

THE SALVATION ARMY OFFICERS' PENSION FUND

England & Wales · Charity number 230791

Details

Status Registered

Legal form Other

Registered 1964-06-16

Register [View on the Charity Commission register](#)

Contact

Address The Salvation Army
1 Champion Park
London
SE5 8FJ

Phone 020 7367 4620

Email pensions@salvationarmy.org.uk

Activities

Objects: TO PROVIDE PENSIONS FOR OFFICERS OF THE SALVATION ARMY.

Activities: To provide pensions and lump sum retirement grants for all commissioned officers of The Salvation Army according to the Salvation Army Act (1963)

Classification

- **How:** Makes Grants To Individuals, Provides Other Finance
- **What:** Other Charitable Purposes
- **Who:** Elderly/old People

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£4,364,074	£10,066,798	£240,511,201	0
2024-03-31	£2,179,890	£9,488,669	£258,768,460	0
2023-03-31	£8,053,044	£9,990,261	£268,528,652	0
2022-03-31	£12,712,181	£9,801,081	£278,505,420	0
2021-03-31	£12,036,244	£8,893,880	£261,215,452	0

Trustees

Name	Role	Appointed
Colonel Peter James Forrest		2024-01-08
Commissioner Garth Niemand		2023-09-01
Commissioner Paul Main		2020-11-01
Lt Col Lisa Lloyd-Jones		2025-09-01
Lt Col Paul Kingscott		2024-05-01
Major Inga Longmore		2025-09-01
Major Richard Bradbury		2025-11-01
Major Richard Waters		2023-05-01
Major Tara McGuigan		2025-04-02

THE SALVATION ARMY OFFICERS' PENSION FUND

England & Wales - Charity number 230791

Accounts

THE SALVATION ARMY OFFICERS' PENSION FUND

ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2025

CHARITY REGISTRATION NUMBER: 230791

THE SALVATION ARMY OFFICERS' PENSION FUND

CONTENTS

	Page
Report of the Salvation Army Pension Fund Board	2 to 7
Accounts	8 to 14
Auditors' Report	15 to 17
Actuary's Statement	18

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD

The members of The Salvation Army Officers' Pension Fund present their annual report together with the financial statements of the Fund for the year ended 31 March 2025.

CONTROLLING BODY

The Fund is under the control of a Board, which is constituted by the Second Schedule of the Salvation Army Act 1963. This consists of six ex officio members, under the Chairmanship of the Territorial Commander for the time being of The Salvation Army United Kingdom and Ireland Territory, and three other Officers of the Army, appointed by the Board and whose terms of office may be determined by the Board. The members of the Board who served during the year and those serving at the date of approval of the Annual Report were:

Commissioner P. Main Territorial Commander
 Commissioner G. Niemand
 Commissioner R. Maxwell up to 1st April 2025
 Colonel P. Forrest
 Lieut-Colonel P. Kingscott from 1st May 2024
 Lieut-Colonel B. McCombe up to 31st August 2025
 Lieut-Colonel A. McCombe
 Lieut-Colonel A. Read up to 30th April 2024
 Major C. Daws up to 30th June 2025
 Major R. Waters
 Major Tara McGuigan from 2nd April 2025
 Major Inga Longmore from 1st September 2025
 Lieut-Colonel Lisa Lloyd-Jones from 1st September 2025

PROFESSIONAL ADVISORS

- | | | |
|----|--------------------------------------|--|
| 1. | Actuaries and Investment Consultant: | Messrs. BWCI Consulting Limited
Albert House
St Peter Port
Guernsey GY1 1AW |
| 2. | Auditors: | Knox Cropper LLP
65-68 Leadenhall Street
London EC3A 2AD |
| 3. | Solicitors: | Messrs. Slaughter & May
One Bunhill Row
London EC1Y 8YY |
| 4. | Bankers: | Reliance Bank Limited
Faith House,
23-24 Lovat Lane,
London EC3R 8EB |
| 5. | Investment Advisor: | Investment Advisory Committee of The Salvation Army |
| 6. | Investment Managers: | Sarasin & Partners LLP
100 St. Paul's Churchyard,
London EC4M 8BU |
| | | Legal & General Investment Management (LGIM)
1 Coleman Street
London EC2R 5AA |

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

ADDRESS OF SCHEME

The Salvation Army Officers' Pension Fund
The Salvation Army Territorial Headquarters
1 Champion Park, London, SE5 8JF

ORIGINATING INSTRUMENT: Salvation Army Act 1963

CONSTITUTION AND PURPOSES

The Salvation Army Officers' Pension Fund was established for two main purposes:

"..... to pay pensions to those Officers who (immediately before the implementation of the Act) were in receipt of retirement allowances from any of the Salvation Army undertakings", and

"..... to pay pensions and allowances and to make grants to Officers who may retire on or at any time after the appointed day whether by reason of having reached retirement age or on grounds of ill-health or of other disability or on any other grounds which, in the opinion of the Board, justify the payment of a pension or the making of an allowance or grant (as the case may be)."

The Act also states that:

"The pension fund shall be non-contributory and nothing in this Act shall confer any right on any officer or other person to receive or continue to receive a pension or a pension of any particular amount."

It will be seen, therefore, that the Fund is a Pension Fund, as this term is generally understood, in name only, since it has no members and the payments are according to rules which may be redefined at the discretion of the Board.

The fund is a registered Charity (No. 230791).

TAX STATUS

The Scheme is a deemed Registered Pension Scheme and adheres to HMRC regulations.

ANNUAL REPORT

The Salvation Army Officers' Pension Fund is exempt from S47(1)(a) and S47(1)(b) of the 1995 Pensions Act, and the regulations thereunder, and the requirement to produce an annual report including an audit report and actuarial statement is governed by the Salvation Army Act 1963.

During the year there were no contributions to the Fund and, after payment of benefits and administrative expenses, this resulted in net withdrawals from dealings with Officers of £9.67m. In addition, as a result of the continued volatility of the financial markets, net returns on investments disclosed an outflow of funds this year of £8.58m. Overall, the Fund has disclosed a net decrease in funds for the year of £18.26m.

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****RISK MANAGEMENT**

The Trustees have overall responsibility for internal controls and risk management. They are committed to identifying, evaluating and managing risk and to implementing and maintaining control procedures to reduce significant risks to an acceptable level. In order to meet this responsibility the Trustees have adopted a risk policy. The objective of this policy is to limit the exposure of the Trustees and the assets that they are responsible for safeguarding to business, financial, operational, compliance and other risks, where possible. The Trustees keep risk management and internal controls constantly under review.

The Trustees have established and keep under review a Risk Register. The purpose of the Risk Register is:

- To highlight risks to which the Fund is exposed from the Trustees' perspective;
- To rank those risks in terms of likelihood and impact; and
- To identify management actions that are either currently being taken, or that are believed should be taken, in order to mitigate those risks.

STATEMENT OF PENSION FUND BOARD'S FINANCIAL RESPONSIBILITIES

The Pension Fund Board is responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Salvation Army Act 1963 requires the Pension Fund Board members to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Fund for that period.

In preparing the accounts, they are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the accounts on a going concern basis when it is appropriate to presume that the Fund will continue to operate.

They are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Fund and to enable them to ensure that the accounts comply with recommended practice. They are also responsible for safeguarding the assets of the Fund and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACTUARIAL POSITION

The Fund is subject to triennial valuations. The most recent full actuarial valuation was carried out by BWCI Consulting Limited as at 31 March 2022 whose actuarial statement is set out on page 18. A full actuarial valuation as at 31 March 2025 is currently underway and is expected to be finalised in Quarter 1 of the calendar year of 2026. Preliminary results of this exercise were made available on 29th September 2025.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

INVESTMENTS

The Fund's investment policy is determined by the Board, under the advice of the Investment Advisory Committee of The Salvation Army (IAC) and its Statement of Investment Principles is summarised below. The Salvation Army maintains a Code of Ethical Practice to ensure its funds are invested to reflect its ethical and moral stance.

The Board's objective is to invest the assets of the Fund in the best interests of beneficiaries. It aims to generate sufficient return, at appropriate levels of risk and in line with the Ethical Code, to enable the Fund to meet its future liabilities. The Board recognises that investment in a small number of asset classes or individual investments increases the risk of significant loss over a short period of time and believes that the need for an adequately diversified overall investment portfolio is met by the benchmark and ranges set out below.

In addition, the Board has selected a passive investment manager (LGIM) and an active investment manager (Sarasin) to provide diversification by manager and by investment style. Each investment manager is expected to take investment decisions with regard to a suitable level of diversification being maintained within asset classes.

Investments managed by Sarasin and Partners LLP are held with The Bank of New York Mellon who act as custodian for the assets. Investments managed by LGIM are held with HSBC Bank PLC and Citibank, NA (London Branch).

The Fund's benchmarks and ranges of distribution are as follows.

Overall asset allocation,

<i>Asset Category</i>	Long term target asset allocation	Permitted range	Performance Benchmark
Overseas Equities	30.00%	+/- 5%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Long dated UK corporate bonds	35.00%	+/- 5%	ICE BofAML 15+ Year Sterling Non-Gilt Index
Index-Linked Gilts	35.00%	+/- 5%	37% FTSE A UK Index-Linked Gilts Over 15 Years Index, 63% FTSE A UK Index-Linked Gilts Under 15 Years Index
Cash	0.00%	+ 5%	
TOTAL	<u>100%</u>		

Active manager asset allocation,

<i>Asset Category</i>	Asset allocation	Permitted range	Performance Benchmark
Long dated UK Corporate Bonds	100.0%	- 5%	ICE BofAML 15+ Year Sterling Non-Gilt Index
Cash	0.0%	+ 5%	
TOTAL	<u>100.0%</u>		

The investment manager is allocated 100% of the overall property allocation on an execution only service. The allocation to property is managed by the Board and delegated to the IAC.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

INVESTMENTS (Continued)

Passive manager asset allocation,

<i>Asset fund category</i>	Asset allocation	Permitted range	Performance Benchmark
Overseas Equities	46.00%	+/- 2%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Index-Linked Gilts over 15 years	20.00%	+/- 2%	FTSE A UK Index-Linked Gilts Over 15 Years Index
Index-Linked Gilts under 15 years	34.00%	+/- 2%	FTSE A UK Index-Linked Gilts Under 15 Years Index
TOTAL	<u>100%</u>		

A full analysis of the investment portfolio is set out in Note 7 to the financial statements.

The analysis of investments (at bid market value) as at 31 March 2025 was as follows:

	Market Value	
	£	%
UK Equities	-	-
Overseas Equities	-	-
UK Bonds	75,153,209	31
Property	-	-
Managed Funds	159,859,710	67
Cash	2,738,287	2
	<u>£237,751,206</u>	<u>100%</u>

Legal & General Custom UK Equity Index Fund had a market value of £20,669 at the year-end (2024: £29,746). Legal & General Custom All World ex UK Equity Index Fund had a market value of £73,105,142 at the year-end (2024: £78,907,145). Legal & General Under 15 year Index-linked Gilts had a market value of £56,221,665 (2024: £55,072,058). Legal & General over 15 year Index-linked Gilts had a market value of £30,512,234 (2024: £33,916,687).

The Fund performance against benchmark over 1 and 3 years was as follows:

	Performance over 1 year (%)		Performance over 3 years (%pa)	
	Fund	Benchmark	Fund	Benchmark
Sarasin	-5.2	-4.6	-6.9	-6.0
Legal & General	-1.3	-1.4	2.8	2.8
OPF Consolidated	-2.6	-2.4	-1.4	0.9

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

Approved by the Trustees on 29 September 2025

SIGNED ON BEHALF OF THE BOARD

Lieut-Colonel P. Kingscott

THE SALVATION ARMY OFFICERS' PENSION FUND**FUND ACCOUNT****FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
CONTRIBUTIONS AND BENEFITS			
Contributions Receivable	1(b), 3	-	-
Transfers in		-	-
		-	-
Benefits Payable	4	9,328,120	8,891,257
Transfers out		-	-
Administrative Expenses	5	345,881	269,829
		9,674,001	9,161,086
<i>Net Additions/(Withdrawals) from Dealings with Officers</i>		(9,674,001)	(9,161,086)
RETURNS ON INVESTMENTS			
Investment Income	1(b), 6	4,364,074	2,179,890
Change in Market Value of Investments	7	(12,554,535)	(2,451,413)
Investment Management Fees		(392,797)	(327,583)
<i>Net Returns on Investments</i>		(8,583,258)	(599,106)
NET INCREASE/(DECREASE) IN THE FUND DURING THE YEAR		(18,257,259)	(9,760,192)
NET ASSETS OF THE SCHEME			
<i>At 1 April 2024</i>		258,768,460	268,528,652
<i>At 31 March 2025</i>		£240,511,201	£258,768,460

THE SALVATION ARMY OFFICERS' PENSION FUND**STATEMENT OF NET ASSETS****AS AT 31 MARCH 2025**

	Notes	2025 £	2024 £
INVESTMENT ASSETS			
Bonds	7	75,153,209	86,959,737
Equities	7	-	-
Property Fund	7	-	-
Legal & General UK Fund	7	20,669	29,746
Legal & General Worldwide Fund	7	-	-
Legal & General Under 15 year Index-linked Gilts	7	56,221,665	55,072,058
Legal & General Over 15 year Index-linked Gilts	7	30,512,234	33,916,687
Legal & General Worldwide Index Fund	7	73,105,142	78,907,145
Cash Deposits	7	2,738,287	754,412
		<u>237,751,206</u>	<u>255,639,785</u>
CURRENT ASSETS	8	3,015,707	3,276,561
CURRENT LIABILITIES	9	(255,712)	(147,886)
TOTAL NET ASSETS AT 31 MARCH		<u>£240,511,201</u>	<u>£258,768,460</u>

These financial statements were approved by the board on 29 September 2025

Signed on behalf of the board:

Lieut-Colonel P. Kingscott

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

- (a) The Financial Statements have been prepared in accordance with Financial Reporting Standard 102 – the Financial Reporting Standard applicable in the UK and Republic and Ireland issued by the Financial Reporting Council and with the guidance set out in the Statement of Recommended Practice: Financial Reports of Pension Schemes (2018). The presentational currency is pounds sterling.
- (b) Income:
- (i) Contributions are taken into account on an accruals basis at the rates presently agreed between the Pension Fund Board and The Salvation Army on the recommendation of the Consulting Actuaries.
- (ii) Investment income is accounted for on an accruals basis, dividend income being accounted for when the investment is quoted "ex - div".
- (c) Expenditure:
Expenditure is accounted for on the accruals basis. Benefits payable are included in the financial statements in respect of entitlement up to the year end in accordance with the rules of the Fund.
- (d) Investments:
Investments are included at their fair value at the accounting year end based on bid market price listings or, in the case of unitised pooled investments, on the latest available bid price or single price provided by the pooled investment manager.

2. ACTUARIAL VALUATION

The accounts summarise the transactions and net assets of the Fund. They do not take account of payment of pensions and benefits which fall after the end of the Fund year. The actuarial position of the Fund, which does take account of anticipated future payments, is dealt with in the statement by the actuary on page 18 and these financial statements should be read in conjunction therewith. This statement relates to the Actuarial Valuation as at 31 March 2022.

3. CONTRIBUTIONS RECEIVABLE

	2025	2024
	£	£
Ordinary Annual Contribution	-	-
Annual Capital Contribution	-	-
Special Contribution	-	-
	£-	£-

The Salvation Army undertakings have not paid any contributions in this financial year.

THE SALVATION ARMY OFFICERS' PENSION FUND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

4. BENEFITS PAYABLE

	2025	2024
	£	£
Pensions to retired Officers	8,231,899	7,969,606
Lump Sum Retirement Grants	1,096,221	921,651
Transfers	-	-
	<u>£9,328,120</u>	<u>£8,891,257</u>

5. ADMINISTRATIVE EXPENSES

	2025	2024
	£	£
The Salvation Army Management Charge	54,806	49,969
Auditors Remuneration		
Audit Fees	16,320	15,900
Actuarial Fees	39,930	38,120
Other Professional Fees	233,149	165,830
Other Expenses	1,676	10
	<u>£345,881</u>	<u>£269,829</u>

6. INVESTMENT INCOME

	2025	2024
	£	£
Income from Fixed Interest Securities	4,234,321	1,611,923
Dividends from Equities	-	-
Income from Property Fund	-	491,682
Interest on Cash Deposits	129,753	76,285
	<u>£4,364,074</u>	<u>£2,179,890</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2025****7. INVESTMENTS**

	Market Value 01/4/24	Purchases at Cost	Sales Proceeds	Change in Market Value	Market Value 31/03/25
	£	£	£	£	£
Bonds	86,959,737	23,354,736	(24,613,105)	(10,548,159)	75,153,209
Equity Funds	78,936,891	-	(9,688,801)	3,877,721	73,125,811
Equities	-	-	-	-	-
Gilt Funds	88,988,745	3,629,251	-	(5,884,097)	86,733,899
Property Fund	-	-	-	-	-
	<u>254,885,373</u>	<u>£26,983,987</u>	<u>£(34,301,906)</u>	<u>£(12,554,535)</u>	<u>235,012,919</u>
Cash Deposits	<u>754,412</u>				<u>2,738,287</u>
	<u>£255,639,785</u>				<u>£237,751,206</u>

The change in market value of investments during the year comprises all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

For Equity Funds, the change in market value also includes in respect of the underlying investments, any income generated, transactions costs and sale proceeds in respect of the purchase or sale of those investments. The value of these costs and revenues are not separately identified.

	2025 Market Value	2024 Market Value
	£	£
BONDS		
Fixed Interest Securities		
Corporate Bonds	75,153,209	86,959,737
UK Gilts	-	-
Overseas Corporate Bonds	-	-
Overseas Government Bond Funds		
	<u>86,733,899</u>	<u>88,988,745</u>
	<u>161,887,108</u>	<u>175,948,482</u>
Equity Funds		
UK Quoted	20,669	29,746
Overseas	<u>73,105,142</u>	<u>78,907,145</u>
	<u>73,125,811</u>	<u>78,936,891</u>
EQUITIES		
UK Quoted	-	-
Overseas	-	-
	-	-
	-	-
PROPERTY FUND	-	-
CASH DEPOSITS		
Brokers Balances		
Sterling	<u>2,738,287</u>	<u>754,412</u>
TOTALS	<u>£237,751,206</u>	<u>£255,639,785</u>

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7. INVESTMENTS (Continued)

Investment fair value hierarchy

The fair value of investments has been determined using the following fair value hierarchy:

- Level 1 The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable (ie developed using market data) for the asset or liability, either directly or indirectly.
- Level 3 Inputs are unobservable (ie for which market data is unavailable) for the asset or liability.

The Fund's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2025	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	75,153,209	-	-	75,153,209
Equity Funds (pooled investment vehicles)	-	73,125,811	-	73,125,811
Gilt Funds (pooled investment vehicles)	-	86,733,899	-	86,733,899
Equities	-	-	-	-
Property	-	-	-	-
Cash	2,738,287	-	-	2,738,287
	<u>£77,891,496</u>	<u>£159,859,710</u>	<u>£ -</u>	<u>£237,751,206</u>

As at 31 March 2024	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	86,959,737	-	-	86,959,737
Equity Funds(pooled investment vehicles)	-	78,936,891	-	78,936,891
Gilt Funds (pooled investment vehicles)	-	88,988,745	-	88,988,745
Equities	-	-	-	-
Property	-	-	-	-
Cash	754,412	-	-	754,412
	<u>£87,714,149</u>	<u>£167,925,636</u>	<u>£ -</u>	<u>£255,639,785</u>

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks.

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.

Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7. INVESTMENTS (Continued)

Other price risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Fund is subject to credit risk because it directly invests in bonds. This risk is mitigated by investing in government bonds where the credit risk is minimal, or corporate bonds which are rated at least investment grade.

Currency risk arises on the Fund's equities held in overseas markets and indirectly from the underlying investments held in the overseas equities fund. The Trustees have set a benchmark limit to overseas currency exposure of 27.5% of the total portfolio value.

The Fund is subject to interest rate risk because some of its investments are held in bonds and cash. The Trustees have set a benchmark for total investment in bonds of 30% and cash of 5% of the total investment portfolio.

Other price risk arises principally in relation to the Fund's return seeking portfolio which includes directly held equities, indirectly held equities in the UK and overseas equity funds and the property fund unit trust. The Trustees have set a benchmark for total investment in property of 10% of the total investment portfolio.

8. CURRENT ASSETS

	2025	2024
	£	£
Debtors:		
Accrued Dividends	-	-
Accrued Interest	1,828,696	1,778,759
Amounts due from Central Funds	-	165,763
Cash at Bank:		
Current Account	923,906	1,074,370
Deposit Account	263,105	257,669
	<u>£3,015,707</u>	<u>£3,276,561</u>

9. CURRENT LIABILITIES

	2025	2024
	£	£
Amounts due to Central Funds	(47,897)	-
Sundry Creditors	(207,815)	(147,886)
	<u>£(255,712)</u>	<u>£(147,886)</u>

10. RELATED PARTY TRANSACTIONS

The administration of the Fund is undertaken by The Salvation Army Trust, which has levied a management charge of £54,806 for the year (2024: £49,969). At the year-end a net balance of £47,897 was due to Central Funds (2024: £165,763 due from Central Funds). The Fund's banker is Reliance Bank Limited, which is a subsidiary company of The Salvation Army International Trust. At the year end, the Fund had bank balances of £1,187,011 (2024: £1,332,038) with the Bank.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

OPINION ON FINANCIAL STATEMENTS

We have audited the financial statements of The Salvation Army Officers' Pension Fund for the year ended 31 March 2025, which comprise the Fund Account, the Statement of Net Assets and the 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 FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Members of the Board, as a body, in accordance with Section 145 of the Charities Act 2011 and regulations made under Section 154 of that Act and with The Salvation Army Act 1963. Our audit work has been undertaken so that we might state to the Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Pension Fund and the Members for our audit work, for this report or for the opinions we have formed.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Pension Fund during the year ended 31 March 2025, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the requirements of The Salvation Army Act 1963.

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 Pension Fund 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 Fund's ability to continue as a going concern for a period of at least 12 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 Members 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 we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Report of the Board; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF PENSION FUND BOARD

As described on page 4, the Pension Fund Board is 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 the Members 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 Members are responsible for assessing the Pension Fund'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 Members either intend to liquidate the Pension Fund or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor and report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with The Salvation Army Act 1963. 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.

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 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 identified and focused on the laws and regulations applicable to the Fund through discussions with management, and from our knowledge and experience of the sector. We then assessed the extent of compliance with these laws and regulations through enquiries and review of the documented policies, procedures and controls;

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

- We assessed the susceptibility of the Fund's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by considering the key risks impacting the financial statements. These included risks associated with revenue recognition, application of accounting estimates, management override of controls and the monitoring of beneficiaries;
- Our approach included agreeing the recognition of income to the current Summary of Actuarial Valuation attached to these financial statements as agreed with the participating employers, using analytical and other substantive procedures to agree benefits payable for the year, review of journal entries processed in the accounting records and the investigation of significant and unusual transactions identified from our review of the accounting records.
- Based on our understanding we designed our audit procedures to identify non-compliance with the relevant laws and regulations. These procedures included review of reporting to the Board members with respect to the application of documented policies and procedures and a review of the financial statements to ensure compliance with the Fund's reporting requirements.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

KNOX CROPPER LLP
65 Leadenhall Street
London, EC3A 2AD

Chartered Accountants
Statutory Auditors

Date:

Knox Cropper LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE SALVATION ARMY OFFICERS' PENSION FUND

SUMMARY OF ACTUARIAL VALUATION

An actuarial valuation of the Fund was carried out as at 31 March 2022. The main purposes of the valuation were to review the financial position of the Fund at that date and to help establish the contributions payable to the Fund in the future.

The valuation assumed that the Fund would continue as a going concern. In order to carry out the valuation, the actuary made a number of assumptions based on economic conditions at the valuation date, on prospective investment returns and regarding longevity of Officers. However, changes in market values of the assets and in market conditions after the valuation date may mean that the assumptions and market values on which it is based are no longer appropriate. The Fund's funding position could have changed significantly since the valuation and this could affect the contributions payable in the future.

The main economic assumptions used in the calculations were as follows:

Price inflation	4.0% pa
Rate of increase in allowances	4.5% pa
Rate of pension increases	4.5% pa
Rate of deferred pension increases	4.5% pa
Pre-retirement discount rate	3.7% pa
Post-retirement discount rate	2.9% pa
Management expenses (other than investment related expenses)	5.0% of the future ordinary contributions
Assets	Market value

The valuation revealed a funding surplus of £31,310,000 and a funding ratio of 96.0%. After taking into account the cost of benefits accruing in the future and the future expected ordinary contributions, the overall shortfall was £12,571,000

Following the completion of the 31st March 2022 actuarial valuation, The Salvation Army undertakings have not paid any contributions in this financial year. This decision will be reconsidered following the 31st March 2025 actuarial valuation.

Diana Simon
BWCi Consulting Limited
Consulting Actuaries

THE SALVATION ARMY OFFICERS' PENSION FUND

England & Wales - Charity number 230791

Accounts

THE SALVATION ARMY OFFICERS' PENSION FUND

ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2024

CHARITY REGISTRATION NUMBER: 230791

THE SALVATION ARMY OFFICERS' PENSION FUND

CONTENTS

	Page
Report of the Salvation Army Pension Fund Board	2 to 7
Accounts	8 to 14
Auditors' Report	15 to 17
Actuary's Statement	18

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD

The members of The Salvation Army Officers' Pension Fund present their annual report together with the financial statements of the Fund for the year ended 31 March 2024.

CONTROLLING BODY

The Fund is under the control of a Board, which is constituted by the Second Schedule of the Salvation Army Act 1963. This consists of six ex officio members, under the Chairmanship of the Territorial Commander for the time being of The Salvation Army United Kingdom and Ireland Territory, and three other Officers of the Army, appointed by the Board and whose terms of office may be determined by the Board. The members of the Board who served during the year and those serving at the date of approval of the Annual Report were:

Commissioner A. Cotterill up to 31st December 2023
 Commissioner G. Cotterill up to 31st December 2023
 Commissioner L. Graves up to 31st August 2023
 Commissioner P. Main (Territorial Commander from 1st January 2024)
 Commissioner G. Niemand from 1st September 2023
 Commissioner R. Maxwell from 7th February 2024
 Colonel P. Forrest from 1st January 2024
 Lieut-Colonel P. Kingscott from 1st May 2024
 Lieut-Colonel B. McCombe
 Lieut-Colonel A. McCombe
 Lieut-Colonel A. Read up to 30th April 2024
 Major C. Daws
 Major J. Hilditch up to 30th April 2023
 Major R. Waters from 1st May 2023

PROFESSIONAL ADVISORS

- | | | |
|----|--------------------------------------|--|
| 1. | Actuaries and Investment Consultant: | Messrs. BWCI Consulting Limited
Albert House
St Peter Port
Guernsey GY1 1AW |
| 2. | Auditors: | Knox Cropper LLP
65-68 Leadenhall Street
London EC3A 2AD |
| 3. | Solicitors: | Messrs. Slaughter & May
One Bunhill Row
London EC1Y 8YY |
| 4. | Bankers: | Reliance Bank Limited
Faith House,
23-24 Lovat Lane,
London EC3R 8EB |
| 5. | Investment Advisor: | Investment Advisory Committee of The Salvation Army |
| 6. | Investment Managers: | Sarasin & Partners LLP
100 St. Paul's Churchyard,
London EC4M 8BU |
| | | Legal & General Investment Management (LGIM)
1 Coleman Street
London EC2R 5AA |

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

ADDRESS OF SCHEME

The Salvation Army Officers' Pension Fund
The Salvation Army Territorial Headquarters
1 Champion Park, London, SE5 8JF

ORIGINATING INSTRUMENT: Salvation Army Act 1963

CONSTITUTION AND PURPOSES

The Salvation Army Officers' Pension Fund was established for two main purposes:

"..... to pay pensions to those Officers who (immediately before the implementation of the Act) were in receipt of retirement allowances from any of the Salvation Army undertakings", and

"..... to pay pensions and allowances and to make grants to Officers who may retire on or at any time after the appointed day whether by reason of having reached retirement age or on grounds of ill-health or of other disability or on any other grounds which, in the opinion of the Board, justify the payment of a pension or the making of an allowance or grant (as the case may be)."

The Act also states that:

"The pension fund shall be non-contributory and nothing in this Act shall confer any right on any officer or other person to receive or continue to receive a pension or a pension of any particular amount."

It will be seen, therefore, that the Fund is a Pension Fund, as this term is generally understood, in name only, since it has no members and the payments are according to rules which may be redefined at the discretion of the Board.

The fund is a registered Charity (No. 230791).

TAX STATUS

The Scheme is a deemed Registered Pension Scheme and adheres to HMRC regulations.

ANNUAL REPORT

The Salvation Army Officers' Pension Fund is exempt from S47(1)(a) and S47(1)(b) of the 1995 Pensions Act, and the regulations thereunder, and the requirement to produce an annual report including an audit report and actuarial statement is governed by the Salvation Army Act 1963.

During the year there were no contributions to the Fund and, after payment of benefits and administrative expenses, this resulted in net withdrawals from dealings with Officers of £9.16m. In addition, as a result of the ongoing recovery of the financial markets from the effects of COVID-19, net returns on investments disclosed an outflow of funds this year of £0.60m. Overall, the Fund has disclosed a net decrease in funds for the year of £9.76m. Please note, with the consent from the members of the Board, the sponsor to the Fund is currently on a contribution holiday as a reflection of the current funding position following the completion of the 31 March 2022 actuarial valuation. Contributions will not be paid from 31 March 2022 through until 31 March 2025, when the next valuation is due, and at which point an assessment will be performed as to whether contributions into the Fund from the sponsor should recommence.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

RISK MANAGEMENT

The Trustees have overall responsibility for internal controls and risk management. They are committed to identifying, evaluating and managing risk and to implementing and maintaining control procedures to reduce significant risks to an acceptable level. In order to meet this responsibility the Trustees have adopted a risk policy. The objective of this policy is to limit the exposure of the Trustees and the assets that they are responsible for safeguarding to business, financial, operational, compliance and other risks, where possible. The Trustees keep risk management and internal controls constantly under review.

The Trustees have established and keep under review a Risk Register. The purpose of the Risk Register is:

- To highlight risks to which the Fund is exposed from the Trustees' perspective;
- To rank those risks in terms of likelihood and impact; and
- To identify management actions that are either currently being taken, or that are believed should be taken, in order to mitigate those risks.

STATEMENT OF PENSION FUND BOARD'S FINANCIAL RESPONSIBILITIES

The Pension Fund Board is responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Salvation Army Act 1963 requires the Pension Fund Board members to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Fund for that period.

In preparing the accounts, they are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the accounts on a going concern basis when it is appropriate to presume that the Fund will continue to operate.

They are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Fund and to enable them to ensure that the accounts comply with recommended practice. They are also responsible for safeguarding the assets of the Fund and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACTUARIAL POSITION

The Fund is subject to triennial valuations. The most recent full actuarial valuation was carried out by BWCI Consulting Limited as at 31 March 2022 whose actuarial statement is set out on page 18.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

INVESTMENTS

The Fund's investment policy is determined by the Board, under the advice of the Investment Advisory Committee of The Salvation Army (IAC) and its Statement of Investment Principles is summarised below. The Salvation Army maintains a Code of Ethical Practice to ensure its funds are invested to reflect its ethical and moral stance.

The Board's objective is to invest the assets of the Fund in the best interests of beneficiaries. It aims to generate sufficient return, at appropriate levels of risk and in line with the Ethical Code, to enable the Fund to meet its future liabilities. The Board recognises that investment in a small number of asset classes or individual investments increases the risk of significant loss over a short period of time and believes that the need for an adequately diversified overall investment portfolio is met by the benchmark and ranges set out below.

In addition, the Board has selected a passive investment manager (LGIM) and an active investment manager (Sarasin) to provide diversification by manager and by investment style. Each investment manager is expected to take investment decisions with regard to a suitable level of diversification being maintained within asset classes.

Investments managed by Sarasin and Partners LLP are held with The Bank of New York Mellon who act as custodian for the assets. Investments managed by LGIM are held with HSBC Bank PLC and Citibank, NA (London Branch).

The Fund's benchmarks and ranges of distribution are as follows.

Overall asset allocation,

<i>Asset Category</i>	Long term target asset allocation	Permitted range	Performance Benchmark
Overseas Equities	30.00%	+/- 5%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Long dated UK corporate bonds	35.00%	+/- 5%	ICE BofAML 15+ Year Sterling Non-Gilt Index
Index-Linked Gilts	35.00%	+/- 5%	37% FTSE A UK Index-Linked Gilts Over 15 Years Index, 63% FTSE A UK Index-Linked Gilts Under 15 Years Index
Cash	0.00%	+ 5%	
<i>TOTAL</i>	100%		

Active manager asset allocation,

<i>Asset Category</i>	Asset allocation	Permitted range	Performance Benchmark
Long dated UK Corporate Bonds	100.0%	- 5%	ICE BofAML 15+ Year Sterling Non-Gilt Index
Cash	0.0%	+ 5%	
<i>TOTAL</i>	100.0%		

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****INVESTMENTS (Continued)**

Passive manager asset allocation,

<i>Asset fund category</i>	Asset allocation	Permitted range	Performance Benchmark
Overseas Equities	46.00%	+/- 2%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Index-Linked Gilts over 15 years	20.00%	+/- 2%	FTSE A UK Index-Linked Gilts Over 15 Years Index
Index-Linked Gilts under 15 years	34.00%	+/- 2%	FTSE A UK Index-Linked Gilts Under 15 Years Index
TOTAL	<u>100%</u>		

A full analysis of the investment portfolio is set out in Note 7 to the financial statements.

The analysis of investments (at bid market value) as at 31 March 2024 was as follows:

	Market Value	
	£	%
UK Equities	-	-
Overseas Equities	-	-
UK Bonds	86,959,737	34
Property	-	-
Managed Funds	167,925,636	66
Cash	754,412	-
	<u>£255,639,785</u>	<u>100%</u>

Property Funds had a market value of £nil at the year-end (2023: £15,779,561). Legal & General Custom UK Equity Index Fund had a market value of £29,746 at the year-end (2023: £272,775). Legal & General Custom All World ex UK Equity Index Fund had a market value of £78,907,145 at the year-end (2023: £298,708). Legal & General Under 15 year Index-linked Gilts had a market value of £55,072,058 (2023: £95,166,513). Legal & General over 15 year Index-linked Gilts had a market value of £33,916,687 (2023: £57,696,533).

The Fund performance against benchmark over 1 and 3 years was as follows:

	Performance over 1 year (%)		Performance over 3 years (%pa)	
	Fund	Benchmark	Fund	Benchmark
Sarasin	-3.5	-3.0	-6.0	-4.3
Legal & General	0.7	1.0	7.5	7.4
OPF Consolidated	-0.3	0.1	1.5	2.5

THE SALVATION ARMY OFFICERS' PENSION FUND
REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

Approved by the Trustees on 14 October 2024

SIGNED ON BEHALF OF THE BOARD

P. Kingscott

Lieut-Colonel P. Kingscott

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THE SALVATION ARMY OFFICERS' PENSION FUND**FUND ACCOUNT****FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
CONTRIBUTIONS AND BENEFITS			
Contributions Receivable	1(b), 3	-	5,150,229
Transfers in		-	-
		-	5,150,229
Benefits Payable	4	8,891,257	9,236,909
Transfers out		-	-
Administrative Expenses	5	269,829	329,842
		9,161,086	9,566,751
<i>Net Additions/(Withdrawals) from Dealings with Officers</i>		(9,161,086)	(4,416,522)
RETURNS ON INVESTMENTS			
Investment Income	1(b), 6	2,179,890	2,902,815
Change in Market Value of Investments	7	(2,451,413)	(8,039,551)
Investment Management Fees		(327,583)	(423,510)
<i>Net Returns on Investments</i>		(599,106)	(5,560,246)
NET INCREASE/(DECREASE) IN THE FUND DURING THE YEAR		(9,760,192)	(9,976,768)
NET ASSETS OF THE SCHEME			
<i>At 1 April 2023</i>		268,528,652	278,505,420
<i>At 31 March 2024</i>		£258,768,460	£268,528,652

THE SALVATION ARMY OFFICERS' PENSION FUND**STATEMENT OF NET ASSETS****AS AT 31 MARCH 2024**

	Notes	2024 £	2023 £
INVESTMENT ASSETS			
Bonds	7	86,959,737	97,290,858
Equities	7	-	-
Property Fund	7	-	15,779,561
Legal & General UK Fund	7	29,746	272,775
Legal & General Worldwide Fund	7	-	298,708
Legal & General Under 15 year Index-linked Gilts	7	55,072,058	95,166,513
Legal & General Over 15 year Index-linked Gilts	7	33,916,687	57,696,533
Legal & General Worldwide Index Fund		78,907,145	-
Cash Deposits	7	754,412	423,814
		<u>255,639,785</u>	<u>266,928,762</u>
CURRENT ASSETS	8	3,276,561	1,725,984
CURRENT LIABILITIES	9	(147,886)	(126,094)
TOTAL NET ASSETS AT 31 MARCH		<u>£258,768,460</u>	<u>£268,528,652</u>

These financial statements were approved by the board on 14 October 2024

Signed on behalf of the board:

P. Kingscott

Lieut-Colonel P. Kingscott

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED 31 MARCH 2024****1. ACCOUNTING POLICIES**

- (a) The Financial Statements have been prepared in accordance with Financial Reporting Standard 102 – the Financial Reporting Standard applicable in the UK and Republic and Ireland issued by the Financial Reporting Council and with the guidance set out in the Statement of Recommended Practice: Financial Reports of Pension Schemes (2018). The presentational currency is pounds sterling.
- (b) Income:
- (i) Contributions are taken into account on an accruals basis at the rates presently agreed between the Pension Fund Board and The Salvation Army on the recommendation of the Consulting Actuaries.
- (ii) Investment income is accounted for on an accruals basis, dividend income being accounted for when the investment is quoted "ex - div".
- (c) Expenditure:
Expenditure is accounted for on the accruals basis. Benefits payable are included in the financial statements in respect of entitlement up to the year end in accordance with the rules of the Fund.
- (d) Investments:
Investments are included at their fair value at the accounting year end based on bid market price listings or, in the case of unitised pooled investments, on the latest available bid price or single price provided by the pooled investment manager.

2. ACTUARIAL VALUATION

The accounts summarise the transactions and net assets of the Fund. They do not take account of payment of pensions and benefits which fall after the end of the Fund year. The actuarial position of the Fund, which does take account of anticipated future payments, is dealt with in the statement by the actuary on page 18 and these financial statements should be read in conjunction therewith. This statement relates to the Actuarial Valuation as at 31 March 2022.

3. CONTRIBUTIONS RECEIVABLE

	2024	2023
	£	£
Ordinary Annual Contribution	-	5,150,229
Annual Capital Contribution	-	-
Special Contribution	-	-
	£-	£5,150,229

The Salvation Army undertakings have not paid any contributions in this financial year.

THE SALVATION ARMY OFFICERS' PENSION FUND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

4. BENEFITS PAYABLE

	2024	2023
	£	£
Pensions to retired Officers	7,969,606	8,392,166
Lump Sum Retirement Grants	921,651	844,743
Transfers	-	-
	<u>£8,891,257</u>	<u>£9,236,909</u>

5. ADMINISTRATIVE EXPENSES

	2024	2023
	£	£
The Salvation Army Management Charge	49,969	41,246
Auditors Remuneration		
Audit Fees	15,900	15,864
Actuarial Fees	180,432	213,464
Other Professional Fees	23,518	58,800
Other Expenses	10	468
	<u>£269,829</u>	<u>£329,842</u>

6. INVESTMENT INCOME

	2024	2023
	£	£
Income from Fixed Interest Securities	1,611,923	2,249,123
Dividends from Equities	-	650,817
Income from Property Fund	491,682	-
Interest on Cash Deposits	76,285	2,875
	<u>£2,179,890</u>	<u>£2,902,815</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****7. INVESTMENTS**

	Market Value 01/4/23	Purchases at Cost	Sales Proceeds	Change in Market Value	Market Value 31/03/24
	£	£	£	£	£
Bonds	97,290,858	130,639,044	(136,784,254)	(4,185,911)	86,959,737
Equity Funds	571,483	148,817,705	(77,199,660)	6,747,363	78,936,891
Equities	-	-	-	-	-
Gilt Funds	152,863,046	-	(59,041,300)	(4,833,001)	88,988,745
Property Fund	15,779,561	-	(15,599,697)	(179,864)	-
	<u>£266,504,948</u>	<u>£279,456,749</u>	<u>£(288,624,911)</u>	<u>£(2,451,413)</u>	<u>£254,885,373</u>
Cash Deposits	423,814	-	-	-	754,412
	<u>£266,928,762</u>				<u>£255,639,785</u>

The change in market value of investments during the year comprises all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

For Equity Funds, the change in market value also includes in respect of the underlying investments, any income generated, transactions costs and sale proceeds in respect of the purchase or sale of those investments. The value of these costs and revenues are not separately identified.

During the year the book value of investments decreased by £14,628,790.

	2024		2023	
	Market Value	Book Value	Market Value	Book Value
	£	£	£	£
BONDS				
Fixed Interest Securities				
Corporate Bonds	86,959,737	88,303,166	97,290,858	95,864,833
UK Gilts	-	-	-	-
Overseas Corporate Bonds	-	-	-	-
Overseas Government Bond Funds	88,988,745	77,276,895	152,863,046	145,669,624
	<u>175,948,482</u>	<u>165,580,061</u>	<u>250,153,904</u>	<u>241,534,457</u>
Equity Funds				
UK Quoted	29,746	4,665,657	272,775	4,665,657
Overseas	78,907,145	78,228,180	298,708	1,633,475
	<u>78,936,891</u>	<u>82,893,837</u>	<u>571,483</u>	<u>6,299,132</u>
EQUITIES				
UK Quoted	-	-	-	-
Overseas	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
PROPERTY FUND	<u>-</u>	<u>-</u>	<u>15,779,561</u>	<u>15,599,697</u>
CASH DEPOSITS				
Brokers Balances				
Sterling	754,412	754,412	423,814	423,814
TOTALS	<u>£255,639,785</u>	<u>£249,228,310</u>	<u>£266,928,762</u>	<u>£263,857,100</u>

THE SALVATION ARMY OFFICERS' PENSION FUND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

7. INVESTMENTS (Continued)

Investment fair value hierarchy

The fair value of investments has been determined using the following fair value hierarchy:

- Level 1 The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable (ie developed using market data) for the asset or liability, either directly or indirectly.
- Level 3 Inputs are unobservable (ie for which market data is unavailable) for the asset or liability.

The Fund's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2024	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	86,959,737		-	86,959,737
Equity Funds (pooled investment vehicles)	-	78,936,891	-	78,936,891
Gilt Funds (pooled investment vehicles)	-	88,988,745	-	88,988,745
Equities	-		-	-
Property	-	-	-	-
Cash	754,412	-	-	754,412
	<u>£87,714,149</u>	<u>£167,925,636</u>	<u>£ -</u>	<u>£255,639,785</u>

As at 31 March 2023	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	97,290,858	-	-	97,290,858
Equity Funds(pooled investment vehicles)	-	571,483	-	571,483
Gilt Funds (pooled investment vehicles)	-	152,863,046	-	152,863,046
Equities	-	-	-	-
Property	-	15,779,561	-	15,779,561
Cash	423,814	-	-	423,814
	<u>£97,714,672</u>	<u>£169,214,090</u>	<u>£ -</u>	<u>£266,928,762</u>

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks.

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.

Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.

THE SALVATION ARMY OFFICERS' PENSION FUND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

7. INVESTMENTS (Continued)

Other price risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Fund is subject to credit risk because it directly invests in bonds. This risk is mitigated by investing in government bonds where the credit risk is minimal, or corporate bonds which are rated at least investment grade.

Currency risk arises on the Fund's equities held in overseas markets and indirectly from the underlying investments held in the overseas equities fund. The Trustees have set a benchmark limit to overseas currency exposure of 30.0% of the total portfolio value.

The Fund is subject to interest rate risk because some of its investments are held in bonds and cash. The Trustees have set a benchmark for total investment in bonds of 35% and cash of 0% of the total investment portfolio.

Other price risk arises principally in relation to the Fund's return seeking portfolio which includes directly held equities, indirectly held equities in the UK and overseas equity funds and the property fund unit trust. The Trustees have set a benchmark for total investment in property of 10% of the total investment portfolio.

8. CURRENT ASSETS

	2024	2023
	£	£
Debtors:		
Accrued Dividends	-	-
Accrued Interest	1,778,759	159,692
Amounts due from Central Funds	165,763	213,945
Cash at Bank:		
Current Account	1,074,370	1,097,216
Deposit Account	257,669	255,131
	<u>£3,276,561</u>	<u>£1,725,984</u>

9. CURRENT LIABILITIES

	2024	2023
	£	£
Sundry Creditors	<u>£(147,886)</u>	<u>£(126,094)</u>

10. RELATED PARTY TRANSACTIONS

The administration of the Fund is undertaken by The Salvation Army Trust, which has levied a management charge of £49,969 for the year (2023: £41,246). At the year-end a net balance of £165,763 was due from Central Funds (2023: £213,945). The Fund's banker is Reliance Bank Limited, which is a subsidiary company of The Salvation Army International Trust. At the year end, the Fund had bank balances of £1,332,038 (2023: £1,352,349) with the Bank.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

OPINION ON FINANCIAL STATEMENTS

We have audited the financial statements of The Salvation Army Officers' Pension Fund for the year ended 31 March 2024, which comprise the Fund Account, the Statement of Net Assets and the 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 FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Members of the Board, as a body, in accordance with Section 145 of the Charities Act 2011 and regulations made under Section 154 of that Act and with The Salvation Army Act 1963. Our audit work has been undertaken so that we might state to the Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Pension Fund and the Members for our audit work, for this report or for the opinions we have formed.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Pension Fund during the year ended 31 March 2024, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the requirements of The Salvation Army Act 1963.

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 Pension Fund 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 Fund's ability to continue as a going concern for a period of at least 12 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 Members 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 we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Report of the Board; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF PENSION FUND BOARD

As described on page 4, the Pension Fund Board is 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 the Members 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 Members are responsible for assessing the Pension Fund'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 Members either intend to liquidate the Pension Fund or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor and report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with The Salvation Army Act 1963. 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.

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 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 identified and focused on the laws and regulations applicable to the Fund through discussions with management, and from our knowledge and experience of the sector. We then assessed the extent of compliance with these laws and regulations through enquiries and review of the documented policies, procedures and controls;

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

- We assessed the susceptibility of the Fund's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by considering the key risks impacting the financial statements. These included risks associated with revenue recognition, application of accounting estimates, management override of controls and the monitoring of beneficiaries;
- Our approach included agreeing the recognition of income to the current Summary of Actuarial Valuation attached to these financial statements as agreed with the participating employers, using analytical and other substantive procedures to agree benefits payable for the year, review of journal entries processed in the accounting records and the investigation of significant and unusual transactions identified from our review of the accounting records.
- Based on our understanding we designed our audit procedures to identify non-compliance with the relevant laws and regulations. These procedures included review of reporting to the Board members with respect to the application of documented policies and procedures and a review of the financial statements to ensure compliance with the Fund's reporting requirements.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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



KNOX CROPPER LLP
65 Leadenhall Street
London, EC3A 2AD

Chartered Accountants
Statutory Auditors

Date: 14 October 2024

Knox Cropper LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE SALVATION ARMY OFFICERS' PENSION FUND

SUMMARY OF ACTUARIAL VALUATION

An actuarial valuation of the Fund was carried out as at 31 March 2022. The main purposes of the valuation were to review the financial position of the Fund at that date and to help establish the contributions payable to the Fund in the future.

The valuation assumed that the Fund would continue as a going concern. In order to carry out the valuation, the actuary made a number of assumptions based on economic conditions at the valuation date, on prospective investment returns and regarding longevity of Officers. However, changes in market values of the assets and in market conditions after the valuation date may mean that the assumptions and market values on which it is based are no longer appropriate. The Fund's funding position could have changed significantly since the valuation and this could affect the contributions payable in the future.

The main economic assumptions used in the calculations were as follows:

Price inflation	4.0% pa
Rate of increase in allowances	4.5% pa
Rate of pension increases	4.5% pa
Rate of deferred pension increases	4.5% pa
Pre-retirement discount rate	3.7% pa
Post-retirement discount rate	2.9% pa
Management expenses (other than investment related expenses)	5.0% of the future ordinary contributions
Assets	Market value

The valuation revealed a funding surplus of £31,310,000 and a funding ratio of 96.0%. After taking into account the cost of benefits accruing in the future and the future expected ordinary contributions, the overall shortfall was £12,571,000

Following the completion of the 31st March 2022 actuarial valuation, The Salvation Army undertakings have not paid any contributions in this financial year. This decision will be reconsidered following the 31st March 2025 actuarial valuation.

Diana Simon
BWCI Consulting Limited
Consulting Actuaries

THE SALVATION ARMY OFFICERS' PENSION FUND

England & Wales - Charity number 230791

Accounts

THE SALVATION ARMY OFFICERS' PENSION FUND

ANNUAL REPORT
FOR THE YEAR ENDED
31 MARCH 2023

CHARITY REGISTRATION NUMBER: 230791

THE SALVATION ARMY OFFICERS' PENSION FUND

CONTENTS

Page

Report of the Salvation Army Pension Fund Board	2 to 7
Accounts	8 to 14
Auditors' Report	15 to 17
Actuary's Statement	18

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD

The members of The Salvation Army Officers' Pension Fund present their annual report together with the financial statements of the Fund for the year ended 31 March 2023.

CONTROLLING BODY

The Fund is under the control of a Board, which is constituted by the Second Schedule of the Salvation Army Act 1963. This consists of six ex officio members, under the Chairmanship of the Territorial Commander for the time being of The Salvation Army United Kingdom Territory with the Republic of Ireland, and three other Officers of the Army, appointed by the Board and whose terms of office may be determined by the Board. The members of the Board who served during the year and those serving at the date of approval of the Annual Report were:

Commissioner A. Cotterill	up to 31 st December 2023
Commissioner G. Cotterill	up to 31 st December 2023
Commissioner L. Graves	up to 31 st August 2023
Commissioner G. Niemand	from 1 st September 2023
Colonel P. Main	Territorial Commander from 1 st January 2024, Commissioner from 4 th January 2024.
Colonel P. Forrest	from 1 st January 2024
Lieut-Colonel B. McCombe	
Lieut-Colonel A. McCombe	
Lieut-Colonel A. Read	
Major C. Daws	
Major J. Hilditch	up to 30 th April 2023
Major R. Waters	from 1 st May 2023

PROFESSIONAL ADVISORS

1. Actuaries and Investment Consultant: Messrs. BWCI Consulting Limited
Albert House
St Peter Port
Guernsey GY1 1AW
2. Auditors: Knox Cropper LLP
65-68 Leadenhall Street
London EC3A 2AD
3. Solicitors: Messrs. Slaughter & May
One Bunhill Row
London EC1Y 8YY
4. Bankers: Reliance Bank Limited
Faith House,
23-24 Lovat Lane,
London EC3R 8EB
5. Investment Advisor: Investment Advisory Committee of The Salvation Army
6. Investment Managers: Sarasin & Partners LLP
100 St. Paul's Churchyard,
London EC4M 8BU

Legal & General Investment Management (LGIM)
1 Coleman Street
London EC2R 5AA

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

ADDRESS OF SCHEME

The Salvation Army Officers' Pension Fund
The Salvation Army Territorial Headquarters
1 Champion Park, London, SE5 8JF

ORIGINATING INSTRUMENT: Salvation Army Act 1963

CONSTITUTION AND PURPOSES

The Salvation Army Officers' Pension Fund was established for two main purposes:

"..... to pay pensions to those Officers who (immediately before the implementation of the Act) were in receipt of retirement allowances from any of the Salvation Army undertakings", and

"..... to pay pensions and allowances and to make grants to Officers who may retire on or at any time after the appointed day whether by reason of having reached retirement age or on grounds of ill-health or of other disability or on any other grounds which, in the opinion of the Board, justify the payment of a pension or the making of an allowance or grant (as the case may be)."

The Act also states that:

"The pension fund shall be non-contributory and nothing in this Act shall confer any right on any officer or other person to receive or continue to receive a pension or a pension of any particular amount."

It will be seen, therefore, that the Fund is a Pension Fund, as this term is generally understood, in name only, since it has no members and the payments are according to rules which may be redefined at the discretion of the Board.

The fund is a registered Charity (No. 230791).

TAX STATUS

The Scheme is a deemed Registered Pension Scheme and adheres to HMRC regulations.

ANNUAL REPORT

The Salvation Army Officers' Pension Fund is exempt from S47(1)(a) and S47(1)(b) of the 1995 Pensions Act, and the regulations thereunder, and the requirement to produce an annual report including an audit report and actuarial statement is governed by the Salvation Army Act 1963.

During the year contributions to the Fund amounted to £5.15m in aggregate and, after payment of benefits and administrative expenses, this resulted in net withdrawals from dealings with Officers of £4.42m. In addition, as a result of the ongoing recovery of the financial markets from the effects of COVID-19, net returns on investments disclosed an outflow of funds this year of £5.56m. Overall, the Fund has disclosed a net decrease in funds for the year of £9.98m.

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****RISK MANAGEMENT**

The Trustees have overall responsibility for internal controls and risk management. They are committed to identifying, evaluating and managing risk and to implementing and maintaining control procedures to reduce significant risks to an acceptable level. In order to meet this responsibility, the Trustees have adopted a risk policy. The objective of this policy is to limit the exposure of the Trustees and the assets that they are responsible for safeguarding to business, financial, operational, compliance and other risks, where possible. The Trustees keep risk management and internal controls constantly under review.

The Trustees have established and keep under review a Risk Register. The purpose of the Risk Register is:

- To highlight risks to which the Fund is exposed from the Trustees' perspective;
- To rank those risks in terms of likelihood and impact; and
- To identify management actions that are either currently being taken, or that are believed should be taken, in order to mitigate those risks.

STATEMENT OF PENSION FUND BOARD'S FINANCIAL RESPONSIBILITIES

The Pension Fund Board is responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Salvation Army Act 1963 requires the Pension Fund Board members to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Fund for that period.

In preparing the accounts, they are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the accounts on a going concern basis when it is appropriate to presume that the Fund will continue to operate.

They are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Fund and to enable them to ensure that the accounts comply with recommended practice. They are also responsible for safeguarding the assets of the Fund and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACTUARIAL POSITION

The Fund is undertaking triennial valuations. The most recent full actuarial valuation was carried out by BWCI Consulting Limited as at 31 March 2022 whose actuarial statement is set out on page 18.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

INVESTMENTS

The Fund's investment policy is determined by the Board, under the advice of the Investment Advisory Committee of The Salvation Army (IAC) and its Statement of Investment Principles is summarised below. The Salvation Army maintains a Code of Ethical Practice to ensure its funds are invested to reflect its ethical and moral stance.

The Board's objective is to invest the assets of the Fund in the best interests of members and beneficiaries. It aims to generate sufficient return, at appropriate levels of risk and in line with the Ethical Code, to enable the Fund to meet its future liabilities. The Board recognises that investment in a small number of asset classes or individual investments increases the risk of significant loss over a short period of time and believes that the need for an adequately diversified overall investment portfolio is met by the benchmark and ranges set out below.

In addition, the Board has selected a passive investment manager (LGIM) and an active investment manager (Sarasin) for the equities to provide diversification by manager and by investment style. Each investment manager is expected to take investment decisions with regard to a suitable level of diversification being maintained within asset classes.

Investments managed by Sarasin and Partners LLP are held with The Bank of New York Mellon who act as custodian for the assets. Investments managed by LGIM are held with HSBC Bank PLC and Citibank, NA (London Branch).

The Fund's benchmarks and ranges of distribution are as follows.

Overall asset allocation,

<i>Asset Category</i>	Long term target asset allocation	Permitted range	Performance Benchmark
UK Equities	45.0%	+/- 5%	FTSE Custom All-Share Specialist Ethical Index
Overseas Equities	22.5%	+/- 5%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Long dated UK corporate bonds	25.0%	+/- 5%	ICE BofAML 15+ Year Sterling Non-gilt Index
Property	7.5%	+/- 2.5%	MSCI/AREF UK Quarterly All Balanced Property Fund Index
Cash	0.0%	+ 5%	
<i>TOTAL</i>	100%		

Active manager asset allocation,

<i>Asset Category</i>	Asset allocation	Permitted range	Performance Benchmark
UK Equities	27.0%	+/- 10%	MSCI UK Investable Market Index
Overseas Equities	13.0%	+/- 10%	MSCI AC World ex uk Index
Long dated UK corporate bonds	60.0%	+/- 5%	ICE BofAML 15+ Year Sterling Non-gilt Index
Cash	0.0%	+ 5%	
<i>TOTAL</i>	100%		

The active manager is allocated 100% of the overall property allocation on an execution only service. The allocation to property is managed by the Board and delegated to the IAC.

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****INVESTMENTS (Continued)**

Passive manager asset allocation,

<i>Asset fund category</i>	Asset allocation	Permitted range	Performance Benchmark
Index-Linked Gilts over 15 years	37.0%	+/- 2%	FTSE A UK Index-Linked Gilts Over 15 Years Index
Index-Linked Gilts under 15 years	63.0%	+/- 2%	FTSE A UK Index-Linked Gilts Under 15 Years Index
TOTAL	<u>100%</u>		

A full analysis of the investment portfolio is set out in Note 7 to the financial statements.

The analysis of investments (at bid market value) as at 31 March 2023 was as follows:

	Market Value	
	£	%
UK Equities	-	-
Overseas Equities	-	-
UK Bonds	97,290,858	36
Property	15,779,561	6
Managed Funds	153,434,529	57
Cash	423,814	1
	<u>£266,928,762</u>	<u>100%</u>

Property Funds had a market value of £15,779,561 at the year-end (2022: £19,872,892). Legal & General Custom UK Equity Index Fund had a market value of £272,775 at the year-end (2022: £98,381,126). Legal & General Custom All World ex UK Equity Index Fund had a market value of £298,708 at the year-end (2022: £46,021,473). Legal & General Under 15 year Index-linked Gilts had a market value of £95,166,513 (2022: £0). Legal & General over 15 year Index-linked Gilts had a market value of £57,696,533 (2022: £0).

The Fund performance against benchmark over 1 and 3 years was as follows:

	Performance over 1 year (%)		Performance over 3 years (%pa)	
	Fund	Benchmark	Fund	Benchmark
Sarasin	-11.7	-10.3	-0.3	2.1
Legal & General	9.3	9.0	17.5	17.2
OPF Consolidated	-1.4	-0.3	8.5	10.0

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****INVESTMENTS (Continued)**

In December 2023, a new investment strategy was implemented for the scheme. The new asset allocation benchmarks are as follows:

Investment Manager	Asset Class	Asset Allocation
LGIM	Global Equities	30.00%
Sarasin	Long Corporate Bonds	35.00%
LGIM	Under 15 Year Index-Linked Gilts	22.05%
LGIM	Over 15 Year Index-Linked Gilts	12.95%
TOTAL		<u>100.00%</u>

Approved by the Trustees on 8 January 2024

SIGNED ON BEHALF OF THE BOARD



Lieut-Colonel A. Read

THE SALVATION ARMY OFFICERS' PENSION FUND**FUND ACCOUNT****FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	2023 £	2022 £
CONTRIBUTIONS AND BENEFITS			
Contributions Receivable	1(b), 3	5,150,229	9,672,563
Transfers in		-	942
		<hr/> 5,150,229	<hr/> 9,673,505
Benefits Payable	4	9,236,909	8,803,140
Transfers out		-	-
Administrative Expenses	5	329,842	457,506
		<hr/> 9,566,751	<hr/> 9,260,646
<i>Net Additions/(Withdrawals) from Dealings with Officers</i>		<hr/> (4,416,522)	<hr/> 412,859
RETURNS ON INVESTMENTS			
Investment Income	1(b), 6	2,902,815	3,038,676
Change in Market Value of Investments	7	(8,039,551)	14,378,868
Investment Management Fees		(423,510)	(540,435)
<i>Net Returns on Investments</i>		<hr/> (5,560,246)	<hr/> 16,877,109
NET INCREASE/(DECREASE) IN THE FUND DURING THE YEAR		<hr/> (9,976,768)	<hr/> 17,289,968
NET ASSETS OF THE SCHEME			
<i>At 1 April 2022</i>		<hr/> 278,505,420	<hr/> 261,215,452
<i>At 31 March 2023</i>		<hr/> £268,528,652	<hr/> £278,505,420

THE SALVATION ARMY OFFICERS' PENSION FUND**STATEMENT OF NET ASSETS****AS AT 31 MARCH 2023**

	Notes	2023	2022
		£	£
INVESTMENT ASSETS			
Bonds	7	97,290,858	62,852,675
Equities	7	-	46,720,056
Property Fund	7	15,779,561	19,872,892
Legal & General UK Fund	7	272,775	98,381,126
Legal & General Worldwide Fund	7	298,708	46,021,473
Legal & General Under 15 year Index-linked Gilts	7	95,166,513	-
Legal & General Over 15 year Index-linked Gilts	7	57,696,533	-
Cash Deposits	7	423,814	2,385,041
		<u>266,928,762</u>	<u>276,233,263</u>
CURRENT ASSETS	8	1,725,984	2,533,681
CURRENT LIABILITIES	9	(126,094)	(261,524)
TOTAL NET ASSETS AT 31 MARCH		<u>£268,528,652</u>	<u>£278,505,420</u>

These financial statements were approved by the board on 8 January 2024

Signed on behalf of the board:



Lieut-Colonel A. Read

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

- (a) The Financial Statements have been prepared in accordance with Financial Reporting Standard 102 – the Financial Reporting Standard applicable in the UK and Republic and Ireland issued by the Financial Reporting Council and with the guidance set out in the Statement of Recommended Practice: Financial Reports of Pension Schemes (2018). The presentational currency is pounds sterling.
- (b) Income:
- (i) Contributions are taken into account on an accruals basis at the rates presently agreed between the Pension Fund Board and The Salvation Army on the recommendation of the Consulting Actuaries.
- (ii) Investment income is accounted for on an accruals basis, dividend income being accounted for when the investment is quoted "ex - div".
- (c) Expenditure:
Expenditure is accounted for on the accruals basis. Benefits payable are included in the financial statements in respect of entitlement up to the year end in accordance with the rules of the Fund.
- (d) Investments:
Investments are included at their fair value at the accounting year end based on bid market price listings or, in the case of unitised pooled investments, on the latest available bid price or single price provided by the pooled investment manager.

2. ACTUARIAL VALUATION

The accounts summarise the transactions and net assets of the Fund. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Fund year. The actuarial position of the Fund, which does take account of such obligations, is dealt with in the statement by the actuary on page 18 and these financial statements should be read in conjunction therewith. This statement relates to the Actuarial Valuation as at 31 March 2022.

3. CONTRIBUTIONS RECEIVABLE

	2023	2022
	£	£
Ordinary Annual Contribution	5,150,229	5,672,563
Annual Capital Contribution	-	2,000,000
Special Contribution	-	2,000,000
	<hr/>	<hr/>
	£5,150,229	£9,672,563

Ordinary annual contributions represent a fixed rate per available officer post, however, only commissioned officers at the point of retirement are eligible for consideration for a pension from the Scheme. Contributions were paid by The Salvation Army, which this year amounted to £5,026 per post per annum.

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2023****4. BENEFITS PAYABLE**

	2023	2022
	£	£
Pensions to retired Officers	8,392,166	7,522,221
Lump Sum Retirement Grants	844,743	1,280,919
Transfers	-	-
	<u>£9,236,909</u>	<u>£8,803,140</u>

5. ADMINISTRATIVE EXPENSES

	2023	2022
	£	£
The Salvation Army Management Charge	41,246	34,312
Auditors Remuneration		
Audit Fees	15,864	13,620
Actuarial Fees	213,464	144,117
Other Professional Fees	58,800	265,457
Other Expenses	468	-
	<u>£329,842</u>	<u>£457,506</u>

6. INVESTMENT INCOME

	2023	2022
	£	£
Income from Fixed Interest Securities	2,249,123	2,149,292
Dividends from Equities	650,817	888,832
Income from Property Fund	-	-
Interest on Cash Deposits	2,875	552
	<u>£2,902,815</u>	<u>£3,038,676</u>

THE SALVATION ARMY OFFICERS' PENSION FUND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023
INVESTMENTS

7.

	Market Value 01/4/22	Purchases at Cost	Sales Proceeds	Change in Market Value	Market Value 31/03/23
	£	£	£	£	£
Bonds	62,852,675	173,021,049	(122,779,866)	(15,803,000)	97,290,858
Equity Funds	144,402,599	3,090,562	(152,690,885)	5,769,207	571,483
Equities	46,720,056	7,769,024	(53,383,231)	(1,105,849)	-
Gilt Funds	-	145,669,624	-	7,193,422	152,863,046
Property Fund	19,872,892	-	-	(4,093,331)	15,779,561
	<u>273,848,222</u>	<u>329,550,259</u>	<u>(328,853,982)</u>	<u>(8,039,551)</u>	<u>266,504,948</u>
Cash Deposits	2,385,041				423,814
	<u>£276,233,263</u>				<u>£266,928,762</u>

The change in market value of investments during the year comprises all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

For Equity Funds, the change in market value also includes in respect of the underlying investments, any income generated, transactions costs and sale proceeds in respect of the purchase or sale of those investments. The value of these costs and revenues are not separately identified.

During the year the book value of investments increased by £24,726,219

	2023		2022	
	Market Value £	Book Value £	Market Value £	Book Value £
BONDS				
Fixed Interest Securities				
Corporate Bonds	97,290,858	95,864,833	62,852,675	66,534,088
UK Gilts	-	-	-	-
Overseas Corporate Bonds	-	-	-	-
Overseas Government Bond Funds	152,863,046	145,669,624	-	-
	<u>250,153,904</u>	<u>241,534,457</u>	<u>62,852,675</u>	<u>66,534,088</u>
Equity Funds				
UK Quoted	272,775	4,665,657	98,381,126	83,204,982
Overseas	298,708	1,633,475	46,021,473	32,485,058
	<u>571,483</u>	<u>6,299,132</u>	<u>144,402,599</u>	<u>115,690,040</u>
EQUITIES				
UK Quoted	-	-	22,949,094	21,137,505
Overseas	-	-	23,770,962	18,368,772
	<u>-</u>	<u>-</u>	<u>46,720,056</u>	<u>39,506,277</u>
PROPERTY FUND	<u>15,779,561</u>	<u>15,599,697</u>	<u>19,872,892</u>	<u>15,061,473</u>
CASH DEPOSITS				
Brokers Balances Sterling	423,814	423,814	2,385,041	1,915,189
TOTALS	<u>£266,504,948</u>	<u>£263,857,100</u>	<u>£273,848,222</u>	<u>£238,707,067</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2023****7. INVESTMENTS (Continued)****Investment fair value hierarchy**

The fair value of investments has been determined using the following fair value hierarchy:

- Level 1 The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable (ie developed using market data) for the asset or liability, either directly or indirectly.
- Level 3 Inputs are unobservable (i.e. for which market data is unavailable) for the asset or liability.

The Fund's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2023	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	97,290,858	-	-	97,290,858
Equity Funds (pooled investment vehicles)	-	571,483	-	571,483
Gilt Funds (pooled investment vehicles)	-	152,863,046	-	152,863,046
Equities	-	-	-	-
Property	-	15,779,561	-	15,779,561
Cash	423,814	-	-	423,814
	<u>97,714,672</u>	<u>169,214,090</u>	<u>-</u>	<u>£266,928,762</u>
As at 31 March 2022	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	62,852,675	-	-	62,852,675
Equity Funds (pooled investment vehicles)	-	144,402,599	-	144,402,599
Equities	46,720,056	-	-	46,720,056
Property	-	19,872,892	-	19,872,892
Cash	2,385,041	-	-	2,385,041
	<u>£119,957,772</u>	<u>£164,275,491</u>	<u>£-</u>	<u>£276,233,263</u>

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks.

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.

Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2023****7. INVESTMENTS (Continued)**

Other price risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Fund is subject to credit risk because it directly invests in bonds. This risk is mitigated by investing in government bonds where the credit risk is minimal, or corporate bonds which are rated at least investment grade.

Currency risk arises on the Fund's equities held in overseas markets and indirectly from the underlying investments held in the overseas equities fund. The Trustees have set a benchmark limit to overseas currency exposure of 27.5% of the total portfolio value.

The Fund is subject to interest rate risk because some of its investments are held in bonds and cash. The Trustees have set a benchmark for total investment in bonds of 30% and cash of 5% of the total investment portfolio.

Other price risk arises principally in relation to the Fund's return seeking portfolio which includes directly held equities, indirectly held equities in the UK and overseas equity funds and the property fund unit trust. The Trustees have set a benchmark for total investment in property of 10% of the total investment portfolio.

8. CURRENT ASSETS

	2023	2022
	£	£
Debtors:		
Accrued Dividends	-	89,653
Accrued Interest	159,692	903,943
Amounts due from Central Funds	213,945	521,905
Cash at Bank:		
Current Account	1,097,216	314,465
Deposit Account	255,131	703,715
	<u>£1,725,984</u>	<u>£2,533,681</u>

9. CURRENT LIABILITIES

	2023	2022
	£	£
Sundry Creditors	<u>£(126,094)</u>	<u>£(261,524)</u>

10. RELATED PARTY TRANSACTIONS

The administration of the Fund is undertaken by The Salvation Army United Kingdom and Ireland Territory Central Funds, which has levied a management charge of £41,246 for the year (2022: £34,312). At the year end a net balance of £213,945 was due from Central Funds (2022: £521,905). The Fund's banker is Reliance Bank Limited, which is a subsidiary company of The Salvation Army International Trust. At the year end, the Fund had bank balances of £1,352,347 (2022: £1,018,180) with the Bank.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

OPINION ON FINANCIAL STATEMENTS

We have audited the financial statements of The Salvation Army Officers' Pension Fund for the year ended 31 March 2023, which comprise the Fund Account, the Statement of Net Assets and the 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 FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Members of the Board, as a body, in accordance with Section 145 of the Charities Act 2011 and regulations made under Section 154 of that Act and with The Salvation Army Act 1963. Our audit work has been undertaken so that we might state to the Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Pension Fund and the Members for our audit work, for this report or for the opinions we have formed.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Pension Fund during the year ended 31 March 2023, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the requirements of The Salvation Army Act 1963.

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 Pension Fund 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 Fund's ability to continue as a going concern for a period of at least 12 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 Members 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 we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Report of the Board; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF PENSION FUND BOARD

As described on page 4, the Pension Fund Board is 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 the Members 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 Members are responsible for assessing the Pension Fund'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 Members either intend to liquidate the Pension Fund or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor and report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with The Salvation Army Act 1963. 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.

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 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 identified and focused on the laws and regulations applicable to the Fund through discussions with management, and from our knowledge and experience of the sector. We then assessed the extent of compliance with these laws and regulations through enquiries and review of the documented policies, procedures and controls;

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

- We assessed the susceptibility of the Fund's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by considering the key risks impacting the financial statements. These included risks associated with revenue recognition, application of accounting estimates, management override of controls and the monitoring of beneficiaries;
- Our approach included agreeing the recognition of income to the current Summary of Actuarial Valuation attached to these financial statements as agreed with The Salvation Army using analytical and other substantive procedures to agree benefits payable for the year, review of journal entries processed in the accounting records and the investigation of significant and unusual transactions identified from our review of the accounting records.
- Based on our understanding we designed our audit procedures to identify non-compliance with the relevant laws and regulations. These procedures included review of reporting to the Board members with respect to the application of documented policies and procedures and a review of the financial statements to ensure compliance with the Fund's reporting requirements.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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



KNOX CROPPER LLP
65 Leadenhall Street
London, EC3A 2AD

Chartered Accountants
Statutory Auditors

Date: 8 January 2024

Knox Cropper LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE SALVATION ARMY OFFICERS' PENSION FUND

SUMMARY OF ACTUARIAL VALUATION

An actuarial valuation of the Fund was carried out as at 31 March 2022. The main purposes of the valuation were to review the financial position of the Fund at that date and to help establish the contributions payable to the Fund in the future.

The valuation assumed that the Fund would continue as a going concern. In order to carry out the valuation, the actuary made a number of assumptions based on economic conditions at the valuation date, on prospective investment returns and regarding longevity of Officers. However, changes in market values of the assets and in market conditions after the valuation date may mean that the assumptions and market values on which it is based are no longer appropriate. The Fund's funding position could have changed significantly since the valuation and this could affect the contributions payable in the future.

The main economic assumptions used in the calculations were as follows:

Price inflation	4.0% pa
Rate of increase in allowances	4.5% pa
Rate of pension increases	4.5% pa
Rate of deferred pension increases	4.5% pa
Pre-retirement discount rate	3.7% pa
Post-retirement discount rate	2.9% pa
Management expenses (other than investment related expenses)	5.0% of the future ordinary contributions
Assets	Market value

The valuation revealed a funding surplus of £31,310,000 and a funding ratio of 112.7%. After taking into account the cost of benefits accruing in the future and the future expected ordinary contributions, the overall surplus was £8,571,000

Diana Simon
BWCi Consulting Limited
Consulting Actuaries

THE SALVATION ARMY OFFICERS' PENSION FUND

England & Wales - Charity number 230791

Accounts

THE SALVATION ARMY OFFICERS' PENSION FUND

ANNUAL REPORT

FOR THE YEAR ENDED

31 MARCH 2022

CHARITY REGISTRATION NUMBER: 230791

THE SALVATION ARMY OFFICERS' PENSION FUND

CONTENTS

	Page
Report of the Salvation Army Pension Fund Board	2 to 6
Accounts	7 to 13
Auditors' Report	14 to 16
Actuary's Statement	17

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD

The members of The Salvation Army Officers' Pension Fund present their annual report together with the financial statements of the Fund for the year ended 31 March 2022.

CONTROLLING BODY

The Fund is under the control of a Board, which is constituted by the Second Schedule of the Salvation Army Act 1963. This consists of six ex officio members, under the Chairmanship of the Territorial Commander for the time being of The Salvation Army United Kingdom Territory with the Republic of Ireland, and three other Officers of the Army, appointed by the Board and whose terms of office may be determined by the Board, but may not exceed five years. The members of the Board who served during the year and those serving at the date of approval of the Annual Report were:

Commissioner A. Cotterill
 Commissioner G. Cotterill
 Commissioner L. Graves
 Colonel P. Main
 Lieut-Colonel B. McCombe
 Lieut-Colonel A. McCombe
 Lieut-Colonel A. Read
 Major C. Daws
 Major J. Hilditch

PROFESSIONAL ADVISORS

- | | | |
|----|--------------------------------------|--|
| 1. | Actuaries and Investment Consultant: | Messrs. BWCI Consulting Limited
Albert House
St Peter Port
Guernsey GY1 1AW |
| 2. | Auditors: | Knox Cropper LLP
65-68 Leadenhall Street
London EC3A 2AD |
| 3. | Solicitors: | Messrs. Slaughter & May
One Bunhill Row
London EC1Y 8YY |
| 4. | Bankers: | Reliance Bank Limited
Faith House,
23-24 Lovat Lane,
London EC3R 8EB |
| 5. | Investment Advisor: | Investment Advisory Committee of The Salvation Army |
| 6. | Investment Managers: | Sarasin & Partners LLP
100 St. Paul's Churchyard,
London EC4M 8BU |
| | | Legal & General Investment Management (LGIM)
1 Coleman Street
London EC2R 5AA |

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

ADDRESS OF SCHEME

101 Newington Causeway, London, SE1 6BN.

ORIGINATING INSTRUMENT: Salvation Army Act 1963

CONSTITUTION AND PURPOSES

The Salvation Army Officers' Pension Fund was established for two main purposes:

"..... to pay pensions to those Officers who (immediately before the implementation of the Act) were in receipt of retirement allowances from any of the Salvation Army undertakings", and

"..... to pay pensions and allowances and to make grants to Officers who may retire on or at any time after the appointed day whether by reason of having reached retirement age or on grounds of ill-health or of other disability or on any other grounds which, in the opinion of the Board, justify the payment of a pension or the making of an allowance or grant (as the case may be)."

The Act also states that:

"The pension fund shall be non-contributory and nothing in this Act shall confer any right on any officer or other person to receive or continue to receive a pension or a pension of any particular amount."

It will be seen, therefore, that the Fund is a Pension Fund, as this term is generally understood, in name only, since it has no members and the payments are according to rules which may be redefined at the discretion of the Board.

The fund is a registered Charity (No. 230791).

TAX STATUS

The Scheme is a deemed Registered Pension Scheme and adheres to HMRC regulations.

ANNUAL REPORT

The Salvation Army Officers' Pension Fund is exempt from S47(1)(a) and S47(1)(b) of the 1995 Pensions Act, and the regulations thereunder, and the requirement to produce an annual report including an audit report and actuarial statement is governed by the Salvation Army Act 1963.

During the year the participating employers' contributions to the Fund amounted to £9.67m in aggregate and, after payment of benefits and administrative expenses, this resulted in net additions from dealings with Officers of £413k. In addition, as a result of the ongoing recovery of the financial markets from the effects of COVID-19, net returns on investments disclosed an inflow of funds this year of £16.88m. Overall, the Fund has disclosed a net increase in funds for the year of £17.29m.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

RISK MANAGEMENT

The Trustees have overall responsibility for internal controls and risk management. They are committed to identifying, evaluating and managing risk and to implementing and maintaining control procedures to reduce significant risks to an acceptable level. In order to meet this responsibility the Trustees have adopted a risk policy. The objective of this policy is to limit the exposure of the Trustees and the assets that they are responsible for safeguarding to business, financial, operational, compliance and other risks, where possible. The Trustees keep risk management and internal controls constantly under review.

The Trustees have established and keep under review a Risk Register. The purpose of the Risk Register is:

- To highlight risks to which the Fund is exposed from the Trustees' perspective;
- To rank those risks in terms of likelihood and impact; and
- To identify management actions that are either currently being taken, or that are believed should be taken, in order to mitigate those risks.

STATEMENT OF PENSION FUND BOARD'S FINANCIAL RESPONSIBILITIES

The Pension Fund Board is responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Salvation Army Act 1963 requires the Pension Fund Board members to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Fund for that period.

In preparing the accounts, they are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the accounts on a going concern basis when it is appropriate to presume that the Fund will continue to operate.

They are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Fund and to enable them to ensure that the accounts comply with recommended practice. They are also responsible for safeguarding the assets of the Fund and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACTUARIAL POSITION

The Fund is subject to triennial valuations. The most recent full actuarial valuation was carried out by BWCI Consulting Limited as at 31 March 2019 whose actuarial statement is set out on page 17.

ORDINARY CONTRIBUTIONS RECEIVABLE

The number of active UK officers in respect of which ordinary contributions were payable at the year end amounted to:

	2022	2021
Officers	<u>927</u>	<u>959</u>

As detailed in note 3 to the financial statements, contributions are also payable where there is a leadership post not held by an officer.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

INVESTMENTS

The Fund's investment policy is determined by the Board, under the advice of the Investment Advisory Committee of The Salvation Army (IAC) and its Statement of Investment Principles is summarised below. The Salvation Army maintains a Code of Ethical Practice to ensure its funds are invested to reflect its ethical and moral stance.

The Board's objective is to invest the assets of the Fund in the best interests of members and beneficiaries. It aims to generate sufficient return, at appropriate levels of risk and in line with the Ethical Code, to enable the Fund to meet its future liabilities. The Board recognises that investment in a small number of asset classes or individual investments increases the risk of significant loss over a short period of time and believes that the need for an adequately diversified overall investment portfolio is met by the benchmark and ranges set out below.

In addition, the Board has selected a passive investment manager (LGIM) and an active investment manager (Sarasins) for the equities to provide diversification by manager and by investment style. Each investment manager is expected to take investment decisions with regard to a suitable level of diversification being maintained within asset classes.

Investments managed by Sarasins and Partners LLP are held with The Bank of New York Mellon who act as custodian for the assets. Investments managed by LGIM are held with HSBC Bank PLC and Citibank, NA (London Branch).

The Fund's benchmarks and ranges of distribution are as follows.

Overall asset allocation,

<i>Asset Category</i>	Long term target asset allocation	Permitted range	Performance Benchmark
UK Equities	45.0%	+/- 5%	FTSE Custom All-Share Specialist Ethical Index
Overseas Equities	22.5%	+/- 5%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Long dated UK corporate bonds	25.0%	+/- 5%	ICE BofAML 15+ Year Sterling Non-gilt Index
Property	7.5%	+/- 2.5%	MSCI/AREF UK Quarterly All Balanced Property Fund Index
Cash	0.0%	+ 5%	
<i>TOTAL</i>	100%		

Active manager asset allocation,

<i>Asset Category</i>	Asset allocation	Permitted range	Performance Benchmark
UK Equities	27.0%	+/- 10%	MSCI UK Investable Market Index
Overseas Equities	13.0%	+/- 10%	MSCI AC World ex uk Index
Long dated UK corporate bonds	60.0%	+/- 5%	ICE BofAML 15+ Year Sterling Non-gilt Index
Cash	0.0%	+ 5%	
<i>TOTAL</i>	100%		

The active manager is allocated 100% of the overall property allocation on an execution only service. The allocation to property is managed by the Board and delegated to the IAC.

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****INVESTMENTS (Continued)**

Passive manager asset allocation,

<i>Asset fund category</i>	Asset allocation	Permitted range	Performance Benchmark
Custom UK Equity Index Fund	67.0%	+/- 2%	FTSE Custom All-Share Specialist Ethical Index
Custom All-World ex UK Equity Index Fund	33.0%	+/- 2%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
TOTAL	<u>100%</u>		

A full analysis of the investment portfolio is set out in Note 7 to the financial statements.

The analysis of investments (at bid market value) as at 31 March 2022 was as follows:

	Market Value	
	£	%
UK Equities	22,949,094	8
Overseas Equities	23,770,962	9
UK Bonds	62,852,675	23
Property	19,872,892	7
Equity Funds	144,402,599	52
Cash	2,385,041	1
	<u>£276,233,263</u>	<u>100%</u>

Lothbury Property Trust, had a market value of £19,872,892 at the year-end (2021: £16,879,186). Legal & General Custom UK Equity Index Fund had a market value of £98,381,126 at the year-end (2021: £87,049,395). Legal & General Custom All World ex UK Equity Index Fund had a market value of £46,021,473 at the year-end (2021: £40,837,493). All of these investments represent more than 5% of the net assets of the Pension Fund.

The Fund performance against benchmark over 1 and 3 years was as follows:

	Performance over 1 year (%)		Performance over 3 years (%pa)	
	Fund	Benchmark	Fund	Benchmark
Sarasin excluding Property	-2.6	0.8	3.9	4.8
Sarasin Property	17.5	23.1	5.9	8.1
LGIM UK Equities	12.9	12.7	5.4	5.3
LGIM Overseas Equities	12.6	12.3	14.4	14.2
OPF Consolidated	6.3	8.0	6.3	6.9

Approved by the Trustees on

SIGNED ON BEHALF OF THE BOARD


Lieut-Colonel A. Read

THE SALVATION ARMY OFFICERS' PENSION FUND**FUND ACCOUNT****FOR THE YEAR ENDED 31 MARCH 2022**

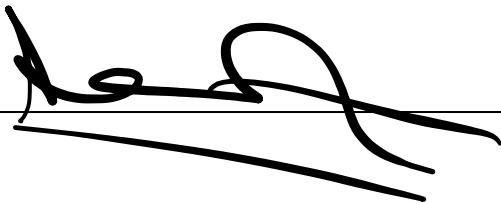
	Notes	2022 £	2021 £
CONTRIBUTIONS AND BENEFITS			
Contributions Receivable	1(b), 3	9,672,563	9,119,733
Transfers in		942	520
		<u>9,673,505</u>	<u>9,120,253</u>
Benefits Payable	4	8,803,140	8,124,095
Transfers out		-	-
Administrative Expenses	5	457,506	274,454
		<u>9,260,646</u>	<u>8,398,549</u>
<i>Net Additions/(Withdrawals) from Dealings with Officers</i>		<u>412,859</u>	<u>721,704</u>
RETURNS ON INVESTMENTS			
Investment Income	1(b), 6	3,038,676	2,915,991
Change in Market Value of Investments	7	14,378,868	43,428,841
Investment Management Fees		(540,435)	(495,331)
<i>Net Returns on Investments</i>		<u>16,877,109</u>	<u>45,849,501</u>
NET INCREASE/(DECREASE) IN THE FUND DURING THE YEAR		17,289,968	46,571,205
NET ASSETS OF THE SCHEME			
<i>At 1 April 2021</i>		261,215,452	214,644,247
<i>At 31 March 2022</i>		<u>£278,505,420</u>	<u>£261,215,452</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**STATEMENT OF NET ASSETS****AS AT 31 MARCH 2022**

	Notes	2022	2021
		£	£
INVESTMENT ASSETS			
Bonds	7	62,852,675	63,147,032
Equities	7	46,720,056	49,242,628
Property Fund	7	19,872,892	16,879,186
Legal & General UK Fund	7	98,381,126	87,049,395
Legal & General Worldwide Fund	7	46,021,473	40,837,493
Cash Deposits	7	2,385,041	1,759,704
		<u>276,233,263</u>	<u>258,915,438</u>
CURRENT ASSETS	8	2,533,681	3,175,388
CURRENT LIABILITIES	9	(261,524)	(875,374)
TOTAL NET ASSETS AT 31 MARCH		<u>£278,505,420</u>	<u>£261,215,452</u>

These financial statements were approved by the board on

Signed on behalf of the board:



Lieut-Colonel A. Read

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

- (a) The Financial Statements have been prepared in accordance with Financial Reporting Standard 102 – the Financial Reporting Standard applicable in the UK and Republic and Ireland issued by the Financial Reporting Council and with the guidance set out in the Statement of Recommended Practice: Financial Reports of Pension Schemes (2018). The presentational currency is pounds sterling.
- (b) Income:
- (i) Contributions are taken into account on an accruals basis at the rates presently agreed between the Pension Fund Board and The Salvation Army on the recommendation of the Consulting Actuaries.
- (ii) Investment income is accounted for on an accruals basis, dividend income being accounted for when the investment is quoted "ex - div".
- (c) Expenditure:
Expenditure is accounted for on the accruals basis. Benefits payable are included in the financial statements in respect of entitlement up to the year end in accordance with the rules of the Fund.
- (d) Investments:
Investments are included at their fair value at the accounting year end based on bid market price listings or, in the case of unitised pooled investments, on the latest available bid price or single price provided by the pooled investment manager.

2. ACTUARIAL VALUATION

The accounts summarise the transactions and net assets of the Fund. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Fund year. The actuarial position of the Fund, which does take account of such obligations, is dealt with in the statement by the actuary on page 17 and these financial statements should be read in conjunction therewith. This statement relates to the Actuarial Valuation as at 31 March 2019.

3. CONTRIBUTIONS RECEIVABLE

	2022	2021
	£	£
Ordinary Annual Contribution	5,672,563	5,119,733
Annual Capital Contribution	2,000,000	2,000,000
Special Contribution	2,000,000	2,000,000
	<hr/>	<hr/>
	£9,672,563	£9,119,733
	<hr/>	<hr/>

Ordinary annual contributions represent a fixed rate per appointment, however, only commissioned officers at the point of retirement are entitled to a pension from the Scheme. Contributions are payable by The Salvation Army, which this year amounts to £4,870 per annum per officer (2021: £4,860).

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****3. CONTRIBUTIONS RECEIVABLE (Continued)**

Following the 2019 actuarial valuation, contributions have been set at £4,680 per active officer from 1 April 2020 (increasing thereafter in line with changes in officers' allowances) and additional capital contributions of £2,000,000 will continue to be paid for approximately 13 years (also increasing in line with changes in allowances) from that date.

4. BENEFITS PAYABLE

	2022	2021
	£	£
Pensions to retired Officers	7,522,221	7,259,137
Lump Sum Retirement Grants	1,280,919	864,958
Transfers	-	-
	<u>£8,803,140</u>	<u>£8,124,095</u>

5. ADMINISTRATIVE EXPENSES

	2022	2021
	£	£
The Salvation Army Management Charge	34,312	29,504
Auditors Remuneration		
Audit Fees	13,620	12,600
Actuarial Fees	144,117	202,701
Other Professional Fees	265,457	24,681
Other Expenses	-	4,968
	<u>£457,506</u>	<u>£274,454</u>

6. INVESTMENT INCOME

	2022	2021
	£	£
Income from Fixed Interest Securities	2,149,292	2,117,357
Dividends from Equities	888,832	694,601
Income from Property Fund	-	102,792
Interest on Cash Deposits	552	1,241
	<u>£3,038,676</u>	<u>£2,915,991</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2022****7. INVESTMENTS**

	Market Value 01/4/21	Purchases at Cost	Sales Proceeds	Change in Market Value	Market Value 31/03/22
	£	£	£	£	£
Bonds	63,147,032	11,288,447	(4,730,580)	(6,852,224)	62,852,675
Equity Funds	127,886,888	-	-	16,515,711	144,402,599
Equities	49,242,628	9,305,018	(13,574,700)	1,747,110	46,720,056
Property Fund	16,879,186	25,435	-	2,968,271	19,872,892
	257,155,734	£20,618,900	£(18,305,280)	£14,378,868	273,848,222
Cash Deposits	1,759,704				2,385,041
	<u>£258,915,438</u>				<u>£276,233,263</u>

The change in market value of investments during the year comprises all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

For Equity Funds, the change in market value also includes in respect of the underlying investments, any income generated, transactions costs and sale proceeds in respect of the purchase or sale of those investments. The value of these costs and revenues are not separately identified.

During the year the book value of investments increased by £6,739,758

	2022		2021	
	£		£	
	Market Value	Book Value	Market Value	Book Value
	£	£	£	£
BONDS				
Fixed Interest Securities				
Corporate Bonds	62,852,675	66,534,088	63,147,032	60,756,252
UK Gilts	-	-	-	-
Overseas Corporate Bonds	-	-	-	-
Overseas Government Bonds	-	-	-	-
	<u>62,852,675</u>	<u>66,534,088</u>	<u>63,147,032</u>	<u>60,756,252</u>
Equity Funds				
UK Quoted	98,381,126	83,204,982	87,049,395	83,204,982
Overseas	46,021,473	32,485,058	40,837,493	32,485,058
	<u>144,402,599</u>	<u>115,690,040</u>	<u>127,886,888</u>	<u>115,690,040</u>
EQUITIES				
UK Quoted	22,949,094	21,137,505	24,210,894	20,889,641
Overseas	23,770,962	18,368,772	25,031,734	18,366,319
	<u>46,720,056</u>	<u>39,506,277</u>	<u>49,242,628</u>	<u>39,255,960</u>
PROPERTY FUND	<u>19,872,892</u>	<u>15,061,473</u>	<u>16,879,186</u>	<u>14,535,353</u>
CASH DEPOSITS				
Brokers Balances				
Sterling	2,385,041	1,915,189	1,759,704	1,759,704
TOTALS	<u>£276,233,263</u>	<u>£238,707,067</u>	<u>£258,915,438</u>	<u>£231,967,309</u>

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7. INVESTMENTS (Continued)

Investment fair value hierarchy

The fair value of investments has been determined using the following fair value hierarchy:

Level 1	The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
Level 2	Inputs other than quoted prices included within Level 1 that are observable (ie developed using market data) for the asset or liability, either directly or indirectly.
Level 3	Inputs are unobservable (ie for which market data is unavailable) for the asset or liability.

The Fund's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2022	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	62,852,675	-	-	62,852,675
Equity Funds (pooled investment vehicles)	-	144,402,599	-	144,402,599
Equities	46,720,056	-	-	46,720,056
Property	-	19,872,892	-	19,872,892
Cash	2,385,041	-	-	2,385,041
	<u>£119,957,772</u>	<u>£164,275,491</u>	<u>£-</u>	<u>£276,233,263</u>

As at 31 March 2021	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	63,147,032	-	-	63,147,032
Equity Funds (pooled investment vehicles)	-	127,886,888	-	127,886,888
Equities	49,242,628	-	-	49,242,628
Property	-	16,879,186	-	16,879,186
Cash	1,759,704	-	-	1,759,704
	<u>£114,149,364</u>	<u>£144,766,074</u>	<u>£-</u>	<u>£258,915,438</u>

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks.

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.

Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7. INVESTMENTS (Continued)

Other price risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Fund is subject to credit risk because it directly invests in bonds. This risk is mitigated by investing in government bonds where the credit risk is minimal, or corporate bonds which are rated at least investment grade.

Currency risk arises on the Fund's equities held in overseas markets and indirectly from the underlying investments held in the overseas equities fund. The Trustees have set a benchmark limit to overseas currency exposure of 27.5% of the total portfolio value.

The Fund is subject to interest rate risk because some of its investments are held in bonds and cash. The Trustees have set a benchmark for total investment in bonds of 30% and cash of 5% of the total investment portfolio.

Other price risk arises principally in relation to the Fund's return seeking portfolio which includes directly held equities, indirectly held equities in the UK and overseas equity funds and the property fund unit trust. The Trustees have set a benchmark for total investment in property of 10% of the total investment portfolio.

8. CURRENT ASSETS

	2022	2021
	£	£
Debtors:		
Accrued Dividends	89,653	79,646
Accrued Interest	903,943	814,895
Amounts due from Central Funds	521,905	494,248
Cash at Bank:		
Current Account	314,465	1,033,345
Deposit Account	703,715	753,254
	<u>£2,533,681</u>	<u>£3,175,388</u>

9. CURRENT LIABILITIES

	2022	2021
	£	£
Sundry Creditors	<u>£(261,524)</u>	<u>£(875,374)</u>

10. RELATED PARTY TRANSACTIONS

The administration of the Fund is undertaken by The Salvation Army United Kingdom Territory Central Funds, which has levied a management charge of £34,312 for the year (2021: £29,504). At the year end a net balance of £521,905 was due from Central Funds (2021: £494,248). The Fund's banker is Reliance Bank Limited, which is a subsidiary company of The Salvation Army International Trust. At the year end, the Fund had bank balances of £1,018,180 (2021: £1,786,599) with the Bank.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

OPINION ON FINANCIAL STATEMENTS

We have audited the financial statements of The Salvation Army Officers' Pension Fund for the year ended 31 March 2022, which comprise the Fund Account, the Statement of Net Assets and the 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 FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Members of the Board, as a body, in accordance with Section 145 of the Charities Act 2011 and regulations made under Section 154 of that Act and with The Salvation Army Act 1963. Our audit work has been undertaken so that we might state to the Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Pension Fund and the Members for our audit work, for this report or for the opinions we have formed.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Pension Fund during the year ended 31 March 2022, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the requirements of The Salvation Army Act 1963.

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 Pension Fund 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 Fund's ability to continue as a going concern for a period of at least 12 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 Members 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 we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Report of the Board; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF PENSION FUND BOARD

As described on page 4, the Pension Fund Board is 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 the Members 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 Members are responsible for assessing the Pension Fund'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 Members either intend to liquidate the Pension Fund or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor and report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with The Salvation Army Act 1963. 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.

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 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 identified and focused on the laws and regulations applicable to the Fund through discussions with management, and from our knowledge and experience of the sector. We then assessed the extent of compliance with these laws and regulations through enquiries and review of the documented policies, procedures and controls;

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

- We assessed the susceptibility of the Fund's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by considering the key risks impacting the financial statements. These included risks associated with revenue recognition, application of accounting estimates, management override of controls and the monitoring of beneficiaries;
- Our approach included agreeing the recognition of income to the current Summary of Actuarial Valuation attached to these financial statements as agreed with the participating employers, using analytical and other substantive procedures to agree benefits payable for the year, review of journal entries processed in the accounting records and the investigation of significant and unusual transactions identified from our review of the accounting records.
- Based on our understanding we designed our audit procedures to identify non-compliance with the relevant laws and regulations. These procedures included review of reporting to the Board members with respect to the application of documented policies and procedures and a review of the financial statements to ensure compliance with the Fund's reporting requirements.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

KNOX CROPPER LLP
65 Leadenhall Street
London, EC3A 2AD

Chartered Accountants
Statutory Auditors

Date:

Knox Cropper LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE SALVATION ARMY OFFICERS' PENSION FUND

SUMMARY OF ACTUARIAL VALUATION

An actuarial valuation of the Fund was carried out as at 31 March 2019. The main purposes of the valuation were to review the financial position of the Fund at that date and to help establish the contributions payable to the Fund in the future.

The valuation assumed that the Fund would continue as a going concern. In order to carry out the valuation, the actuary made a number of assumptions based on economic conditions at the valuation date, on prospective investment returns and regarding longevity of Officers. However, changes in market values of the assets and in market conditions after the valuation date may mean that the assumptions and market values on which it is based are no longer appropriate. The Fund's funding position could have changed significantly since the valuation and this could affect the contributions payable in the future.

The main economic assumptions used in the calculations were as follows:

Price inflation	3.6% pa
Rate of increase in allowances	4.1% pa
Rate of pension increases	4.1% pa
Rate of deferred pension increases	4.1% pa
Pre-retirement discount rate	3.4% pa
Post-retirement discount rate	2.7% pa
Management expenses (other than investment related expenses)	4.0% of the future ordinary contributions
Assets	Market value

The valuation revealed a funding shortfall of £7,156,000 and a funding ratio of 97.0%. After taking into account the cost of benefits accruing in the future and the future expected ordinary contributions, the overall shortfall was £26,369,000.

It was agreed that the following contributions would be requested from the Army to be paid to the Fund:

- annual ordinary contributions of £4,680 per Officer from 1 April 2020 increasing in line with Officers' Allowances.
- capital payments of £2m pa increasing in line with Officers' Allowances.

These payments would eliminate the funding shortfall over a period of around 13 years. However additional capital payments are expected to be made by the Army as and when they can be afforded, with the aim of eliminating the funding shortfall over a shorter period.

An informal contingent asset arrangement was put in place following the 2007 actuarial valuation between the Board and the Army, such that the Board would have first call over the housing stock of the Army when retired Officers were Promoted To Glory, if the Army was unable to meet the shortfall. The informal contingent asset supported the shortfall repayment period.

THE SALVATION ARMY OFFICERS' PENSION FUND

England & Wales - Charity number 230791

Accounts

THE SALVATION ARMY OFFICERS' PENSION FUND

ANNUAL REPORT
FOR THE YEAR ENDED
31 MARCH 2021

CHARITY REGISTRATION NUMBER: 230791

THE SALVATION ARMY OFFICERS' PENSION FUND

CONTENTS

	Page
Report of the Salvation Army Pension Fund Board	2 to 6
Accounts	7 to 13
Auditors' Report	14 to 16
Actuary's Statement	17

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD

The members of The Salvation Army Officers' Pension Fund present their annual report together with the financial statements of the Fund for the year ended 31 March 2021.

CONTROLLING BODY

The Fund is under the control of a Board, which is constituted by the Second Schedule of the Salvation Army Act 1963. This consists of six ex officio members, under the Chairmanship of the Territorial Commander for the time being of The Salvation Army United Kingdom Territory with the Republic of Ireland, and three other Officers of the Army, appointed by the Board and whose terms of office may be determined by the Board, but may not exceed five years. The members of the Board who served during the year and those serving at the date of approval of the Annual Report were:

Commissioner A. Cotterill	
Commissioner G. Cotterill	
Commissioner L. Graves	
Colonel P. Main	(Appointed 1 November 2020)
Lieut-Colonel B. McCombe	
Lieut-Colonel A. McCombe	
Lieut-Colonel A. Read	
Major C. Daws	
Major J. Hilditch	

PROFESSIONAL ADVISORS

- | | | |
|----|--------------------------------------|--|
| 1. | Actuaries and Investment Consultant: | Messrs. BWCI Consulting Limited
Albert House
St Peter Port
Guernsey GY1 1AW |
| 2. | Auditors: | Knox Cropper LLP
65-68 Leadenhall Street
London EC3A 2AD |
| 3. | Solicitors: | Messrs. Slaughter & May
One Bunhill Row
London EC1Y 8YY |
| 4. | Bankers: | Reliance Bank Limited
Faith House,
23-24 Lovat Lane,
London EC3R 8EB |
| 5. | Investment Advisor: | Investment Advisory Committee of The Salvation Army |
| 6. | Investment Managers: | Sarasin & Partners LLP
100 St. Paul's Churchyard,
London EC4M 8BU |
| | | Legal & General Investment Management (LGIM)
1 Coleman Street
London EC2R 5AA |

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

ADDRESS OF SCHEME

101 Newington Causeway, London, SE1 6BN.

ORIGINATING INSTRUMENT: Salvation Army Act 1963

CONSTITUTION AND PURPOSES

The Salvation Army Officers' Pension Fund was established for two main purposes:

"..... to pay pensions to those Officers who (immediately before the implementation of the Act) were in receipt of retirement allowances from any of the Salvation Army undertakings", and

"..... to pay pensions and allowances and to make grants to Officers who may retire on or at any time after the appointed day whether by reason of having reached retirement age or on grounds of ill-health or of other disability or on any other grounds which, in the opinion of the Board, justify the payment of a pension or the making of an allowance or grant (as the case may be)."

The Act also states that:

"The pension fund shall be non-contributory and nothing in this Act shall confer any right on any officer or other person to receive or continue to receive a pension or a pension of any particular amount."

It will be seen, therefore, that the Fund is a Pension Fund, as this term is generally understood, in name only, since it has no members and the payments are according to rules which may be redefined at the discretion of the Board.

The fund is a registered Charity (No. 230791).

TAX STATUS

The Scheme is a deemed Registered Pension Scheme and adheres to HMRC regulations.

ANNUAL REPORT

The Salvation Army Officers' Pension Fund is exempt from S47(1)(a) and S47(1)(b) of the 1995 Pensions Act, and the regulations thereunder, and the requirement to produce an annual report including an audit report and actuarial statement is governed by the Salvation Army Act 1963.

During the year the participating employers' contributions to the Fund amounted to £9.12m in aggregate and, after payment of benefits and administrative expenses, this resulted in net additions from dealings with Officers of £722k. In addition, as a result of the ongoing recovery of the financial markets from the initial effects of COVID-19 at the end of the preceding financial year, net returns on investments disclosed an inflow of funds this year of £45.80m. Overall, the Fund has disclosed a net increase in funds for the year of £46.57m.

THE SALVATION ARMY OFFICERS' PENSION FUND

REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)

STATEMENT OF PENSION FUND BOARD'S FINANCIAL RESPONSIBILITIES

The Pension Fund Board is responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Salvation Army Act 1963 requires the Pension Fund Board members to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Fund for that period.

In preparing the accounts, they are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and prepare the accounts on a going concern basis when it is appropriate to presume that the Fund will continue to operate.

They are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Fund and to enable them to ensure that the accounts comply with recommended practice. They are also responsible for safeguarding the assets of the Fund and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ACTUARIAL POSITION

The Fund is subject to triennial valuations. The most recent full actuarial valuation was carried out by BWCI Consulting Limited as at 31 March 2019 whose actuarial statement is set out on page 16.

ORDINARY CONTRIBUTIONS RECEIVABLE

2021

2020

The number of active UK officers in respect of which ordinary contributions were payable at the year end amounted to:

Officers

959

982

As detailed in note 3 to the financial statements, contributions are also payable where there is a leadership post not held by an officer.

INVESTMENTS

The Fund's investment policy is determined by the Board, under the advice of the Investment Advisory Committee of The Salvation Army (IAC) and its Statement of Investment Principles is summarised below. The Salvation Army maintains a Code of Ethical Practice to ensure its funds are invested to reflect its ethical and moral stance.

The Board's objective is to invest the assets of the Fund in the best interests of members and beneficiaries. It aims to generate sufficient return, at appropriate levels of risk and in line with the Ethical Code, to enable the Fund to meet its future liabilities. The Board recognises that investment in a small number of asset classes or individual investments increases the risk of significant loss over a short period of time and believes that the need for an adequately diversified overall investment portfolio is met by the benchmark and ranges set out below.

In addition, the Board has selected a passive investment manager (LGIM) and an active investment manager (Sarasins) for the equities to provide diversification by manager and by investment style. Each investment manager is expected to take investment decisions with regard to a suitable level of diversification being maintained within asset classes.

Investments managed by Sarasins and Partners LLP are held with The Bank of New York Mellon who act as custodian for the assets. Investments managed by LGIM are held with HSBC Bank PLC and Citibank, NA (London Branch).

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****INVESTMENTS (Continued)**

The Fund's benchmarks and ranges of distribution are as follows.

Overall asset allocation,

<i>Asset Category</i>	Long term target asset allocation	Permitted range	Performance Benchmark
UK Equities	45.0%	+/- 5%	FTSE Custom All-Share Specialist Ethical Index
Overseas Equities	22.5%	+/- 5%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
Long dated UK corporate bonds	25.0%	+/- 5%	Markit iBoxx Sterling Non-Gilts Over 15 year Index
Property	7.5%	+/- 2.5%	MSCI/AREF UK Quarterly All Balanced Property Fund Index
Cash	0.0%	+ 5%	
TOTAL	<u>100%</u>		

Active manager asset allocation,

<i>Asset Category</i>	Asset allocation	Permitted range	Performance Benchmark
UK Equities	27.0%	+/- 10%	MSCI UK Investable Market Index
Overseas Equities	13.0%	+/- 10%	MSCI AC World ex uk Index
Long dated UK corporate bonds	60.0%	+/- 5%	Markit iBoxx Sterling Non-Gilts Over 15 year Index
Cash	0.0%	+ 5%	
TOTAL	<u>100%</u>		

The active manager is allocated 100% of the overall property allocation on an execution only service. The allocation to property is managed by the Board and delegated to the IAC.

Passive manager asset allocation,

<i>Asset fund category</i>	Asset allocation	Permitted range	Performance Benchmark
Custom UK Equity Index Fund	67.0%	+/- 2%	FTSE Custom All-Share Specialist Ethical Index
Custom All-World ex UK Equity Index Fund	33.0%	+/- 2%	FTSE Custom All World ex UK Specialist Ethical (Net WHT) Index
TOTAL	<u>100%</u>		

A full analysis of the investment portfolio is set out in Note 7 to the financial statements.

The analysis of investments (at bid market value) as at 31 March 2021 was as follows:

	Market Value	
	£	%
UK Equities	24,210,894	9
Overseas Equities	25,031,734	10
UK Bonds	63,147,032	24
Property	16,879,186	7
Equity Funds	127,886,888	49
Cash	1,759,704	1
	<u>£258,915,438</u>	<u>100%</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**REPORT OF THE SALVATION ARMY PENSION FUND BOARD (CONTINUED)****INVESTMENTS (Continued)**

Lothbury Property Trust, had a market value of £16,879,186 at the year-end (2020: £16,765,019). Legal & General Custom UK Equity Index Fund had a market value of £87,049,395 at the year-end (2020: £65,226,881). Legal & General Custom All World ex UK Equity Index Fund had a market value of £40,837,493 at the year-end (2020: £31,749,792). All of these investments represent more than 5% of the net assets of the Pension Fund.

The Fund performance against benchmark over 1 and 3 years was as follows:

	Performance over 1 year (%)		Performance over 3 years (%pa)	
	Fund	Benchmark	Fund	Benchmark
Sarasin excluding Property	15.3	17.9	8.2	8.0
Sarasin Property	1.9	2.5	1.4	2.4
LGIM UK Equities	27.2	27.2	n/a	n/a
LGIM Overseas Equities	40.4	40.0	n/a	n/a
OPF Consolidated	21.7	23.5	6.7	6.6

Approved by the Trustees on 13 January 2022.

SIGNED ON BEHALF OF THE BOARD



Lieut-Colonel A. Read

THE SALVATION ARMY OFFICERS' PENSION FUND**FUND ACCOUNT****FOR THE YEAR ENDED 31 MARCH 2021**

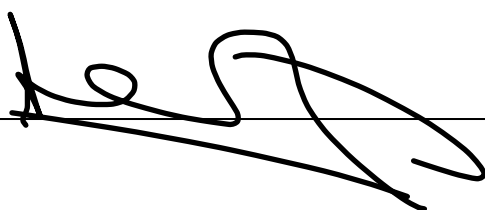
	Notes	2021 £	2020 £
CONTRIBUTIONS AND BENEFITS			
Contributions Receivable	1(b), 3	9,119,733	8,574,665
Transfers in		520	34,971
		<u>9,120,253</u>	<u>8,609,636</u>
Benefits Payable	4	8,124,095	8,325,725
Transfers out		-	88,558
Administrative Expenses	5	274,454	207,906
		<u>8,398,549</u>	<u>8,622,189</u>
<i>Net Additions/(Withdrawals) from Dealings with Officers</i>		<u>721,704</u>	<u>(12,553)</u>
RETURNS ON INVESTMENTS			
Investment Income	1(b), 6	2,915,991	3,806,707
Change in Market Value of Investments	7	43,428,841	(20,291,566)
Investment Management Fees		(495,331)	(481,218)
<i>Net Returns on Investments</i>		<u>45,849,501</u>	<u>(16,966,077)</u>
NET INCREASE/(DECREASE) IN THE FUND DURING THE YEAR		46,571,205	(16,978,630)
NET ASSETS OF THE SCHEME			
<i>At 1 April 2020</i>		214,644,247	231,622,877
<i>At 31 March 2021</i>		<u>£261,215,452</u>	<u>£214,644,247</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**STATEMENT OF NET ASSETS****AS AT 31 MARCH 2021**

	Notes	2021	2020
		£	£
INVESTMENT ASSETS			
Bonds	7	63,147,032	56,334,653
Equities	7	49,242,628	37,101,528
Property Fund	7	16,879,186	16,765,019
Legal & General UK Fund	7	87,049,395	65,226,881
Legal & General Worldwide Fund	7	40,837,493	31,749,792
Cash Deposits	7	1,759,704	5,434,477
		<u>258,915,438</u>	<u>212,612,350</u>
CURRENT ASSETS	8	3,175,388	2,290,091
CURRENT LIABILITIES	9	(875,374)	(258,194)
TOTAL NET ASSETS AT 31 MARCH		<u>£261,215,452</u>	<u>£214,644,247</u>

These financial statements were approved by the board on 13 January 2022.

Signed on behalf of the board:



Lieut-Colonel A. Read

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

- (a) The Financial Statements have been prepared in accordance with Financial Reporting Standard 102 – the Financial Reporting Standard applicable in the UK and Republic and Ireland issued by the Financial Reporting Council and with the guidance set out in the Statement of Recommended Practice: Financial Reports of Pension Schemes (2018). The presentational currency is pounds sterling.
- (b) Income:
- (i) Contributions are taken into account on an accruals basis at the rates presently agreed between the Pension Fund Board and The Salvation Army on the recommendation of the Consulting Actuaries.
- (ii) Investment income is accounted for on an accruals basis, dividend income being accounted for when the investment is quoted "ex - div".
- (c) Expenditure:
Expenditure is accounted for on the accruals basis. Benefits payable are included in the financial statements in respect of entitlement up to the year end in accordance with the rules of the Fund.
- (d) Investments:
Investments are included at their fair value at the accounting year end based on bid market price listings or, in the case of unitised pooled investments, on the latest available bid price or single price provided by the pooled investment manager.

2. ACTUARIAL VALUATION

The accounts summarise the transactions and net assets of the Fund. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Fund year. The actuarial position of the Fund, which does take account of such obligations, is dealt with in the statement by the actuary on page 16 and these financial statements should be read in conjunction therewith. This statement relates to the Actuarial Valuation as at 31 March 2019.

3. CONTRIBUTIONS RECEIVABLE

	2021	2020
	£	£
Ordinary Annual Contribution	5,119,733	4,574,665
Annual Capital Contribution	2,000,000	2,000,000
Special Contribution	2,000,000	2,000,000
	<hr/>	<hr/>
	9,119,733	8,574,665

Ordinary annual contributions represent a fixed rate per appointment where there is leadership, however, only commissioned officers at the point of retirement are entitled to a pension from the Scheme. Contributions are payable by The Salvation Army, which this year amounts to £4,860 per annum per officer (2020: £4,740). This represents an average 1,053 units paid during the year (2020: 965).

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2021****3. CONTRIBUTIONS RECEIVABLE (Continued)**

Following the 2019 actuarial valuation, contributions have been set at £4,680 per active officer from 1 April 2020 (increasing thereafter in line with changes in officers' allowances) and additional capital contributions of £2,000,000 will continue to be paid for approximately 13 years (also increasing in line with changes in allowances) from that date.

4. BENEFITS PAYABLE

	2021	2020
	£	£
Pensions to retired Officers	7,259,137	7,654,575
Lump Sum Retirement Grants	864,958	671,150
Transfers	-	-
	<u>£8,124,095</u>	<u>£8,325,725</u>

5. ADMINISTRATIVE EXPENSES

	2021	2020
	£	£
The Salvation Army Management Charge	29,504	37,456
Auditors Remuneration		
Audit Fees	12,600	12,300
Actuarial Fees	202,701	101,790
Other Professional Fees	24,681	46,895
Other Expenses	4,968	9,465
	<u>£274,454</u>	<u>£207,906</u>

6. INVESTMENT INCOME

	2021	2020
	£	£
Income from Fixed Interest Securities	2,117,357	2,140,282
Dividends from Equities	694,601	1,104,762
Income from Property Fund	102,792	542,861
Interest on Cash Deposits	1,241	18,802
	<u>2,915,991</u>	<u>£3,806,707</u>

THE SALVATION ARMY OFFICERS' PENSION FUND**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2021****7. INVESTMENTS**

	Market Value 1/4/20	Purchases at Cost	Sales Proceeds	Change in Market Value	Market Value 31/3/21
	£	£	£	£	£
Bonds	56,334,653	31,039,323	(25,439,293)	1,212,349	63,147,032
Equity Funds	96,976,673	-	-	30,910,215	127,886,888
Equities	37,101,528	12,865,966	(11,916,976)	11,192,110	49,242,628
Property Fund	16,765,019	-	-	114,167	16,879,186
	207,177,873	43,905,289	(37,356,269)	43,428,841	257,155,734
Cash Deposits	5,434,477				1,759,704
	<u>£212,612,350</u>				<u>£258,915,438</u>

The change in market value of investments during the year comprises all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

For Equity Funds, the change in market value also includes in respect of the underlying investments, any income generated, transactions costs and sale proceeds in respect of the purchase or sale of those investments. The value of these costs and revenues are not separately identified.

During the year the book value of investments increased by £8,336,484

	2021		2020	
	£		£	
	Market Value	Book Value	Market Value	Book Value
	£	£	£	£
BONDS				
Fixed Interest Securities				
Corporate Bonds	63,147,032	60,756,252	56,334,653	52,771,818
UK Gilts	-	-	-	-
Overseas Corporate Bonds	-	-	-	-
Overseas Government Bonds	-	-	-	-
	<u>63,147,032</u>	<u>60,756,252</u>	<u>56,334,653</u>	<u>52,771,818</u>
Equity Funds				
UK Quoted	87,049,395	83,204,982	65,226,881	83,204,982
Overseas	40,837,493	32,485,058	31,749,792	32,485,058
	<u>127,886,888</u>	<u>115,690,040</u>	<u>96,976,673</u>	<u>115,690,040</u>
EQUITIES				
UK Quoted	24,210,894	20,889,641	19,755,608	20,712,615
Overseas	25,031,734	18,366,049	17,345,920	14,857,198
	<u>49,242,628</u>	<u>39,255,960</u>	<u>37,101,528</u>	<u>35,569,813</u>
PROPERTY FUND	<u>16,879,186</u>	<u>14,535,353</u>	<u>16,765,019</u>	<u>14,164,678</u>
CASH DEPOSITS				
Brokers Balances				
Sterling	1,759,704	1,759,704	5,434,477	5,434,476
TOTALS	<u>£258,915,438</u>	<u>£231,967,309</u>	<u>£212,612,350</u>	<u>£223,630,825</u>

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

7. INVESTMENTS (Continued)

Investment fair value hierarchy

The fair value of investments has been determined using the following fair value hierarchy:

- Level 1 The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
- Level 2 Inputs other than quoted prices included within Level 1 that are observable (ie developed using market data) for the asset or liability, either directly or indirectly.
- Level 3 Inputs are unobservable (ie for which market data is unavailable) for the asset or liability.

The Fund's investment assets and liabilities have been fair valued using the above hierarchy levels as follows:

As at 31 March 2021	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	63,147,032	-	-	63,147,032
Equity Funds (pooled investment vehicles)	-	127,886,888	-	127,886,888
Equities	49,242,628	-	-	49,242,628
Property	-	16,879,186	-	16,879,186
Cash	1,759,704	-	-	1,759,704
	<u>£114,149,364</u>	<u>£144,766,074</u>	<u>£-</u>	<u>£258,915,438</u>

As at 31 March 2020	Level 1	Level 2	Level 3	Total
	£	£	£	£
UK Bonds	56,334,653	-	-	56,334,653
Equity Funds (pooled investment vehicles)	-	96,976,673	-	96,976,673
Equities	37,101,528	-	-	37,101,528
Property	-	16,765,019	-	16,765,019
Cash	5,434,477	-	-	5,434,477
	<u>£98,870,658</u>	<u>£113,741,692</u>	<u>£-</u>	<u>£212,612,350</u>

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks.

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.

Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.

THE SALVATION ARMY OFFICERS' PENSION FUND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

7. INVESTMENTS (Continued)

Other price risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Fund is subject to credit risk because it directly invests in bonds. This risk is mitigated by investing in government bonds where the credit risk is minimal, or corporate bonds which are rated at least investment grade.

Currency risk arises on the Fund's equities held in overseas markets and indirectly from the underlying investments held in the overseas equities fund. The Trustees have set a benchmark limit to overseas currency exposure of 27.5% of the total portfolio value.

The Fund is subject to interest rate risk because some of its investments are held in bonds and cash. The Trustees have set a benchmark for total investment in bonds of 30% and cash of 5% of the total investment portfolio.

Other price risk arises principally in relation to the Fund's return seeking portfolio which includes directly held equities, indirectly held equities in the UK and overseas equity funds and the property fund unit trust. The Trustees have set a benchmark for total investment in property of 10% of the total investment portfolio.

8. CURRENT ASSETS

	2021	2020
	£	£
Debtors:		
Accrued Dividends	79,646	69,015
Accrued Interest	814,895	785,109
Amounts due from Central Funds	494,248	240,914
 Cash at Bank:		
Current Account	1,033,345	443,007
Deposit Account	753,254	752,046
	£3,175,388	£2,290,091

9. CURRENT LIABILITIES

	2021	2020
	£	£
Sundry Creditors	£(875,374)	£(258,194)

10. RELATED PARTY TRANSACTIONS

The administration of the Fund is undertaken by The Salvation Army United Kingdom Territory Central Funds, which has levied a management charge of £29,504 for the year (2020: £37,456). At the year end a net balance of £494,248 was due from Central Funds (2020: £240,914). The Fund's banker is Reliance Bank Limited, which is a subsidiary company of The Salvation Army International Trust. At the year end, the Fund had bank balances of £1,786,599 (2020: £1,195,053) with the Bank.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

OPINION ON FINANCIAL STATEMENTS

We have audited the financial statements of The Salvation Army Officers' Pension Fund for the year ended 31 March 2021, which comprise the Fund Account, the Statement of Net Assets and the 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 FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Members of the Board, as a body, in accordance with Section 145 of the Charities Act 2011 and regulations made under Section 154 of that Act and with The Salvation Army Act 1963. Our audit work has been undertaken so that we might state to the Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Pension Fund and the Members for our audit work, for this report or for the opinions we have formed.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Pension Fund during the year ended 31 March 2021, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the requirements of The Salvation Army Act 1963.

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 Pension Fund 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 Fund's ability to continue as a going concern for a period of at least 12 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 Members 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 we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Report of the Board; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF PENSION FUND BOARD

As described on page 4, the Pension Fund Board is 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 the Members 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 Members are responsible for assessing the Pension Fund'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 Members either intend to liquidate the Pension Fund or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor and report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with The Salvation Army Act 1963. 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.

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 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 identified and focused on the laws and regulations applicable to the Fund through discussions with management, and from our knowledge and experience of the sector. We then assessed the extent of compliance with these laws and regulations through enquiries and review of the documented policies, procedures and controls;

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF THE BOARD OF
THE SALVATION ARMY OFFICERS' PENSION FUND

- We assessed the susceptibility of the Fund's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by considering the key risks impacting the financial statements. These included risks associated with revenue recognition, application of accounting estimates, management override of controls and the monitoring of beneficiaries;
- Our approach included agreeing the recognition of income to the current Summary of Actuarial Valuation attached to these financial statements as agreed with the participating employers, using analytical and other substantive procedures to agree benefits payable for the year, review of journal entries processed in the accounting records and the investigation of significant and unusual transactions identified from our review of the accounting records.
- Based on our understanding we designed our audit procedures to identify non-compliance with the relevant laws and regulations. These procedures included review of reporting to the Board members with respect to the application of documented policies and procedures and a review of the financial statements to ensure compliance with the Fund's reporting requirements.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

KNOX CROPPER LLP
65 Leadenhall Street
London, EC3A 2AD
13 January 2022

Chartered Accountants
Statutory Auditors

Knox Cropper LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE SALVATION ARMY OFFICERS' PENSION FUND

SUMMARY OF ACTUARIAL VALUATION

An actuarial valuation of the Fund was carried out as at 31 March 2019. The main purposes of the valuation were to review the financial position of the Fund at that date and to help establish the contributions payable to the Fund in the future.

The valuation assumed that the Fund would continue as a going concern. In order to carry out the valuation, the actuary made a number of assumptions based on economic conditions at the valuation date, on prospective investment returns and regarding longevity of Officers. However, changes in market values of the assets and in market conditions after the valuation date may mean that the assumptions and market values on which it is based are no longer appropriate. The Fund's funding position could have changed significantly since the valuation and this could affect the contributions payable in the future.

The main economic assumptions used in the calculations were as follows:

Price inflation	3.6% pa
Rate of increase in allowances	4.1% pa
Rate of pension increases	4.1% pa
Rate of deferred pension increases	4.1% pa
Pre-retirement discount rate	3.4% pa
Post-retirement discount rate	2.7% pa
Management expenses (other than investment related expenses)	4.0% of the future ordinary contributions
Assets	Market value

The valuation revealed a funding shortfall of £7,156,000 and a funding ratio of 97.0%. After taking into account the cost of benefits accruing in the future and the future expected ordinary contributions, the overall shortfall was £26,369,000.

It was agreed that the following contributions would be requested from the Army to be paid to the Fund:

- annual ordinary contributions of £4,680 per Officer from 1 April 2020 increasing in line with Officers' Allowances.
- capital payments of £2m pa increasing in line with Officers' Allowances.

These payments would eliminate the funding shortfall over a period of around 13 years. However additional capital payments are expected to be made by the Army as and when they can be afforded, with the aim of eliminating the funding shortfall over a shorter period.

A contingent asset arrangement was put in place following the 2007 actuarial valuation between the Board and the Army, such that the Board would have first call over the housing stock of the Army when retired Officers were Promoted To Glory, if the Army was unable to meet the shortfall. The contingent asset supports the shortfall repayment period.