Financial Statements
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21. Comparative Statement of Financial Activities

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2021 £
Income and Endowments from:				
Donations and legacies	218,869	67,500	-	286,369
<i>Income from charitable activities:</i>				
Membership Income	513,583	-	-	513,583
Education & Outreach	15,643	-	-	15,643
Publication sales & royalties	208,283	-	-	208,283
Area teams	9,459	-	-	9,459
				-
Other incoming resources	28,897	-	-	28,897
Investments	7,200	23,483	-	30,683
Total Income	1,001,934	90,983	-	1,092,917
Expenditure on:				
Raising funds	129,677	-	-	129,677
Charitable activities				
Membership Income	259,055	-	-	259,055
Education & Outreach	232,262	61,500	-	293,762
Publication sales & royalties	228,639	-	-	228,639
Area teams	280,184	-	-	280,184
Total expenditure	1,129,817	61,500	-	1,191,317
Net income/(expenditure)	(127,883)	29,483	-	(98,400)
Transfers between funds	2,516	(2,516)	-	-
Net Gains/(losses) on investments	25,983	35,693	51,518	113,194
Net movement in funds	(99,384)	62,660	51,518	14,794
Reconciliation of funds:				
Total funds brought forward	423,354	438,177	424,718	1,286,249
Total funds carried forward	323,970	500,837	476,236	1,301,043