

THE ROYAL COLLEGE OF ORGANISTS

England & Wales · Charity number 312847

Details

Status Registered

Legal form Other

Registered 1966-02-07

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

Contact

Address PO Box 7328
New Milton
Hampshire
BH25 9DU

Phone 02038656998

Email admin@rco.org.uk

Website www.rco.org.uk

Activities

Objects: TO PROMOTE THE ART OF ORGAN-PLAYING AND CHOIR-TRAINING, TO IMPROVE AND ADVANCE MUSICAL EDUCATION BY MEANS OF LECTURES, RECITALS MASTER-CLASSES AND MEETINGS IN LONDON AND ELSEWHERE OPEN TO THE PUBLIC.

Activities: To promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry; To set and maintain proper standards in such arts for the benefit of the public; To educate musicians in such arts and practices; To promote study and research in such arts and practices

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Religious Activities, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£523,065	£742,149	£3,202,815	5
2024-06-30	£562,774	£707,824	£3,366,428	6
2023-06-30	£472,514	£657,418	-	-
2022-06-30	£426,148	£554,775	-	-
2021-06-30	£670,972	£501,126	£3,852,810	5

Trustees

Name	Role	Appointed
Andrew Nethsingha		2025-07-01
Carl Anthony Jackson		2021-07-01
Charles Thomas Winpenny		2018-05-03
Christopher Julian Morris		2020-07-01
Christopher Wood		2024-07-01
Ghislaine Reece-Trapp		2022-07-01
Katherine Francis Maria Dienes-Williams		2017-07-06
PHILIP JOHN MOORE BMUS		2014-07-01
Paul Gobey		2025-11-06
Peter Wright		2020-11-01
Richard Tanner		2025-07-01
STEPHEN KING		2013-07-03
Sara Elizabeth Benbow		2020-07-01
Sarah MacDonald		2024-07-01
The Lord Lisvane Robert James Rogers		2020-07-01

Linked charities

- THE ROYAL COLLEGE OF ORGANISTS CHARITABLE FUND (312847-1)

THE ROYAL COLLEGE OF ORGANISTS

England & Wales - Charity number 312847

Accounts

2025

The logo consists of the letters 'RCO' in a white, serif font, centered within a solid purple square.

RCO

Annual Report & Accounts Year end 30 June 2025

Incorporated by Royal Charter
Charity Registration No. 312847



RCO

Contents

Page	
4 – 5	Reference and Administrative Details of the College
6 – 21	Report of the Trustees
22 – 24	Independent Auditors' Report
25	Statement of Financial Activities
26	Balance Sheet
27	Statement of Cash Flows
28 – 47	Notes to the financial statements



**THE ROYAL COLLEGE
OF ORGANISTS**



Reference and Administrative Details

Professional Advisers

The professional advisers and consultants during the College Year 2024/2025 were as follows:

Bankers	Messrs C. Hoare & Co. 37 Fleet Street London EC4P 4DQ
Investment Managers	Brewin Dolphin Limited 12 Smithfield Street London EC1A 9BD
Auditors	Kreston Reeves Audit LLP 9 Donnington Park 85 Birdham Road Chichester PO20 7AJ
Legal Consultants	Farrer & Co. LLP 66 Lincoln's Inn Fields London WC2A 3LH
Registered Address	The Royal College of Organists 118 Pall Mall London SW1Y 5ED

The President, Members of the Trustee Council, and Staff during the College year 2024/2025 (with updates to 31 December 2025)

President

Sarah MacDonald MA, FRCO, ARSCM

President Elect

Andrew Nethsingha MA, FRCO, FRCM (from 1 July 2025)

Trustee Council

Sara Benbow LLB

Katherine Dienes-Williams BA, MA, BMus, FRCO, FRSCM, KSL (Chair)

Paul Gobey GRSM, MMus, ARCO(CHM) (from 6 November 2025)

David Hill MBE, MA, DMus, FRCO, HonRCO (Immediate Past President to 30 June 2025)

Carl Jackson MVO, MA, FRCO

Philip Kaye MA, DPhil, FCA, FRCO (to 24 February 2025)

Stephen King BSc, FCCA, FRCO

The Lord Lisvane KCB, DL, MA

Sarah MacDonald MA, FRCO, ARSCM (President)

Philip Moore BMus, DUniv, FRCO, FRSCM

Christopher Morris

Andrew Nethsingha MA, FRCO, FRCM (President Elect from 1 July 2025)

Katharine Pardee MM, DMA, DPhil (to 30 June 2025)

Ghislaine Reece-Trapp MA, FRCO, PGCE

Richard Tanner MA, FRCO (from 1 July 2025)

Tom Winpenny MA, FRCO, DipCHD

Prof. Christopher Wood MD, MB, BCh, MD, FRCSEd, FLSW, HonLMRCO

Peter Wright MA, FRCO(CHM)

Clerk to the Trustee Council

Mark Brafield MA, FTCL, FRCO

Chief Executive

Sir Andrew Parmley BMus, MMus, PhD, FRCO(CHM)

Deputy Chief Executive and Director of Studies, & Director, RCO Midlands, and Mid/South/West Wales

Andrew McCrea BMus, MMus, ARCO, HonRCO, FRCM

Director, RCO East, South, and South-West England

Simon Williams BA, FRCO

Director, RCO North of England, North Wales, and Isle of Man

Tom Bell BMus/GradRNCM, PGDip

Director, RCO Scotland and RCO Northern Ireland

Andrew Macintosh MA, MPhil, ARCO, LRSM, HonLMRCO

Director of Relationships

Madeline Smith BA, AMusA

Chief Examiner

Stephen Farr MA, MPhil, PhD, FRCO



RCO

Report of the Trustees for year ended 30 June 2025

Structure, Governance, and Management of the Royal College of Organists

Founded in 1864 as the College of Organists, the College was graciously granted a Royal Charter and Byelaws on 23 November 1893. The Charter and Byelaws were most recently amended on 8 July 2009 with the approval of the Privy Council and the Charity Commission (Charity Registration Number 312847). Copies are available on the College's website (www.rco.org.uk) and in print on application to the College.

The accounts have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland effective 1 January 2019. The accounting policies are set out on pages 28–31.

The affairs of the College are governed by the Trustee Council constituted in accordance with the Byelaws (2009). The Trustee Council is the trustee body in accordance with the Charities Act. The day-to-day management of the College is delegated to the Chief Executive and the senior management team.

Objects of the College

The Objects for which the College is incorporated are:

- a) to promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry;
- b) to set and maintain proper standards in such arts for the benefit of the public;
- c) to educate musicians in such arts and practices;
- d) to promote study and research in such arts and practices; and
- e) to do all other such lawful things as are incidental to the attainment of the above objects.

For the purpose of attaining the Objects, but not further or otherwise, the College may exercise thirty-two specified powers set out in the Royal Charter.

Review of Activities

Governance

The College's **Annual General Meeting** took place online on 7 March 2025. The meeting was chaired by the President. It received the Annual Report of the Trustee Council and adopted the audited accounts for the year ended 30 June 2024. The Chairman of the Trustee Council spoke to the Annual Report and reviewed the College's activities in 2023/2024.

The College's **Trustee Council** (the trustee body) met four times during the year 2024/2025, in July and November 2024, and in January and May 2025. The Trustee Council's members are listed on page 5 of this report. The Council accepts ultimate responsibility for directing the affairs of the College and for ensuring that it is solvent, well run, and delivering the objects of the Royal Charter. It has a number of clearly defined duties and responsibilities, in the areas of compliance, prudence, and care.

Appointment to the Trustee Council is either by election from among the membership or by the co-option of suitably

qualified and experienced individuals who are identified as being able to fill a particular role or professional need on the Council in order to extend its range of skills as widely as possible. Before co-option, candidates are interviewed by a panel including senior Trustees and representatives of the management team; co-option is then dependant on that panel's recommendation to the wider Council.

All Trustees, whether elected or co-opted, join the Council for an initial term of four years. Elected Trustees are then required to stand for re-election if they wish to serve on the Council for a second term of four years, whilst co-opted Trustees may only serve a second term with the approval of a majority of their fellow Council members.

Upon joining the Council, new trustees are given an induction that includes a brief history of the College, an introduction to its structure and the management team, the role and duties of Trustees, and a summary of matters and issues that are part of the College's current plans. The annual audit of the College's accounts will include an update from its professional advisers as to recent changes in charity law and procedure of which Trustees should be aware. In addition, Trustees are reminded of the need to attend to their continuing professional education, being directed to courses offered externally by leading agencies in the field.

In 2024/2025, the Trustee Council established a working group to monitor and advance the College's commitment to equality, diversity, and inclusion. Trustees have a duty under the Equality Act 2010 to treat all people with respect and dignity. This is in addition to the self-evident moral duty to make everyone who deals with the College feel safe and welcome. The College must act, and be seen to act, in a way that respects the protected characteristics set out in the Act. The College's current EDI policy is available on the website and EDI issues are monitored, reported on, and reviewed on a regular basis. The working party has made efforts to approach other organisations so as to learn from their best practice. Various agencies in the fields of music, sport, and education have been considered as comparators.

The Trustee Council appoints four committees to oversee specific areas of activity:

1. Academic Board

The governance of the academic affairs of the College is vested in the Academic Board, which is appointed by the Trustee Council in consultation with the Chief Executive and the senior management team. It comprises the senior management team and a number of practitioners and scholars co-opted for their expertise and professional experience in the sector. The Board is chaired by the Deputy Chief Executive/Director of Studies. The powers of the Academic Board encompass the design, maintenance,

and review of accreditation/examination syllabuses and procedures, and the design, maintenance, and review of the RCO's education programme. The Board has oversight of quality-assurance matters, and of library and learning services, and it monitors member and customer satisfaction.

By the year-end, specific areas of scrutiny included a review of the Certificate of Accredited Membership award (CAM) and the establishment of a new suite of choral-directing diplomas. A working party had been convened to consider the details of a revised choral-directing strategy through a more comprehensive accreditation offer (diplomas at three levels: Colleague, Associate, Fellow); here the emphasis will fall on a more formative assessment type in which practitioners will work with the choirs they lead or encounter. Fellowship will require engagement with a small professional choir provided by the College. Examination finance has also been considered as part of a larger financial review to maximise income and drive efficiencies, with a view to improving activity contribution.

The members of the Board in 2024/2025 were: Tansy Castledine, Stephen Farr (Chief Examiner), Roxanne Gull, Pam Hulme, Andrew Macintosh, Andrew McCrea (Deputy Chief Executive/Chair), Daniel Moulton, Sir Andrew Parmley (Chief Executive/Secretary), Robert Sholl, and Simon Williams.

2. Appointments and Awards Board

The Appointments and Awards Board, chaired by the President, meets to oversee the College's scheme of honorary awards and to monitor the processes whereby appointments are made. The Appointments and Awards Board is appointed by the Trustee Council.

The members of this Board in 2024/2025 were: Katherine Dienes-Williams (Chair, Trustee Council), Stephen Farr (Chief Examiner), Sarah MacDonald (President), Andrew McCrea (Deputy Chief Executive), Daniel Moulton (co-opted), and Sir Andrew Parmley (Chief Executive). The Clerk to the Trustee Council (Mark Brafield) was in attendance.

3. Finance Committee

The Finance Committee is charged with looking at every aspect of the College's income and expenditure and in overseeing the College's management of risk.

The members of the Finance Committee in 2024/2025 were: Philip Kaye (Trustee to 24 February 2025), Stephen King (Trustee; Chair), Christopher Morris (Trustee), Sir Andrew Parmley (Chief Executive), and Prof. Christopher Wood (Trustee). Paul O'Hare (Finance Officer) is in attendance as required.

In 2024/2025, the Finance Committee has continued to scrutinise the College’s accounts to ensure the RCO represents value for money to its members.

4. The RCO Foundation

The RCO Foundation is a focus group of experts in fundraising, chaired by Prof. Christopher Wood, a Trustee and a past chairman of the Trustee Council.

The members of the RCO Foundation Committee in 2024/2025 were: Marianne Barton (Secretary), Stephen King (Trustee), The Lord Lisvane (Trustee), Christopher Morris (Trustee), Daniel Moulton, Sir Andrew Parmley (Chief Executive), Rachael Snaith, and Prof. Christopher Wood (Trustee; Chair).

In 2024/2025, the RCO Foundation made excellent progress in its fourth year of operation. The Foundation’s ‘Friends of the RCO’ scheme continued to grow during the year and the generosity of the Friends of the RCO and the contributors to The President’s Circle have enabled the College to continue to carry out important work. It has contributed to the outreach platform called *First Stop!*, and supported the nationwide initiative called *Play the Organ Year 2025*.

The RCO Foundation agreed to support a young conducting student at the Royal Northern College of Music and, in collaboration with Viscount Classical Organs, continued to provide organs for schools. The Foundation’s dinner, now an annual event, in Guildhall was a great success and the preceding concert, given by James McVinnie in St Lawrence Jewry, was excellent. The 2026 dinner will be held in the House of Lords preceded by a concert performed by Thomas Trotter at St Margaret’s, Westminster.

Performance, achievements, and plans for the future

‘To promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry.’

Membership

2024/2025

In June 2025, membership of the College was as follows (the previous year is given for comparison):

Membership Type	2024/2025	2023/2024
Full Member	1,316	1,348
Student Member	234	295
Affiliate Student Member	53	48
Life, Honorary, Complimentary Member	258	268
Affiliate AGO Member	38	59
Affiliate RCCO Member	4	4
Affiliate SCOTS Member	15	12

There were 169 new joiners (2023/2024: 192). 36 previously lapsed members rejoined during the year. Most of the numbers show a decline from the previous year. We have addressed some deficiencies in the automated renewal system which may have been responsible for the drop in AGO and RCCO memberships. Our new newsletter *RCO Transatlantic* has been designed to help grow these membership categories.

Membership rates were increased from £120 to £130 for Full Membership. Student Membership was raised from £56 to £65, and concessionary membership from £56 to £65. Affiliate Student Membership was raised from £28 to £32.50, and AGO/RCCO/SCOTS Affiliate Membership from £25 to £35. We continue to enjoy the sponsorship of Viscount Classical Organs, who offer a year’s RCO subscription to their new customers. 741 (2023/2024: 786) members subscribed using Gift Aid (45% of the paying membership). 868 (2023/2024: 830) members now pay their subscriptions by Direct Debit (52% of the paying membership).

First introduced in 2021, a joint membership offer with the Musicians’ Union (MU) has continued as a core membership benefit. This gives College members an ongoing 50% discount on a normal MU subscription. This ‘2-for-1’ deal makes joint RCO and MU memberships the same price as a

regular MU subscription, providing exceptional value for our members and discounted access to many important benefits such as insurance, financial advice, and legal support.

The annual President's Appeal ran for the sixteenth time in 2024/2025. The appeal raised £3,261 net of Gift Aid. The Friends of the RCO generated £14,653.

2025/2026

Membership of the College is open to all. The College will build on the news about relatively stable membership numbers over the last five years as it continues to develop and enhance its membership offer and broaden its appeal and relevance to a wider part of the population. The College will continue to maximise the income from the Gift Aid scheme. Subscription payment by Direct Debit will be encouraged as it offers significant efficiency savings, as does the use of the online subscription facility.

The subscription rates for the 2025/2026 College year were set at £134 for Full Membership (a modest increase), £67 for Student Membership, £33.50 for Affiliate Student Membership, and £40 for the AGO/RCCO/SCOTS Affiliate Membership categories.

Partnerships

Our work with, and support for, the Society of Women Organists has led to some interesting work in promoting women organists and composers (SWO). The College acts as an academic sponsor of Fugue State Films, whose quality recordings and documentaries about organs and organ music are highly acclaimed. The College's close relationship with the Musicians' Union has developed as we strengthened our member offer as a professional institution. The RCO has worked closely with the Incorporated Association of Organists (IAO) in 2023/2024 and 2024/2025 to mount the fourth IAO-RCO Organ Playing Competition in York in July 2024. As we entered the year, a creative partnership was established with the Royal Birmingham Conservatoire, and liaison continued with the RSCM over the subject of choral direction and its accreditation.

The College's ongoing and highly successful collaboration with the American Guild of Organists resulted in a deputation attending the AGO's San Francisco Convention in July 2024. RCO staff and Trustees took a trade counter at the Convention and made many new friends and built on the existing relationship which has been nurtured over the past five years. It is hoped that the RCO will be represented in St Louis in 2026 and that there may be an element of an AGO convention in the UK in 2030.

The RCO continues to benefit from the generosity of the United Grand Lodge of England (UGLE) and in return the College is now assisting in the organisation of twice-

yearly concerts in the Grand Temple in Covent Garden. In November 2024, the soloist was D'Arcy Trinkwon and in March 2025 it was the RCO's own Trustee Council Chair, Katherine Dienes-Williams.

Honours

The Medal of the Royal College of Organists (HonRCO)

The RCO Medal is awarded each year to recognise distinguished achievement in one or more areas of organ- and choral-related activity; it is also available to recognise distinguished service to the College. The Appointments and Awards Board meets to consider nominations received from various College constituencies, and recommendations are then made to the Trustee Council. In 2025, the RCO Medal was awarded to Mr Gary Cole, Ms Sofi Jeannin, and Dr Cecilia McDowall. The presentations were made at the Conferment Ceremony at Southwark Cathedral in March 2025. Details of 2026's honorands are scheduled for release on or around 1 January 2026.

Honorary Life Membership of the Royal College of Organists (HonLMRCO)

The Trustee Council instituted Honorary Life Membership (HonLMRCO) some years ago. In the gift of the College's Trustee Council, this award marks distinguished service to the College and recognises individuals who bring credit to the RCO in the wider world. There were no recipients of this special membership status in 2025.

Marketing Communications

The College's marketing function supports the delivery of the College's strategic objectives and goals through the creation and communication of strong, relevant, and interesting digital and print content for organists, choral directors, and all those interested in their work and music.

RCO News continues to be a centrepiece of our member communications, supported by the *iRCO StopPress* online magazine for complementary material better suited to the digital format. Our email publications *RCO e-News* (member only) and *RCO e-Diary* (open subscription) are issued monthly to our mailing lists which contain a combined total of 5,417 email addresses. These email publications remain popular and well read, achieving exceptional rates of 70% and 60% respectively.

In November 2024, we published the final episode of *The Organ Podcast*, a series of twenty broadcasts designed to engage with both members and new audiences in an entirely new format. The show was produced fortnightly through



much of 2024, providing high-quality audio content of interest to organists ‘of every age and stage’, as well as interested audiences of non-organists. This successful project significantly increased the College’s reach, with the podcast having been downloaded or streamed more than 50,000 times so far – as well as generating social media content that attracted millions of views and thousands of engagements. The audience feedback was entirely positive and the breadth and quality of content did much to raise awareness of the full range of the RCO’s work.

The podcast, together with the impact of Play the Organ Year (see below), contributed to yet another increase in our social media engagement. During the year we posted a total of 627 times across Facebook, X (formerly Twitter), YouTube, Instagram, and our new Bluesky account, and from this activity we registered 4.5m impressions (content views) and 188k engagements (clicks, comments, likes, and shares) – increases of 300% and 164% respectively on the previous 12-month period. Our total audience on social media is now just over 38k – an increase of 145% on the previous year (and more than tripling in just two years).

While social media and email marketing are increasingly popular as sources of online information, our website remains an important resource (not just for news and information, but also for recruitment, engagement, and access to member services). The main RCO website (www.rco.org.uk) welcomed 52,000 visitors and hosted 89,000 sessions during the year, both up by more than 10% on the previous 12-month period.

Engagement

In October 2024, the RCO launched Play the Organ Year 2025, a substantial initiative designed to inspire a year-long effort by the whole organ-playing community to create opportunities for people not just to hear, but to experience playing, the pipe organ – regardless of musical background or experience.

At the time of writing (June 2025), the campaign is reaching its halfway point. We have been notified of more than 100 events, and know that there are more being planned. The campaign was launched with an RCO event at Methodist Central Hall, Westminster, where fifty people had a chance to play the organ; since then, we believe more than 1,500 people have been able to lay hands on manuals and feet on pedals, and we expect to comfortably exceed our initial target of 2,000 ‘playing experiences’ during the year.

We have been greatly encouraged by the response of the organ community in the UK and abroad, both individual organists and the many organisations which have engaged in the planning and implementation of Play the Organ Year.

In 2025, we tied our International Organ Day promotions to Play the Organ Year, encouraging everyone doing something for this now-popular day in the organ calendar

to add a #PlaytheOrgan theme. As a result, there were more Play the Organ events on Saturday 26 April than on any other day so far. To help the many organisations, venues, and organists who use this occasion to celebrate the organ and its music, we have now fixed International Organ Day as the final Saturday in April every year – it will next fall on Saturday 25 April in 2026.

With an eye to the long-term legacy of Play the Organ Year, we have now launched First Stop!, a new online resource designed to serve as a literal first stop for anyone wanting to find out more about the organ (in all its forms), the repertoires associated with it, organ-building and organ heritage, the people who play the organ, and how one can learn to play the instrument. While First Stop! has been built and managed by the College, it is envisaged that it will feature content from the large number of UK organisations and individuals with whom we work towards our vision of a world in which organ and choral music are widely valued as being central to cultural and spiritual life.

Member Services

Developing member services and the membership experience remains a priority for the College.

We have continued to work with our partners at Musicians’ Union on a growing suite of services for organists in their working lives. The core of the partnership is a joint membership rate which allows RCO members to join the MU at a discounted rate.

Our digital content hub, iRCO, is an important and valued benefit for many members, with 60% of members having registered their iRCO accounts and more than 60% of those being considered active users. The site also reaches a sizeable global audience of non-members as guests. The College has continued to invest strongly in digital content over the 2024/2025 year, with more than forty new items being published on iRCO – everything from teaching films to podcasts, and webinars to editorial articles. There are now 550 pieces of high-quality learning content available to members via iRCO. Of particular benefit to members in this respect is the College’s continued and growing creative partnership with Fugue State Films, which provides a regular source of high-quality and authoritative documentary and performance footage.

As well as digital content, the College remains committed to physical events in what is now a balanced ‘hybrid’ model. While attendance remains generally below pre-pandemic levels, such events remain an important part of our work, providing unique experiences that online and digital presentation cannot replicate. With this hybrid approach in mind, we continue to be encouraged by the high satisfaction ratings received for both our digital and ‘real-world’ services. Across all our activity, our ongoing Net Promoter Score (which encapsulates the balance between positive and negative feedback) is now up to an excellent +75.

The average rating received on all questions relating to communications, content, teaching, and the overall quality of our events is 9 out of 10.

Awards and Bursaries

In 2024/2025, £37,859 was disbursed from the College’s scholarship and prize funds. Disbursements supported RCO examination prizes (two sessions), awards for short courses (such as the RCO’s Summer Course and The Organ Student Experience, and Oundle for Organists courses), and bursaries to assist undergraduates and postgraduates studying the organ and/or choral direction. The College also supported tuition in several schools by paying for an organ tutor.

We renew our thanks to the United Grand Lodge of England for its continued support by providing bursaries for examination prizes, individual organ lessons, and for attendance on short courses.

‘To set and maintain proper standards in such arts for the benefit of the public.’

RCO Accreditation

Diploma Examinations

Variations to the ‘standard’ diploma regulations (originating in the revised provisions for the pandemic) were offered for the last time in examination year 2023/2024. These allowed for remote assessment of the organ-playing parts of the practical examinations (relying on AV submission) to take place at CRCO and at the higher diploma levels in cases where an exception has been held. Otherwise, ARCO and FRCO organ-playing modules have been offered as in-person assessment at an RCO examination centre. Keyboard skills tests were remote assessment at all levels and the written examinations were delivered according to an open-book methodology.

2024/2025 saw the consolidation of all the regulations, as too suitable changes to syllabus content to align with remote-assessment examining. The management team and Academic Board scrutinised the transition, as well as all quality-assurance matters relating to diploma content and assessment. The existing administrative systems, however, have been tested to their limit in recent years, and consequently an upgrade/redesign of the handling of data, the submissions to be assessed, and the report writing was instigated through a new platform. This has meant much beneficial revision to working procedures. Provisions were introduced stage by stage from Summer 2024.

It was pleasing to record the names of forty-four members successful in RCO diploma accreditation in 2024/2025. In addition, there were two recipients of the Certificate of

Accredited Membership (CAM) and four of the certificate of the Scottish Churches Organist Training Scheme (SCOTS).

In 2024/2025, five RCO members were awarded the Colleague diploma (CRCO), twenty-six the Associateship diploma (ARCO), and thirteen the Fellowship diploma (FRCO). There were no applications to sit the DipCHD examination. Fifteen successful diploma candidates were in receipt of one or more examination prizes.

CRCO

Statistics for examination year 2024/2025 (Summer 2024 and Winter 2025), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	5	6	10	3	6	5	7	12	11	16

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
10	2	4	8	3	4	4	7	12	10	13

Passes:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
5	0	2	4	2	3	2	6	12	3	4

Passes in one attempt:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
4	0	1	4	1	3	1	4	2	1	4

Candidates examined in Organ Pieces:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
7	2	3	8	1	6	5	5	6	6	11

Pass rate in Organ Pieces:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
71%	100%	100%	75%	100%	100%	60%	80%	100%	50%	73%

Candidates examined in Organ Tests:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
8	3	3	7	3	5	5	7	10	9	15

Pass rate in Organ Tests:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
63%	33%	67%	71%	67%	60%	60%	86%	80%	11%	33%

Candidates examined in Written Paper Part A (introduced S24):

W25	S24
6	3

Pass rate in Written Paper Part A:

W25	S24
67%	67%

Candidates examined in Written Paper Part B (introduced S24):

W25	S24
6	3

Pass rate in Written Paper Part B:

W25	S24
83%	67%

Candidates examined in the Written Paper (Parts A and B, to W24):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
1	9	1	3	3	5	6	6	9

Pass rate in the Written Paper:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
100%	89%	100%	100%	100%	100%	100%	67%	78%

ARCO

Statistics for examination year 2024/2025 (Summer 2024 and Winter 2025), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
39	35	47	42	38	29	32	49	62	46	54

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
28	28	41	34	30	20	22	42	50	35	40

Passes:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
13	13	28	8	13	9	12	29	33	11	16

Passes in one attempt:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
8	6	11	3	8	4	5	12	19	3	10

Candidates examined in Organ Pieces:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
26	22	30	31	27	20	20	32	40	16	35

Pass rate in Organ Pieces:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
77%	73%	73%	52%	59%	50%	60%	72%	88%	63%	74%

Candidates examined in Organ Tests:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
27	23	31	28	25	17	16	32	43	18	34

Pass rate in Organ Tests:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
70%	52%	77%	50%	68%	71%	69%	84%	90%	56%	59%

Candidates examined in Written Paper I:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
25	21	26	29	27	13	12	33	37	19	24

Pass rate in Written Paper I:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
72%	71%	77%	59%	74%	85%	83%	85%	76%	84%	75%

Candidates examined in Written Paper II Part A (introduced S24):

W25	S24
25	23

Pass rate in Written Paper II Part A:

W25	S24
72%	65%

Candidates examined in Written Paper II Part B (introduced S24):

W25	S24
21	20

Pass rate in Written Paper II Part B:

W25	S24
71%	80%

Candidates examined in Written Paper II (Parts A and B, to W24):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
22	28	29	16	18	33	40	18	25

Pass rate in Written Paper II (Parts A and B, to W24):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
68%	68%	69%	56%	61%	79%	83%	50%	52%

FRCO

Statistics for examination year 2024/2025 (Summer 2024 and Winter 2025), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
19	16	22	26	26	22	20	30	36	24	22

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
15	15	20	17	22	15	16	25	29	18	19

Passes:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
5	8	11	7	10	7	11	8	20	5	8

Passes in one attempt:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
3	3	3	3	2	5	2	4	8	3	3

Candidates examined in Organ Pieces:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
10	11	11	15	12	11	8	20	23	14	13

Pass rate in Organ Pieces:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
60%	73%	45%	80%	42%	73%	75%	65%	78%	79%	62%

Candidates examined in Organ Tests:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
12	11	11	14	8	12	3	16	21	17	12

Pass rate in Organ Tests:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
83%	82%	45%	50%	63%	92%	100%	81%	95%	76%	50%

Candidates examined in Written Paper I:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	8	9	12	14	13	8	21	21	11	7

Pass rate in Written Paper I:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
82%	88%	89%	75%	50%	77%	88%	67%	76%	55%	71%

Candidates examined in Written Paper II:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	7	11	14	19	15	10	24	18	11	6

Pass rate in Written Paper II:

W25	S24	W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
55%	71%	91%	79%	89%	60%	60%	58%	67%	55%	67%

The regulations for the Examination Year 2024/2025 were published in 2023, and those for Examination Year 2025/2026 in 2024.

The College continues to be grateful to the United Grand Lodge of England for their generosity in donating annual funds to support the examination prizes at Colleague level, including a specially named award for the highest aggregate score called The Freemasons' Prize.

The Conferment of Diplomas took place at Southwark Cathedral on 8 March. There was an excellent turn-out by candidates and their families, and it was good to see many College constituencies represented in the platform party. The Ede & Ravenscroft recitalist was Dr Isabelle Demers (McGill University, Montreal, and international concert organist). Her programme reflected the current syllabus, one of the Medal honorands (Dr Cecilia McDowall), and Women Composer Sunday, which occurred that weekend. The three RCO Medal recipients were all present (see above).

Certificate of Accredited Membership (CAM)

This award has marked an important step towards extending the accreditation programme so that the RCO can provide opportunities to acquire awards from the early stages to (equivalent) postgraduate level. CAM offers the player a developmental route from foundation level (roughly equivalent to ABRSM/TCL Grade 2) via the intermediate level (around Grade 4) to advanced level (around Grade 6). Open to all, and with flexibility in its submission procedures, the Certificate scheme provides

either an end in itself or a series of stepping stones towards the diplomas, and it offers a discounted Year 1 membership fee for non-members.

In the Examination Year 2024/2025, there were two CAM recipients: one at Stage 1 and one at Stage 2. To 30 June 2024, and since its commencement in 2017, over fifty organists have been accredited through the CAM scheme. The majority of the applicants have used the audio-visual submission option, and this has proved attractive to a number of overseas candidates. The applicant numbers, however, remain relatively low and consideration was given in 2024/2025 to improving publicity and resourcing. A review was commenced by the Academic Board.

Accrediting Organ Teachers and Organ Teaching

The College runs a programme to accredit teachers of the organ. The year ended with twenty-seven Accredited Teachers, a stable number for some time. Several teachers are due for their four-yearly review in the second half of 2025.

In addition to the Accredited Teachers' scheme, an RCO programme for accrediting institutions for their organ teaching was launched in January 2020. This programme aims to consolidate collaborations and to encourage the sharing of ideas and approaches to teaching and learning, mainly in schools; it also encourages the co-branding of activities for marketing and fundraising purposes, and it provides benefits such as access for students of accredited institutions to the RCO's digital learning platforms and to RCO events at a discount. Students (pre-tertiary) of RCO Accredited Institutions may join the College at a very favourable rate (as Affiliate Student Members), usually equivalent to about half of the prevailing student membership fee. At the end of College year 2024/2025, nineteen schools and the Young Organ Scholars' Trust (YOST) had been accredited. Discussions are ongoing with other schools, state and independent. Encouraging schools in the state sector to enter the scheme remains a challenge. A general lack of disposable funds to cover the annual accreditation fee is a deterrent. This issue continues to receive scrutiny by the management team.

In March 2024, a number of Affiliate Student Members (by virtue of their schools being accredited) were brought together to mount a successful series of lunchtime recitals under the banner of 'RCO Young Performers'. The idea for a lunchtime series celebrating the talent, hard work, and achievements of young organists was first brought to fruition in 2006 by former RCO President Catherine Ennis, to whose memory this latest series was dedicated. Catherine was a lifelong advocate for young musicians and musicianship. Young Performers' Concerts were held in St Lawrence Jewry in September 2024 (City of London School, City of London School for Girls, Merchant Taylors' School, and Cheltenham Ladies' College) and March 2025

(Uppingham, Merchant Taylors', and Rugby). The series will continue in Leeds and London thanks to the financial support of John Higham KC, for which the College and all the Young Performers are most grateful.

'To educate musicians in such arts and practices.'

RCO Learning

Regional, National, and International Engagement

The College works for the recruitment and nurturing of the next generation of young organists; supports those seeking accreditation in organ playing, organ teaching, and choral directing; provides personal and professional development for organists of all ages, levels of attainment, and aspirations; and creates opportunities for the sharing of common interests and the exploration of the organ and its associated repertoires.

In 2016, the College adopted a regionally conceived management structure. In tandem with this, engagement events and educational classes and courses have been planned and delivered on a regional basis, directors in each of the regions overseeing and delegating as appropriate to local consultants (Regional Consultants). The aims have been to grow RCO membership and increase take-up for both RCO accreditation (diplomas and the Certificate of Accredited Membership) and educational services.

The RCO regions are as follows:

RCO East/South/South-West England (Director: Simon Williams)

RCO Midlands, and Mid/South/West Wales (Director: Andrew McCrea)

RCO North of England/North Wales/Isle of Man (Director: Tom Bell)

RCO Scotland and RCO Northern Ireland (Director: Andrew Macintosh)

The reports of the regional directors on the activities in their areas follow below.

The College is grateful to all those who have agreed to act as supporting Regional Consultants in the RCO regions and for their professional expertise and support of the College's mission.

Since the introduction of the College's regional structure, activity has been divided between centrally organised events (including those with national and international reach), those organised locally, and those run by other organisations but with input and/or support from the College. The pandemic brought about the adaptation of the regional

structure in order to deliver a degree of online learning. The College now pursues a blended-learning model.

RCO East/South/South-West England (including national events and online courses)

National Events

The College year always begins with our two flagship residential courses: The Organ Student Experience (TOSE) Week and the RCO Summer Course for Organists. TOSE Week 2024, in Oxford, was attended by forty teenagers of Grade 7 level. It marked the end of Daniel Moulton's co-directorship after seven years, during which time he brought focus to the Week and expanded the TOSE concept to encompass annual single-day events (one in the South and one in the North of England) for teenagers playing at Grade 5 level and above, and the TOSE Community, which provides regular online meetings for all young organists from beginner level upwards. TOSE Week 2024 was also Yvonne Eddy's final year as administrator. The Summer Course, directed by Drew Cantrill-Fenwick and administered by Kate Matthews, saw forty-three people gather in London for a busy and varied week of learning, with nine of the participants aged under 18.

TOSE Community, directed by Tom Bell and Cathy Lamb and co-ordinated by Makoto James, met online five times during the year, with presentations and interviews from, among others, Tom Daggett, Anna Lapwood, Jan Liebermann, and the College's President, Sarah MacDonald.

The annual RCO Organ Forum took place in Cambridge in October celebrating the life and music of Sir Charles Villiers Stanford (particularly his work and influence in Cambridge) in the 100th anniversary year of his death. Presenters included Professor Jeremy Dibble, with performances from Leora Cohen (violin) and Paul Wingfield (piano), Anthony Gritten (organ), and the Choir of Selwyn College directed by Sarah MacDonald. The day ended at the church of Our Lady and the English Martyrs with a Sung Mass featuring the composer's music.

Richard Brasier again devised and led two overseas study trips, both well attended. The first, in October, was to Arnstadt, where Bach was church organist, exploring the same musical skills that Bach needed and used throughout his life as a church musician. The second, in May, explored the rich variety of organs to be found in Belgium.

In-person events in the East, South, and South-West regions

Partly as a result of last year's experience, when the appetite for in-person classes post-pandemic seemed to have diminished, and partly because time and energy was necessarily diverted into planning and delivering Play the Organ Year, only a small programme of 'hands-on'

classes was offered. These embraced performing music for special occasions, playing Viennese mass settings on the organ, preparing CRCO keyboard skills, and performing pieces from the ARCO and FRCO lists. The teachers were, respectively, Julian Haggett, Jeremiah Stephenson, Frederick Stocken, and Richard Brasier. Pleasingly, all went ahead, at or near capacity.

Looking ahead

TOSE Week takes place in late July 2025, once again in Oxford and with David Pipe taking over the co-directorship role from Daniel Moulton. Sixteen of the thirty-four teenagers attending are girls, the highest proportion ever. The Summer Course follows in London. This year, partly in response to Play the Organ Year, a new 'Organ Explorers' strand of two-and-a-half days has been introduced for 10–15-year-olds, including those who are new to keyboard playing. Seven bookings have been received for this strand and fifty-two for the full course, the highest number since restarting the course in-person after the pandemic.

The RCO Organ Forum in the autumn revisits the music of César Franck now that the Lyrebird Music edition (ed. Brasier) of the organ and harmonium music is complete. The title of the day is 'César Franck at the piano, organ and harmonium'. An overseas study trip to Switzerland is planned for October 2025 and a major Play the Organ Year event with strands both for those new to the organ and those familiar with it will take place at Reading Town Hall in September, promoted by the Hall with the College, the Berkshire Organists' Association, the British Institute of Organ Studies, the Incorporated Association of Organists, and the Society of Women Organists supporting.

RCO Midlands and Mid/South/West Wales

The College supported the annual MusicFest held at the English Martyrs' Catholic School, Leicester in February 2025 (specifically the organ competition and masterclass for youngsters, this year adjudicated/taken by Polina Sosnina).

Three RCO-nominated recitalists were chosen to represent the College at the Worcester Three Choirs Festival in 2024: Ashley Chow, Sophia Membery, and Drew Sellis. The annual connection with the Three Choirs organisation is much valued, and it brings professional and developmental opportunities for our young professional players, most of whom are recent examination prize-winners.

There were no classes in this region during 2024/2025.

RCO North of England/North Wales/Isle of Man

It has been a quiet year in the north in terms of classes and courses. The main event during the review period was our second annual northern TOSE-in-a-Day. Held again in

York, this year the day concluded with an opportunity for students to play the organ in York Minster. Much fun was had by all! There were no classes run in partnership with local IAO groups during the review period (though a class with the Newcastle and District Society of Organists was scheduled to take place just after the period finished). Two private classes did take place, however, at Liverpool Hope University: Drew Cantrill-Fenwick worked with students at that institution on improvisation and composition for the organ. It is hoped to run further events in partnership with this institution.

Once again, a focal point for Institutional Accreditation in the region was the RCO Young Performers Concert in Leeds, as part of the Leeds International Concert Season. Three institutions participated in 2025: Bolton School, Junior Royal Northern College of Music, and Liverpool Blue Coat school (who sent two students). The event was a fantastic opportunity for talented young players to perform in a very significant and well-established recital series, with a wonderful audience. We thank Darius Battiwalla and his colleagues for their generosity and support.

Also serving young organists is TOSE Community, which the regional director continues to enjoy planning and hosting alongside wonderful colleagues Cathy Lamb and Makoto James. Huge thanks are given to them, and to all our guest contributors from near and far.

The First Stop! website is now live, and work in 2025/2026 will focus on building further content for the site. Imminent at the time of writing is the publication of a new organ tutor book, designed for players with no previous keyboard experience. Written by RCO Accredited Teachers Robin Harrison and Andrew Cantrill-Fenwick, and edited by David Pipe, the book is an initiative of the RC Diocese of Leeds. It has been a joy to have been involved, and to be part of a not-inconsiderable RCO contribution to the project. These two projects point towards a change of focus in the regional director's role, in the direction of outreach and engagement. Events promoting the organ, as part of PtOY, point the way forwards also: at the time of writing there have been workshops in York (Milthorpe School) and at Doncaster Minster (in conjunction with the Diocese of Sheffield). More will follow later in 2025.

In the contribution to the 2026 Annual Report, the regional director hopes to be able to write about some exciting outreach and engagement partnerships which, henceforth, will form the lion's share of his work with the RCO. For all that, his regional role will remain important: indeed, the region will be the locus of several of the partnerships which will be forged. Classes and events in the region in 2025/2026 will include a day of choral and organ tuition in Durham and a celebration of W. T. Best's bicentenary at St George's Hall in Liverpool.

RCO Scotland and RCO Northern Ireland

SCOTS continues to show healthy growth. Three workshop days were held: St Andrews in December, Stirling in January, and Rosewell, Midlothian in June. These days attract a healthy interest with many repeat attendees. Three SCOTS Affiliate Members have passed a Stage assessment during the year, two at Stage 1 and one at Stage 2. Elsewhere, the College has been involved in managing the procurement of an Orgelkids kit for use in Scotland, partnering with a number of other organisations. Thanks to a generous donation from the RCO Foundation, the College is covering half the cost of the kit, which is expected to arrive in the autumn of 2025.

RCO Library Collections

The RCO collaborates with two institutions to provide access to the RCO's library collections: Birmingham City University (The Curzon Library, where the RCO collection is co-located with the collections of the Royal Birmingham Conservatoire) and the Royal College of Music in London. The RCO warmly welcomes the continuing, facilitatory arrangements with these institutions. Stored library holdings can be called up to be consulted at either institution by arrangement. This has happened on a number of occasions during 2024/2025.

Tudor Organs

During the period under review, the Wetheringsett Organ has remained at Newcastle Cathedral, and has been used regularly in services, recitals, and workshop events. It has been used too at the Medieval and Renaissance Music Conference in the region in 2025. Funds from the Northern Bridge Consortium were successfully secured by the two universities in Newcastle, the Cathedral, and the College to support a doctoral student who will use the organ as a main resource in his PhD work. The student is Harry Sullivan, a recent Associate of the College, who will commence work in September 2025. The Wingfield Organ enjoyed a fruitful residency at Bradford Cathedral in 2023/2024, and in May 2024 was relocated to St Cuthbert's, Wells, where it has resided before.

RCO Journal

The Journal of the Royal College of Organists vol. 16 (2023) was published in August 2024 and vol. 17 (2024) has been in preparation during 2024/2025. Contributing to the College's long-standing commitment to commissioning original research, the Journal, and previous RCO scholarly publications, became available during 2016 in the full-text version of the International Repertory of Music Literature (RILM). All issues are available on iRCO.

National Pipe Organ Register (NPOR)

The College continues to provide management services to the British Institute of Organ Studies (BIOS) to facilitate the day-to-day running of this important resource. In the previous year, we have supported the transfer of hosting facilities to a new provider. This in turn has enabled the completion in 2024/2025 of significant updates to the structure and coding of the database which will enhance the efficiency of the service we provide.

Financial Review

The detailed College accounts follow this report. The Trustee Council reviews all aspects of the College's finances on a regular basis. The budgetary control and the attendant management information systems are satisfactory.

Reserves Policy

General Reserves

The College will draw on reserves as required to maintain its current level of activity. The Trustees believe that the reserves as at 30 June 2025 are sufficient to meet the current and future needs of the beneficiaries. Donations and Legacies are an essential element in our income. Income under this heading has varied from year to year; this year £135,281 was received (2024: £172,566).

Restricted and Endowment Funds

These funds are in large part endowments and the income generated is restricted to a specific use.

The total funds of the College at 30 June 2025 were £3,202,815 of which £1,604,429 were Unrestricted, £978,758 represented Restricted Funds, and £619,628 represented Endowments for particular purposes as described in note 12 of the accounts.

The College will seek to ensure that the anticipated income stream from its investments is adequate for its day-to-day operational requirements. Wherever possible, surpluses will be reinvested in the fund.

Investment Policy

The College investment managers, Brewin Dolphin Limited, presented their review of the investment market and the College's portfolio at a Trustee Council meeting in January 2025.

The College's investments have performed broadly in line with expectations in what has continued to be a very challenging economic climate.

Remuneration Policy

Staff members, who are all key management personnel, are paid in line with staff in similar charities. Salaries are reviewed annually and revised in line with changes to workload and responsibilities.

Legacies, donations, and support

The College is profoundly grateful for the generosity of those who make gifts or donate funds to assist us in our work.

For the sixteenth year our annual appeal for additional donations was made alongside the request for subscriptions by the College President. This raised £3,261 net of Gift Aid.

In addition to those donating to the President's Appeal, our work has been supported by the following individuals and institutions over the course of the year:

United Grand Lodge of England
Donation to the educational work of the College

Professor Christopher Wood
Support of the work of the College (RCO Foundation)

Andrew Gillett Livery Company
Support of the work of the College (RCO Foundation)

Mr John Higham KC
In support of RCO Young Performers

GMC Trust
RCO Academy (TOSE) – supporting young organists

PF Charitable Trust
Donation to the educational work of the College (Organ Forum)

The Percy Whitlock Trust
Donation to the library and to the educational work of the College

The Estate of Graham Matthews
Support of the work of the College

The Estate of Elizabeth Mary Evans
Support of the work of the College

The Estate of William Ulrich Kreis
Support of the work of the College

Donation in Memory of Michael Richardson
Support of the work of the College

Donation in Memory of Timothy Storey
Support of the work of the College

The Champniss Foundation
Support of the work of the College

Gloucester Organists' Association
Support of the work of the College

School Organ Teachers' Association
Support of the work of the College

The College would like to record special thanks to Viscount Organs for their ongoing support and sponsorship of the educational work of the College.

Anniversary Circle and the 'Friends of the RCO'

The College does not receive any state support and is dependent on member subscriptions, project funding from trusts, and ad hoc benefaction and legacies from individuals. In conjunction with the 150th anniversary in 2014, the 'Anniversary Circle' was launched in order to establish a new community of individual and corporate benefactors through which the College aims to build the strongest possible platform for its work long into the future. The Anniversary Circle has been revised to form the 'Friends of the RCO' (see above). The Friends of the RCO raised £14,653 in 2024/2025.

Support in Kind

The Cavalry and Guards Club
The Dean and Chapter of Southwark Cathedral

The College wishes to thank the authorities and the staff of the many churches and institutions it has liaised with during the year. It is grateful for any unpaid assistance offered, and for the many instances of goodwill extended.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with the law applicable to charities in England and Wales. Law applicable to England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom accounting standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of incoming resources for that period and:

- select suitable accounting policies and apply them consistently; and
- observe the methods and principles in the Charities' SORP; and
- make judgements and estimates that are reasonable and prudent; and
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position and for ensuring that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard for the Charity Commission's general guidance on public benefit.

Audit Information

So far as each of the Trustees at the time the Trustees' report is approved is aware:

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

Auditors

Kreston Reeves Audit LLP will be reappointed as auditors at the Annual General Meeting.

Risks and Outlook

The Trustee Council and the management team have review processes in place which include an assessment of the risks faced by the College, and the monitoring of these.

The prosperity of the College and the achievement of its objectives are directly related to the prosperity, rituals, and facilities of a small number of institutions, many religious, served by its members. The College has little influence over these, but seeks to address this risk by the excellence of its achievements and plans for the future described earlier in this report. By promoting the highest professional and artistic standards and encouraging wide interest in organ playing and choral directing among the community generally, these activities are intended to support the continuing prosperity of these institutions.

The College's opus operandi, activities, and digital campus (iRCO) are heavily dependent on the College remaining at the forefront of relevant digital technology, and its proper implementation and adaptation to the College's requirements. This is updated and reviewed periodically. During 2023/2024 the College carried out a major review of its IT and data systems, policies, and processes. New policies were drawn up and agreed, new cloud-based IT infrastructure and systems introduced, and the training of staff, contractors, and relevant volunteers was refreshed. This work was carried out to ensure the College's continued alignment with both regulations and best practice, as well as in recognition of our growing online and digital requirements.

The financial position of the College is greatly dependent on the valuation of and income from its investments; and also from the flow of donations and particularly legacies. The bequests necessary to finance the College's operating deficiencies can be unpredictable and intermittent, and for these reasons, and to secure bequests of sufficient size, the RCO Foundation has been set up. The Foundation will be addressing these issues as a matter of priority. Through a network of Individual and Corporate Friends, and of Creative Partners, the Foundation will be seeking to establish meaningful and lasting financial relationships and a significant increase in legacy giving.

Loss of key staff is mitigated by active succession planning, the review of recruitment processes, and staff training. The implementation of a regional management structure has reduced vulnerability through the devolution of responsibilities.

Budgetary control and financial reporting risks are mitigated by maintaining a link between budgets and business planning/objectives, the use of proper costing procedures for service delivery, and the regular review of reserves and investments. The Finance Committee reviews the management accounts on a monthly basis.

Public perception risk is mitigated by communications with supporters and beneficiaries using the website and print and digital publications; these ensure that good-quality reporting of the charity's activities and financial situation is in place.

Thanks to our staff

The College is fortunate to have a dedicated team of staff supported by a small, hard-working group of freelancers and contractors providing specialist services. The Trustees are grateful for their combined efforts.

By order of the Trustees

A handwritten signature in black ink that reads "K Dienes-Williams". The signature is written in a cursive, flowing style.

Ms Katherine Dienes-Williams BA, MA, BMus, FRCO,
FRSCM, KSL

Chair of the Trustee Council

Date: 6 November 2025

Independent auditors' report to the Members of The Royal College of Organists

Opinion

We have audited the financial statements of The Royal College of Organists (the 'charity') for the year ended 30 June 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements

does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase revenue or reduce expenditure, and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud; and
- Assessment of identified fraud risk factors; and

- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Reading minutes of meetings of those charged with governance, and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves Audit LLP

Kreston Reeves Audit LLP
Statutory Auditor
Chichester

Date: 20 November 2025

Kreston Reeves Audit LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.

Statement of Financial Activities Year end 30 June 2025

	Note	Endowment funds 2025 £	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:						
Donations and legacies	4	-	44,138	91,143	135,281	172,566
Charitable activities:						
Annual subscriptions		-	-	179,325	179,325	166,311
Examination fees		-	-	39,088	39,088	43,796
Events		-	-	75,369	75,369	70,243
Other charitable activities		-	-	-	-	13,062
Investment income	6	-	34,824	59,178	94,002	96,796
Total income and endowments		-	78,962	444,103	523,065	562,774
Expenditure on:						
Raising funds:						
Fundraising and publicity	7	-	-	45,421	45,421	43,260
Investment management fees		2,687	4,345	9,968	17,000	16,693
Charitable activities	8	-	114,759	564,969	679,728	647,871
Total expenditure		2,687	119,104	620,358	742,149	707,824
Net expenditure before net gains on investments		(2,687)	(40,142)	(176,255)	(219,084)	(145,050)
Net gains on investments		6,994	11,219	37,258	55,471	280,558
Net movement in funds		4,307	(28,923)	(138,997)	(163,613)	135,508
Reconciliation of funds:						
Total funds brought forward		615,321	1,007,681	1,743,426	3,366,428	3,230,920
Net movement in funds		4,307	(28,923)	(138,997)	(163,613)	135,508
Total funds carried forward		619,628	978,758	1,604,429	3,202,815	3,366,428

All amounts related to continuing activities.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 28 to 47 form part of these financial statements.

Balance Sheet at 30 June 2025

	Note	2025 £	2024 £
Fixed assets			
Investments	12	3,158,012	3,272,524
		<u>3,158,012</u>	<u>3,272,524</u>
Current assets			
Debtors and advance payments	13	84,546	85,592
Cash at bank and in hand	18	133,170	181,978
		<u>217,716</u>	<u>267,570</u>
Current liabilities			
Creditors: amounts falling due within one year	14	(172,913)	(173,666)
		<u>44,803</u>	<u>93,904</u>
Net current assets		<u>44,803</u>	<u>93,904</u>
Total net assets		<u><u>3,202,815</u></u>	<u><u>3,366,428</u></u>
Charity funds			
Endowment funds	15	619,628	615,321
Restricted funds	15	978,758	1,007,681
Unrestricted funds	15	1,604,429	1,743,426
Total funds		<u><u>3,202,815</u></u>	<u><u>3,366,428</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Ms Katherine Dienes-Williams BA, MA, BMus, FRCO, FRSCM, KSL
Chair of the Trustee Council

Date: 6 November 2025

The notes on pages 28 to 47 form part of these financial statements.

Statement of Cash Flows
Year end 30 June 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	(282,486)	(209,008)
	<hr/>	<hr/>
Cash flows from investing activities		
Investment income and interest received	94,002	96,796
Proceeds from disposal of fixed asset investments	616,337	999,147
Acquisition of fixed asset investments	(476,661)	(854,947)
	<hr/>	<hr/>
Net cash provided by investing activities	233,678	240,996
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	(48,808)	31,988
Cash and cash equivalents at the beginning of the year	181,978	149,990
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	133,170	181,978
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 28 to 47 form part of these financial statements

Notes to the Financial Statements for year ended 30 June 2025

1. General information

The Royal College of Organists is a registered charity in England and Wales (Charity Number: 312847). The objectives of the Charity are as set out in the Trustees Report. The charity's registered address is The Royal College of Organists, 118 Pall Mall, London, SW1Y 5ED.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Royal College of Organists meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

2.2 Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. After making enquiries, the Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Notes to the Financial Statements Year end 30 June 2025 (continued)

2.3 Reserves policy and fund accounting

Unrestricted Funds

The Trustees have reviewed the College's need for reserves in line with the guidance issued by the Charity Commission. They have identified the future needs of the College and where appropriate have set aside funds or designated funds to meet those needs.

The balance of the funds, after the separation of restricted and designated funds, represent the College's general or free reserves. They can be used at the Trustees' discretion for the general running of the College. A statement of the Trustees' view of the necessary level of unrestricted reserves is made within the Trustee's Report.

Restricted and Endowment Funds

The College's Restricted and Trust Funds consist of a number of different funds where the donor has imposed restrictions on the use of the funds which are legally binding. The accounting records separate these restricted funds from the unrestricted funds of the College.

A schedule of the movements on each individual fund during the year are set out in note 15.

Permanent endowment funds must be held permanently by the Trustees and income arising is separately included in restricted funds for specific use as defined by the donors.

2.4 Income

Subscriptions for 2024/2025 are shown in the accounts on a receivable basis with provision being made for those amounts considered irrecoverable. An element of membership income is deferred where annual memberships commence part way through the year.

Exam fees income relating to exam sittings post year end and advance payments for the programme of RCO Academy classes and events taking place in 2025/2026 are treated as deferred income.

Investment income and Gift Aid income relating to 2024/2025 is accrued. All other income, including recoverable tax credits, is included in income when it is received.

Donations and gifts in kind include assets and resources received from many benefactors. Income is recognised as soon as there is probability of receipt and the value can be measured with reliability.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

2.5 Heritage assets

The College is the owner of a library of Organ and Choral music and books. Many precious works are contained in the library which is housed and managed on behalf of the College by Birmingham City University

Notes to the Financial Statements

Year end 30 June 2025 (continued)

and the Royal College of Music. The collection is considered irreplaceable and as such it is not possible to attribute a reliable cost or value to it. It is additionally considered that the process of obtaining valuations of the collection would be disproportionate to any public benefit that might be derived and that it is impractical to apply conventional valuation techniques to the collection, due to the uniqueness of its nature.

2.6 Investments

Investments are included at market value as at the balance sheet date in accordance with the SORP. Realised and unrealised gains or losses on assets are accounted for within the particular fund of which the asset forms a part.

2.7 Apportionment of Expenditure

All expenditure is accounted for on an accruals basis and is analysed into the categories required by the SORP. Notes 7, 8 and 9 to the financial statements provide an analysis of each of the relevant categories according to function.

Staff costs are apportioned in accordance with time spent within each category. Governance costs represent the institutional costs of the College.

Support costs have been allocated to charitable activities in proportion to the direct costs incurred for each charitable activity.

2.8 Pensions

The College runs a non contributory defined contribution scheme for its employees. Alternatively, the College will make a contribution to the personal pensions schemes of employees. Contributions payable are charged in the Statement of Financial Activities.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 13 and 14a for the debtor and creditor notes.

2.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

Notes to the Financial Statements Year end 30 June 2025 (continued)

2.12 Debtors

Trade and other debtors are recognised at the settlement amount after any discount offered. Prepayments are valued at the amount prepaid net of any discounts due.

2.13 Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

3. Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the Financial Statements

Year end 30 June 2025 (continued)

4. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations (including gift aid)	44,138	64,842	108,980
Legacies and bequests	-	26,301	26,301
	<u>44,138</u>	<u>91,143</u>	<u>135,281</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations (including gift aid)	77,117	94,449	171,566
Legacies and bequests	-	1,000	1,000
	<u>77,117</u>	<u>95,449</u>	<u>172,566</u>

5. Charitable activities

All income from charitable activities in the current and prior year related to unrestricted funds.

6. Investment income

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Investment income	<u>34,824</u>	<u>59,178</u>	<u>94,002</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Investment income	<u>37,011</u>	<u>59,785</u>	<u>96,796</u>

Investment income is derived from listed securities, common investment funds and bank interest.

Notes to the Financial Statements
Year end 30 June 2025 (continued)

7. Expenditure on raising funds

Costs of raising funds

	Endowment funds 2025 £	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Fundraising and publicity	-	-	45,421	45,421
Investment management fees	2,687	4,345	9,968	17,000
	<u>2,687</u>	<u>4,345</u>	<u>55,389</u>	<u>62,421</u>
	<u><u>2,687</u></u>	<u><u>4,345</u></u>	<u><u>55,389</u></u>	<u><u>62,421</u></u>
	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising and publicity	-	-	43,260	43,260
Investment management fees	2,756	4,539	9,398	16,693
	<u>2,756</u>	<u>4,539</u>	<u>52,658</u>	<u>59,953</u>
	<u><u>2,756</u></u>	<u><u>4,539</u></u>	<u><u>52,658</u></u>	<u><u>59,953</u></u>

Notes to the Financial Statements
Year end 30 June 2025 (continued)

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Examinations	42,628	140,127	182,755
Publications	-	77,727	77,727
Library and other	-	25,613	25,613
Scholarships and Prizes	37,859	49,363	87,222
Events	27,521	232,824	260,345
Membership Services	-	29,305	29,305
EEOP Project	-	829	829
Governance	6,751	9,181	15,932
	<u>114,759</u>	<u>564,969</u>	<u>679,728</u>
	<u><u>114,759</u></u>	<u><u>564,969</u></u>	<u><u>679,728</u></u>
	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Examinations	17,556	168,106	185,662
Publications	-	77,021	77,021
Library and other	-	25,438	25,438
Scholarships and Prizes	32,712	42,954	75,666
Events	44,800	184,270	229,070
Membership Services	-	26,436	26,436
EEOP Project	-	3,201	3,201
Governance	9,502	15,875	25,377
	<u>104,570</u>	<u>543,301</u>	<u>647,871</u>
	<u><u>104,570</u></u>	<u><u>543,301</u></u>	<u><u>647,871</u></u>

Notes to the Financial Statements
Year end 30 June 2025 (continued)

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Grants 2025 £	Support costs 2025 £	Total funds 2025 £
Examinations	91,538	-	91,217	182,755
Publications	38,933	-	38,794	77,727
Library and other	12,830	-	12,783	25,613
Scholarships and Prizes	5,830	37,859	43,533	87,222
Events	130,403	-	129,942	260,345
Membership Services	14,679	-	14,626	29,305
EEOP Project	414	-	415	829
Governance	-	-	15,932	15,932
	<u>294,627</u>	<u>37,859</u>	<u>347,242</u>	<u>679,728</u>

	Activities undertaken directly 2024 £	Grants 2024 £	Support costs 2024 £	Total funds 2024 £
Examinations	93,942	-	91,720	185,662
Publications	38,970	-	38,051	77,021
Library and other	12,872	-	12,566	25,438
Scholarships and Prizes	5,573	32,712	37,381	75,666
Events	115,904	-	113,166	229,070
Membership Services	13,376	-	13,060	26,436
EEOP Project	1,620	-	1,581	3,201
Governance	-	-	25,377	25,377
	<u>282,257</u>	<u>32,712</u>	<u>332,902</u>	<u>647,871</u>

Notes to the Financial Statements

Year end 30 June 2025 (continued)

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Examinations 2025 £	Publications 2025 £	Library and other 2025 £	Scholarships and Prizes 2025 £	Events 2025 £
Staff costs	32,180	13,687	4,510	15,358	45,843
Rent, rates, services and insurance	3,597	1,530	504	1,717	5,124
Other establishment expenses	596	253	83	284	848
Telephone and internet expenses	2,601	1,106	365	1,242	3,706
Bank charges	2,043	868	286	974	2,909
Legal and professional fees	15,336	6,522	2,149	7,319	21,846
Printing, postage and stationery	930	395	130	443	1,324
Sundry	28,170	11,981	3,948	13,444	40,129
Travel and accommodation	5,764	2,452	808	2,752	8,213
	<u>91,217</u>	<u>38,794</u>	<u>12,783</u>	<u>43,533</u>	<u>129,942</u>
		Membership Services 2025 £	EEO Project 2025 £	Governance 2025 £	Total funds 2025 £
Staff costs		5,160	146	-	116,884
Rent, rates, services and insurance		577	16	-	13,065
Other establishment expenses		95	3	-	2,162
Telephone and internet expenses		417	12	-	9,449
Bank charges		327	9	-	7,416
Legal and professional fees		2,459	69	-	55,700
Audit fees		-	-	12,716	12,716
Printing, postage and stationery		149	4	-	3,375
Council travel and meeting costs		-	-	3,216	3,216
Sundry		4,517	128	-	102,317
Travel and accommodation		925	28	-	20,942
		<u>14,626</u>	<u>415</u>	<u>15,932</u>	<u>347,242</u>

Notes to the Financial Statements
Year end 30 June 2025 (continued)

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Examinations 2024 £	Publications 2024 £	Library and other 2024 £	Scholarships and Prizes 2024 £	Events 2024 £
Staff costs	33,445	13,875	4,582	13,631	41,265
Rent, rates, services and insurance	3,466	1,439	475	1,413	4,279
Other establishment expenses	222	92	30	91	274
Telephone and internet expenses	2,663	1,105	365	1,085	3,285
Bank charges	2,332	967	319	950	2,877
Legal and professional fees	15,450	6,410	2,117	6,297	19,063
Printing, postage and stationery	1,529	635	210	624	1,888
Sundry	26,557	11,016	3,638	10,822	32,764
Travel and accommodation	6,056	2,512	830	2,468	7,471
	<u>91,720</u>	<u>38,051</u>	<u>12,566</u>	<u>37,381</u>	<u>113,166</u>

	Membership Services 2024 £	EEOP Project 2024 £	Governance 2024 £	Total funds 2024 £
Staff costs	4,762	577	-	112,137
Rent, rates, services and insurance	494	60	-	11,626
Other establishment expenses	32	4	-	745
Telephone and internet expenses	379	46	-	8,928
Bank charges	332	40	-	7,817
Legal and professional fees	2,200	266	-	51,803
Audit fees	-	-	22,191	22,191
Printing, postage and stationery	218	26	-	5,130
Council travel and meeting costs	-	-	3,186	3,186
Sundry	3,781	458	-	89,036
Travel and accommodation	862	104	-	20,303
	<u>13,060</u>	<u>1,581</u>	<u>25,377</u>	<u>332,902</u>

Support costs have been allocated to charitable activities in proportion to the direct costs incurred for each charitable activity.

Notes to the Financial Statements
Year end 30 June 2025 (continued)

10. Staff costs

	2025 £	2024 £
Wages and salaries	180,179	173,248
Social security costs	14,605	13,526
Pension costs	12,868	12,080
	<u>207,652</u>	<u>198,854</u>

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Direct charitable	<u>5</u>	<u>6</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	1	1

Key management personnel include the Trustees, Chief Executive and senior staff reporting directly to the Chief Executive. The total employee benefits of the charity's key management personnel were £213,935 (2024: £204,480) before deducting the employer's NI allowance.

Notes to the Financial Statements Year end 30 June 2025 (continued)

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

The following trustees received fees for assisting in the examination and tutoring of students, as permitted by the Royal Charter:

	2025 £	2024 £
Christopher Morris	51	800
Tom Winpenny	684	80
Katherine Dienes-Williams	119	683
Philip Moore	127	447
Sarah MacDonald	1,050	81
	<u>2,031</u>	<u>2,091</u>

Included in the above are travel expenses amounting to £1,635 (2024: £527) which were reimbursed to 5 (2024: 2) trustees during the year. At the year end there was no outstanding balances (2024: £Nil).

12. Fixed asset investments

	Listed investments £
Valuation	
At 1 July 2024	3,272,524
Additions	476,661
Disposals	(616,337)
Revaluations	25,164
At 30 June 2025	<u>3,158,012</u>

Net gains on investments of £55,471 for the year, as reported in the Statement of financial activities, comprise revaluations of £25,164 and realised gains of £30,307 included within the above disposals.

Notes to the Financial Statements

Year end 30 June 2025 (continued)

13. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	763	1,106
Other debtors	64	798
Prepayments and accrued income	83,719	83,688
	<u>84,546</u>	<u>85,592</u>

14a. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	16,940	28,642
Other taxation and social security	3,970	2,908
Deferred income (See 14b)	112,040	98,563
Accruals	39,963	43,553
	<u>172,913</u>	<u>173,666</u>

14b. Deferred Income

	2025 £	2024 £
Balance as at the beginning of the year	98,563	96,249
Released during the year	(98,563)	(96,249)
Deferred during the year	112,040	98,563
Balance as at the end of the year	<u>112,040</u>	<u>98,563</u>

Deferred income relates to exam fees and subscriptions received in advance.

Notes to the Financial Statements
Year end 30 June 2025 (continued)

15. Statement of funds

Statement of funds - current year

	Balance at 1 July 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 30 June 2025 £
Unrestricted funds					
General Funds	1,743,426	444,103	(620,358)	37,258	1,604,429
Endowment funds					
The Birch fund (salaries)	44,170	-	(190)	492	44,472
The Birch fund (course fees)	253,058	-	(1,107)	2,859	254,810
The Minshall-Jones fund	76,591	-	(339)	874	77,126
The Gabb fund	241,502	-	(1,051)	2,769	243,220
	615,321	-	(2,687)	6,994	619,628

Notes to the Financial Statements
Year end 30 June 2025 (continued)

15. Statement of funds (continued)

	Balance at 1 July 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 30 June 2025 £
Restricted funds					
The Prize Fund	285,841	6,164	(17,255)	3,224	277,974
The Bursary Fund	167,378	3,622	(15,914)	1,894	156,980
Freestone Fund	235,539	5,084	(8,933)	2,659	234,349
The Birch fund (salaries)	(33)	940	(1,028)	-	(121)
The Birch fund (course fees)	5,624	5,468	(3,364)	-	7,728
The Scholarship & Award	183,404	3,935	(7,168)	2,058	182,229
The Wiles fund	102,624	2,194	(4,538)	1,147	101,427
The Philip Mason fund	21,750	453	(2,954)	237	19,486
The Roger Gabb Bursary	5,209	5,293	(4,294)	-	6,208
The Minshall-Jones fund	345	1,672	(819)	-	1,198
Organs For Schools	-	17,750	(35,630)	-	(17,880)
Hill-Ennis Concert Series	-	11,387	(2,207)	-	9,180
St Albans Festival	-	10,000	(10,000)	-	-
RNCM Bursary	-	5,000	(5,000)	-	-
	<u>1,007,681</u>	<u>78,962</u>	<u>(119,104)</u>	<u>11,219</u>	<u>978,758</u>
Total of funds	<u><u>3,366,428</u></u>	<u><u>523,065</u></u>	<u><u>(742,149)</u></u>	<u><u>55,471</u></u>	<u><u>3,202,815</u></u>

Notes to the Financial Statements Year end 30 June 2025 (continued)

15. Statement of funds (continued)

Restricted Funds

For the purposes of administration and management of the charity, and with permission of the Charity Commission, the trusts already in existence are to be administered as on charity and as a result have been divided into the following areas:

- The Prize Branch - to award prizes in the subject of organ music.
- The Bursary Branch - to advance education in organ music to students in need.
- The Freestone Fund - for the provision of an organ scholarship to be known as the "Leonard Freestone" scholarship.
- Birch fund (salaries) - to fund salaries and administration costs.
- Birch fund (course fees) - to fund Course Fees and other financial help for organ students.
- The Scholarship and Award Branch - to be awarded in the subject of organ music.
- The Wiles fund - to fund an Annual Scholarship.
- The Phillip Mason fund - to fund Awards and Scholarships.
- The Roger Gabb Bursary - to fund Awards and Scholarships
- The Minshall-Jones fund - to fund Awards and Scholarships.
- The Hill-Ennis Concert Series - to fund a series of concerts in memory of our past president Catherine Ennis.
- St Albans Festival - to contribute towards the St Albans International Organ Festival.
- Organs For Schools - to fund the purchase of organs for schools.
- RNCM Bursary - to fund a specific bursary to the Royal Northern College of Music.

Endowment funds

The Birch Fund (salaries) - In 2013 a £30,000 endowment was received and going forwards income derived from the endowment is to be used to fund administration costs and salaries of the College.

The Birch fund (course fees) - In 2014 a £176,643 endowment was received and going forwards income derived from the endowment is to be used to fund course fees and other financial help for organ students.

The Minshall-Jones fund - In 2014 a £50,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

The Gabb fund - In 2018 a £175,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

Notes to the Financial Statements
Year end 30 June 2025 (continued)

15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 July 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 June 2024 £
Unrestricted funds						
General Funds	1,706,401	448,646	(595,959)	32,317	152,021	1,743,426
Endowment funds						
The Birch fund (salaries)	40,913	-	(196)	-	3,453	44,170
The Birch fund (course fees)	234,163	-	(1,137)	-	20,032	253,058
The Minshall- Jones fund	70,948	-	(339)	-	5,982	76,591
The Gabb fund	223,489	-	(1,084)	-	19,097	241,502
	569,513	-	(2,756)	-	48,564	615,321

Notes to the Financial Statements
Year end 30 June 2025 (continued)

15. Statement of funds (continued)

	Balance at 1 July 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 June 2024 £
Restricted funds						
The Prize Fund	270,851	6,575	(14,421)	-	22,836	285,841
The Bursary Fund	157,305	3,819	(7,009)	-	13,263	167,378
Freestone Fund	223,190	5,418	(11,887)	-	18,818	235,539
The Birch fund (salaries)	40	994	(1,067)	-	-	(33)
The Birch fund (course fees)	3,429	5,768	(3,573)	-	-	5,624
The Scholarship & Award	177,357	4,294	(13,161)	-	14,914	183,404
The Wiles fund	96,866	2,352	(4,761)	-	8,167	102,624
The Philip Mason fund	23,423	569	(4,217)	-	1,975	21,750
The Roger Gabb Bursary	3,013	5,500	(3,304)	-	-	5,209
The Minshall-Jones fund	(468)	1,722	(909)	-	-	345
Orgelbuchlein	-	13,757	-	(13,757)	-	-
Organs For Schools	-	60,000	(42,000)	(18,000)	-	-
God Save The King	-	3,360	(2,800)	(560)	-	-
	<u>955,006</u>	<u>114,128</u>	<u>(109,109)</u>	<u>(32,317)</u>	<u>79,973</u>	<u>1,007,681</u>
Total of funds	<u>3,230,920</u>	<u>562,774</u>	<u>(707,824)</u>	<u>-</u>	<u>280,558</u>	<u>3,366,428</u>

Notes to the Financial Statements

Year end 30 June 2025 (continued)

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Endowment funds 2025 £	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Fixed asset investments	619,628	978,758	1,559,626	3,158,012
Current assets	-	-	217,716	217,716
Creditors due within one year	-	-	(172,913)	(172,913)
Total	619,628	978,758	1,604,429	3,202,815

Analysis of net assets between funds - prior year

	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Fixed asset investments	615,321	1,007,681	1,649,522	3,272,524
Current assets	-	-	267,570	267,570
Creditors due within one year	-	-	(173,666)	(173,666)
Total	615,321	1,007,681	1,743,426	3,366,428

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(163,613)	135,508
Adjustments for:		
Investment income	(94,002)	(96,796)
Net (gains)/ losses on investments	(25,164)	(254,726)
(Increase)/ decrease in debtors	1,046	(839)
Increase/ (decrease) in creditors	(753)	7,845
Net cash used in operating activities	(282,486)	(209,008)

Notes to the Financial Statements
Year end 30 June 2025 (continued)

18. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	<u>133,170</u>	<u>181,978</u>

19. Analysis of changes in net debt

	At 1 July 2024 £	Cash flows £	At 30 June 2025 £
Cash at bank and in hand	<u>181,978</u>	<u>(48,808)</u>	<u>133,170</u>

20. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £12,868 (2024 - £12,080). Contributions totalling £421 (2024: £21 owed to the Charity) payable to the fund at the balance sheet date and are included in creditors.

21. Related party transactions

The Charity has disclosed in note 11 the related party transactions in respect of amounts paid to trustees.

During the year, the Charity received £33,150 (2024: £5,400) in donations, without conditions, from trustees. All trustees are also members of the Charity and paid the standard membership subscriptions.

At the year end, there was a balance of £1,000 (2024: £1,000) owed by the five (2024: five) key management personnel for amounts loaned to them in their role as employees of the Charity to cover incidental expenses incurred in carrying out their responsibilities prior to reimbursement. These amounts are due to be repaid when the employee ends their employment with the Charity.

During the year, the Charity paid examiner fees of £1,443 (2024: £1,170) to Stephen Farr Organists, a business wholly owned by Stephen Farr, who is a member of the Charity's key management personnel. The services were provided on normal commercial terms. No amounts were outstanding at the year-end.



RCO

The Royal College of Organists
PO Box 7328
New Milton BH25 9DU

Tel: 020 3865 6998
E-mail: admin@rco.org.uk
www.rco.org.uk

THE ROYAL COLLEGE OF ORGANISTS

England & Wales - Charity number 312847

Accounts

2024

The logo consists of the letters 'RCO' in a white, serif font, centered within a solid purple square.

RCO

Annual Report & Accounts Year end 30 June 2024

Incorporated by Royal Charter
Charity Registration No. 312847



RCO

Contents

Page	
4 – 5	Reference and Administrative Details of the College
6 – 21	Report of the Trustees
22 – 24	Independent Auditors’ Report
25	Statement of Financial Activities
26	Balance Sheet
27	Statement of Cash Flows
28 – 46	Notes to the Accounts



**THE ROYAL COLLEGE
OF ORGANISTS**



Reference and Administrative Details

Professional Advisers

The professional advisers and consultants during the College Year 2023/2024 were as follows:

Bankers	Messrs C. Hoare & Co. 37 Fleet Street London EC4P 4DQ
Investment Managers	Brewin Dolphin Limited 12 Smithfield Street London EC1A 9BD
Auditors	Kreston Reeves LLP 9 Donnington Park 85 Birdham Road Chichester PO20 7AJ
Legal Consultants	Farrer & Co. LLP 66 Lincoln's Inn Fields London WC2A 3LH
Registered Address	The Royal College of Organists 118 Pall Mall London SW1Y 5ED

The President, Members of the Trustee Council, and Staff during the College Year 2023/2024 (with updates to 31 December 2024)

President

David Hill MBE, MA, DMus, FRCO, HonRCO (to 30 June 2024)
Sarah MacDonald MA, FRCO, ARSCM (from 1 July 2024)

President Elect

Sarah MacDonald MA, FRCO, ARSCM (to 30 June 2024)

Trustee Council

Sara Benbow LLB
Katherine Dienes-Williams BA, MA, BMus, FRCO, FRSCM, KSL (Chair from 1 July 2024)
Andrew Gillett (to 30 June 2024)
David Hill MBE, MA, DMus, FRCO, HonRCO (President to 30 June 2024)
Carl Jackson MVO, MA, FRCO
Philip Kaye MA, DPhil, FCA, FRCO
Stephen King BSc, FCCA, FRCO
The Lord Lisvane KCB, DL, MA (Chair to 30 June 2024)
Sarah MacDonald MA, FRCO, ARSCM (President Elect to 30 June 2024)
Christopher Morris
Philip Moore BMus, DUniv, FRCO, FRSCM
Katharine Pardee MM, DMA, DPhil
Ghislaine Reece-Trapp MA, FRCO, PGCE
Robert Sharpe MA, FRCO (to 9 November 2023)
Tom Winpenny MA, FRCO, DipCHD
Prof. Christopher Wood MD, MB, BCh, FRCPSG, FRCPE, FLSW, HonLMRICO (from 1 July 2024)
Peter Wright MA, FRCO(CHM)

Clerk to the Trustee Council

Mark Brafield MA, FTCL, FRCO

Chief Executive

Sir Andrew Parmley BMus, MMus, PhD, FRCO(CHM)

Deputy Chief Executive and Director of Studies, & Director, RCO Midlands, and Mid/South/West Wales

Andrew McCrea BMus, MMus, ARCO, HonRCO

Director, RCO East, South, and South-West England

Simon Williams BA, FRCO

Director, RCO North of England, North Wales, and Isle of Man

Tom Bell BMus/GradRNCM, PGDip

Director, RCO Scotland and RCO Northern Ireland

Andrew Macintosh MA, MPhil, ARCO, LRSM, HonLMRICO

Chief Examiner

Stephen Farr MA, PhD, FRCO



RCO

Report of the Trustees for year ended 30 June 2024

Structure, Governance, and Management of the Royal College of Organists

Founded in 1864 as the College of Organists, the College was graciously granted a Royal Charter and Byelaws on 23 November 1893. The Charter and Byelaws were most recently amended on 8 July 2009 with the approval of the Privy Council and the Charity Commission (Charity Registration Number 312847). Copies are available on the College's website (www.rco.org.uk) and in print on application to the College.

The accounts have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland effective 1 January 2019. The accounting policies are set out on pages 28–30.

The affairs of the College are governed by the Trustee Council constituted in accordance with the Byelaws (2009). The Trustee Council is the trustee body in accordance with the Charities Act. The day-to-day management of the College is delegated to the Chief Executive and the senior management team.

Objects of the College

The Objects for which the College is incorporated are:

- a) to promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry;
- b) to set and maintain proper standards in such arts for the benefit of the public;
- c) to educate musicians in such arts and practices;
- d) to promote study and research in such arts and practices; and
- e) to do all other such lawful things as are incidental to the attainment of the above objects.

For the purpose of attaining the Objects, but not further or otherwise, the College may exercise thirty-two specified powers set out in the Royal Charter.

Royal Patron

The College was delighted to learn that His Majesty King Charles III had decreed that he would continue to be the College's Royal Patron. His Majesty The King succeeds his mother, Her Late Majesty Queen Elizabeth II, who succeeded her father, King George VI. The Royal Patronage dates to 1939, the year of the College's seventy-fifth anniversary. It is well known that HM The King is a supporter of organ and choral music and is a great advocate for the music of British composers, especially Sir Hubert Parry, who was RCO President 1897–1901.

Review of Activities

Governance

The College's **Annual General Meeting** took place online on 8 March 2024. The meeting was chaired by the President. It received the Annual Report of the Trustee Council and adopted the audited accounts for the year ended 30 June 2023. The Chairman of the Trustee Council spoke to the Annual Report and reviewed the College's activities in 2022/2023.

The College's **Trustee Council** (the trustee body) met four times during the year 2023/2024, in July and November 2023, and in January and May 2024. The Trustee Council's members are listed on page 5 of this report. The Council accepts ultimate responsibility for directing the affairs of the College and for ensuring that it is solvent, well run, and delivering the objects of the Royal Charter. It has a number of clearly defined duties and responsibilities, in the areas of compliance, prudence, and care.

Appointment to the Trustee Council is either by election from among the membership, or by the co-option of suitably qualified and experienced individuals who are identified as being able to fill a particular role or professional need on the Council in order to extend its range of skills as widely as possible. Before co-option, candidates are interviewed by a panel including senior Trustees and representatives of the management team; co-option is then dependant on that panel's recommendation to the wider Council.

All Trustees, whether elected or co-opted, join the Council for an initial term of four years. Elected Trustees are then required to stand for re-election if they wish to serve on the Council for a second term of four years, whilst co-opted Trustees may only serve a second term with the approval of a majority of their fellow Council members.

Upon joining the Council, new Trustees are given an induction that includes a brief history of the College, an introduction to its structure and the management team, the role and duties of Trustees, and a summary of matters and issues that are part of the College's current plans. The annual audit of the College's accounts will include an update from its professional advisers as to recent changes in charity law and procedure of which Trustees should be aware. In addition, Trustees are reminded of the need to attend to their continuing professional education, being directed to courses offered externally by leading agencies in the field.

In 2023/2024, the Trustee Council established a working group to monitor and advance the College's commitment to equality, diversity, and inclusion. Trustees have a duty under the Equality Act 2010 to treat all people with respect and dignity. This is in addition to the self-evident moral duty to make everyone who deals with the College feel safe and welcome. The College must act, and be seen to act, in a way that respects the protected characteristics set out in the Act. The College's current EDI policy is available on the website and EDI issues are monitored, reported on, and reviewed on a regular basis. The working party has made efforts to approach other organisations so as to learn from their best practice. Various agencies in the fields of music, sport, and education have been considered as comparators. The review will be completed in 2024/2025, with recommendations as to the implementation of the College's policy, or such revisions as might be required.

The Trustee Council appoints four committees to oversee specific areas of activity:

1. Academic Board

The governance of the academic affairs of the College is vested in the Academic Board, which is appointed by the Trustee Council in consultation with the Chief Executive and the senior management team. It comprises the senior management team and a number of practitioners and scholars co-opted for their expertise and professional experience in the sector. The Board is chaired by the Chief Executive. The powers of the Academic Board encompass the design, maintenance, and review of accreditation/examination syllabuses and procedures, and the design, maintenance, and review of the RCO's education programme. The Board has oversight of quality assurance matters, and of library and learning services, and it monitors member and customer satisfaction.

By the year-end specific areas of scrutiny included a review of the Certificate of Accredited Membership award (CAM) and the establishment of a new suite of choral-directing diplomas. A working party has been convened to consider the details of a revised choral-directing strategy through a more comprehensive accreditation offer (diplomas at three levels: Colleague, Associate, Fellow); here an emphasis will fall on a more formative assessment type in which practitioners will work with the choirs they lead or encounter locally. Fellowship will require engagement with a small professional choir provided by the College. Examination finance is also being considered as part of a larger financial review to maximise income and drive efficiencies, with a view to improving activity contribution.

The members of the Board in 2023/2024 were: Tansy Castledine, Stephen Farr (Chief Examiner), Pam Hulme, Andrew Macintosh, Andrew McCrea (Director of Studies/Chair), Sir Andrew Parmley (Chief Executive/Secretary), Robert Sholl, and Simon Williams. Daniel Moulton is joining the Board from 1 July 2024.

2. Appointments and Awards Board

The Appointments and Awards Board, chaired by the President, meets to oversee the College's scheme of honorary awards and to monitor the processes whereby appointments are made. The Appointments and Awards Board is appointed by the Trustee Council.

The members of this Board in 2023/2024 were: Stephen Farr (Chief Examiner), David Hill (President/Chair), The Lord Lisvane (Chair, Trustee Council), Sarah MacDonald (President Elect), Andrew McCrea (Deputy Chief Executive), Daniel Moulton (co-opted), and Sir Andrew Parmley (Chief Executive). The Clerk to the Trustee Council (Mark Brafield) was in attendance.

3. Finance Committee

The Finance Committee is charged with looking at every aspect of the College's income and expenditure and in overseeing the College's management of risk.

The members of the Finance Committee in 2023/2024 were: Andrew Gillett (Trustee), Philip Kaye (Trustee), Stephen King (Trustee/Chair), Christopher Morris (Trustee), and Sir Andrew Parmley (Chief Executive). Paul O'Hare (Finance Officer) is in attendance as required.

In 2023/2024 the Finance Committee has continued to scrutinise the College's accounts to ensure the RCO represents value for money to its members.

4. The RCO Foundation

The RCO Foundation is a focus group of experts in fundraising, chaired by a past Chair of Trustees, Prof. Christopher Wood.

The members of the RCO Foundation Committee in 2023/2024 were: Marianne Barton (Secretary), Stephen King (Trustee), The Lord Lisvane (Chair, Trustee Council), Christopher Morris (Trustee), Daniel Moulton, Sir Andrew Parmley (Chief Executive), Rachael Snaith, David Williams, and Prof. Christopher Wood (Chair).

In 2023/2024 the RCO Foundation made excellent progress in its third year of operation. The Foundation's 'Friends of the RCO' scheme continued to grow during the year and the generosity of the Friends of the RCO and the contributors to The President's Circle have enabled the College to continue to place two-manual-and-pedal digital organs in many locations across the UK. In the coming year the Friends' donations will be applied to maintaining the quality and frequency of *The Organ Podcast*,* constructing a digital outreach platform called First Stop!, and supporting a forthcoming nationwide initiative called Play the Organ Year 2025. We shall also continue to place organs in maintained-sector schools whenever funds permit.

*The College Trustees took the decision to discontinue *The Organ Show*, which was one of the RCO's many responses to the Covid pandemic, and instead to invest in *The Organ Podcast* which has proved to be an enormous success internationally. Produced by Mark O'Brien, a former BBC Producer of radio and television programmes, *The Organ Podcast* has been greeted as a highly informative, educational, and appealing addition to the College's online offering.

Performance, achievements, and plans for the future

'To promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry.'

Membership

2023/2024

In June 2024, membership of the College was as follows (the previous year is given for comparison):

Membership Type	2023/2024	2022/2023
Full Member	1,348	1,379
Student Member	295	257
Affiliate Student Member	48	62
Life, Honorary, Complimentary Member	268	275
Affiliate AGO Member	59	64
Affiliate RCCO Member	4	5
Affiliate SCOTS Member	12	8

There were 192 new joiners (2022/2023: 195). 39 previously lapsed members rejoined during the year. These numbers are broadly stable, showing a very slight decline in the total from the previous year. There has been a clear reduction in the number of Affiliate Student Members and a corresponding increase in Student Members, presumably reflecting a number of Affiliate Student Members choosing to remain with the College when they move on to further education. We have seen robust numbers continue in the recently established Affiliate Member categories, particularly Affiliate AGO Membership. Affiliate SCOTS Membership is in its third full year and continues to grow strongly.

Membership rates were increased slightly from £115 to £120 for full membership. Student membership was maintained at £56 and concessionary membership at £56. Affiliated membership was maintained at £28, and AGO/RCCO/SCOTS at £25. We continue to enjoy the sponsorship of Viscount Classical Organs, who offer a year's RCO subscription to their new customers. 786 (2022/2023: 839) members subscribed using Gift Aid (45% of the paying membership). 830 (2022/2023: 901) members now pay their subscriptions by Direct Debit (47% of the paying membership).

First introduced in 2021, a joint membership offer with the Musicians' Union (MU) has continued as a core membership benefit. This gives College members an ongoing 50% discount on a normal MU subscription. This '2-for-1' deal makes joint RCO and MU memberships the same price as a regular MU subscription, providing exceptional value for our members and discounted access to many important benefits such as insurance, financial advice, and legal support.

The annual President's Appeal ran for the fifteenth time in 2023/2024. The appeal raised £4,711.24 net of Gift Aid. The Friends of the RCO generated £25,204.17.

2024/2025

Membership of the College is open to all. The College will build on the positive news about stable membership numbers over the last five years as it continues to develop and enhance its membership offer and broaden its appeal and relevance to a wider part of the population. The College will continue to maximise the income from the Gift Aid scheme. Subscription payment by Direct Debit will be encouraged as it offers significant efficiency savings, as does the use of the online subscription facility.

The subscription rates for the 2024/2025 College year were set at £130 for Full Membership (a modest increase), £65 for Student Membership (the first increase since 2021/2022), £32.50 for Affiliate Student Membership (again, the first increase for some years), and £35 for the AGO/RCCO/SCOTS membership categories.

Partnerships

The RCO's growing group of creative and corporate partners delivered dividends to the membership in many ways during the year, not least through a greater understanding of each other's work and by adding focus collectively on the improved delivery of member benefits.

Our work with, and support for, the Society of Women Organists has led to some interesting work in promoting women organists and composers (SWO). The College acts as an academic sponsor of Fugue State Films, whose quality recordings and documentaries about organs and organ music are highly acclaimed. The College's close relationship with the Musicians' Union has developed as we strengthened our member offer as a professional institution. Building on the positive relationship with the American Guild of Organists, the RCO was represented at the Seattle National Convention in July 2022 and preparations were made this year for the College to make a visit to the San Francisco convention in July 2024. The RCO has worked closely with the Incorporated Association of Organists (IAO) in 2023/2024 to mount the fourth IAO-RCO Organ Playing Competition in York in July 2024. As the year ended a creative partnership was established with the Royal Birmingham Conservatoire.

Honours

The Medal of the Royal College of Organists (HonRCO)

The RCO Medal is awarded each year to recognise distinguished achievement in one or more areas of organ- and choral-related activity; it is also available to recognise distinguished service to the College. The Appointments and Awards Board meets to consider nominations received from various College constituencies, and recommendations are then made to the Trustee Council. In 2024, the RCO Medal was awarded to Prof. Graham Barber, Mr Dominic Gwynn, Dr Stephen Layton, and Dr David Ponsford. The presentations were made at the Conferment Ceremony at Southwark Cathedral in March 2024. We were saddened to learn of the death, just two months after the ceremony, of Mr Dominic Gwynn, who was awarded the Medal for his distinguished achievement in organ-building, especially for his attention to UK organ heritage. Details of 2025's honorees are scheduled for release on or around 1 January 2025.

Honorary Life Membership of the Royal College of Organists (HonLMRCO)

The Trustee Council instituted Honorary Life Membership (HonLMRCO) some years ago. In the gift of the College's Trustee Council, this award marks distinguished service to the College and recognises individuals who bring credit to the RCO in the wider world. There were no recipients of this special membership status in 2024.

Marketing Communications

The marketing and communication strategy supports the delivery of the College's strategic objectives and goals through the creation of strong, relevant, and interesting digital and print content for organists, choral directors, and all those interested in their work and music.

RCO News continues to be a centrepiece of our member communications, supported by the *iRCO StopPress* online magazine for complementary material better suited to the digital format. Our email publications *RCO e-News* (member only) and *RCO e-Diary* (open subscription) are issued monthly to our mailing lists which contain a combined total of 5,150 email addresses. Technical work carried out during this year improved the successful delivery of these email publications with the *e-News*, for example, now achieving an exceptional 70% opening and 15% click rate. An administrative and financial review of the College's communications and channels strategy (print and digital) was commenced at the end of 2023/2024.



In February 2024 we launched *The Organ Podcast* to engage with both members and new audiences in an entirely new format. The show is produced fortnightly to provide high-quality audio content of interest to organists ‘of every age and stage’, as well as interested audiences of non-organists. This important initiative has significantly increased the College’s reach and engagement with new and existing audiences around the world. The ten episodes published between February and June 2024 had, at the time of writing, been downloaded or streamed a total of 22,579 times. Over that time the audience has grown steadily in both the UK and overseas, with the US now accounting for about a quarter of all listens. The audience feedback has been entirely positive and the breadth and quality of content has done much to raise awareness of the full range of the RCO’s work and engagement.

The new podcast, together with the increasing impact of International Organ Day (see below), have contributed to a significant increase in our social media engagement. During the year we posted a total of 560 times across Facebook, X (formerly Twitter), YouTube, and Instagram, and from this activity we registered 1.5m impressions (content views) and 71k engagements (clicks, comments, likes, and shares) – increases of 200% and 100% respectively on the previous twelve-month period.

While social media and email marketing are increasingly popular as sources of online information, our website remains an important resource (not just for news and information, but also for recruitment, engagement, and access to member services). The main RCO website (www.rco.org.uk) welcomed 47,000 visitors and hosted 80,000 sessions during the year.

Engagement and major projects

In 2024 the RCO’s International Organ Day took another step forward in establishing itself as a significant date in the organ calendar. The increasing number of organisations incorporating the day into their event programmes was particularly evident, as was the continued support of individual organists around the world. Physical events and social media contributions were made by more than twenty-five English and Scottish cathedrals, as well as colleges, choirs, and concert halls, freemasons, the LPO, the BBC Scottish SO, a multitude of UK parish churches, and organists and venues in Jersey, Japan, Canada, Ireland, Sweden, Italy, Slovenia, Armenia, Madagascar, and the Falkland Islands.

This was our busiest International Organ Day yet on social media, with the #internationalorganday hashtag even ‘trending’ on UK Twitter/X during the morning, and we were delighted to receive at least two mentions by different presenters on BBC Radio 3. Although the College has historically been less active on Instagram than other platforms, it became obvious this year that a huge number of the individual engagements with #internationalorganday

were taking place on this platform, so we will be focusing much more strongly on Instagram for the 2025 event. It has also been decided henceforth to fix International Organ Day as the fourth Saturday of every April, to provide a fixed and predictable point in the calendar around which organisations can more easily plan.

The next International Organ Day will take place in the context of Play the Organ Year 2025. This substantial College initiative is designed to inspire a year-long effort by the whole organ-playing community, not just to increase the number of people learning to play the organ, but also the numbers enjoying live and recorded organ music. At its heart will be an attempt to open the experience of playing the organ to as many people as possible via ‘Play the Organ’ sessions – to encourage them to take a step towards the organ, to get access to it, and to discover for the first time the unique and thrilling experience of playing this remarkable instrument.

Among the many resources the College is producing to support this campaign is First Stop!, a major new online resource that is being designed as a literal first stop for anyone wanting to find out more about the organ (in all its forms), its music, the people who play it, and the many roles it plays in our lives. First Stop! is being built and managed by the College with support and engagement from the large number of organisations and individuals with whom we work towards our vision of a world in which organ and choral music are widely valued as being central to cultural and spiritual life.

Member Benefits and Services

Developing member services and improving the membership experience continues to be a priority for the College.

We have continued to work with our partners at the Musicians’ Union on a growing suite of services for organists in their working lives. The core of the partnership is a joint membership rate which allows RCO members to join the MU for 50% of the usual rate. Together we run a series of Working Webinars to provide College members with continuing professional development in a wide range of critical work-related areas, with topics in the first twelve months including safeguarding, wellbeing, and building a teaching practice. Together with the MU we have also published a new specimen contact for the employment of organists in places of worship, with accompanying guidance notes and background information.

Our digital content hub, iRCO, is an important and valued benefit for many members, with 60% of members having registered their iRCO accounts and more than half of those having visited at least once during 2023/2024. The site also reaches a sizeable global audience of non-members, with more than 1,500 active guest and member users registered on the system.

The College has continued to invest strongly in digital content over the College year 2023/2024, with twenty-three new items being published on iRCO – everything from teaching films to podcasts, and webinars to editorial articles. There are now 525 pieces of high-quality learning content on iRCO, including films, publications, articles, and other downloads.

This year's launch of the TOSE Community (also see below) was a significant extension of our membership offer to young musicians. This year-round programme of activity and support for teenage organists is free to join for any teenage student member of the RCO, and is based around regular twice-termly online forums. Hosted by organist and amateur Cathy Lamb and the RCO's Tom Bell, these sessions cover everything from practice and playing tips to career advice and the latest news on events and opportunities.

Alongside these online services, the College remains committed to physical events in what is now a balanced 'hybrid' model. While attendance remains generally below pre-pandemic levels, such events remain an important part of our work, providing unique experiences that online and digital cannot replicate. With this hybrid approach in mind, we continue to be encouraged by the high satisfaction ratings received for both our digital and 'real-world' services. Across all our activity, our ongoing Net Promoter Score (which encapsulates the balance between positive and negative feedback) stands at an excellent +73. The average rating received on all questions relating to communications, content, teaching, and the overall quality of our events is 9 out of 10.

Awards and Bursaries

In 2023/2024, £33,000 was disbursed from the College's scholarship and prize funds. Disbursements supported RCO examination prizes (two sessions), awards for short courses (such as the RCO's Summer Course and The Organ Student Experience, and Oundle for Organists courses), and bursaries to assist undergraduates and postgraduates studying the organ and/or choral direction. The College also supported tuition in several schools by paying for an organ tutor.

We renew our thanks to the United Grand Lodge of England for its continued support by providing bursaries for individual organ lessons and for attendance on short courses. Some nine recipients benefited from the Lodge's generosity in 2023/2024.

'To set and maintain proper standards in such arts for the benefit of the public.'

RCO Accreditation

Diploma Examinations

Variations to the 'standard' diploma regulations (originating in the revised provisions for the pandemic) were offered for the last time in examination year 2023/2024. These have allowed for remote assessment of the organ playing parts of the practical examinations (relying on AV submission) to take place at CRCO and at the higher diploma levels in cases where an exception has been held. Otherwise, ARCO and FRCO organ playing modules have been offered as in-person assessment at an RCO examination centre. Keyboard skills tests were remote assessment at all levels and the written examinations were delivered according to an open-book methodology.

This year saw the further consolidation of administrative processes for the hybrid mode of delivery that has evolved. The management team and Academic Board scrutinised this transition, and all quality assurance matters relating to diploma content and assessment procedures. The existing administrative systems, however, have been tested to their limit in recent years so plans commenced to upgrade and redesign the handling of data, the content to be assessed, and report writing through a new platform and various revised procedures. Discussions commenced with our IT providers, and new provisions will be introduced stage by stage from Summer 2024.

It was pleasing to record the names of sixty-one members successful in RCO diploma accreditation in 2023/2024. In addition, there were six recipients of the Certificate of Accredited Membership (CAM).

In 2023/2024, six RCO members were awarded the Colleague diploma (CRCO), thirty-six the Associateship diploma (ARCO), and eighteen the Fellowship diploma (FRCO). There was a successful candidate in the DipCHD examination. Fourteen successful diploma candidates were in receipt of one or more examination prizes.

CRCO

Statistics for examination year 2023/2024 (Summer 2023 and Winter 2024), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
6	10	3	6	5	7	12	11	16

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
4	8	3	4	4	7	12	10	13

Passes:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
2	4	2	3	2	6	12	3	4

Passes in one attempt:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
1	4	1	3	1	4	2	1	4

Candidates examined in Organ Pieces:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
3	8	1	6	5	5	6	6	11

Pass rate in Organ Pieces:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
100%	75%	100%	100%	60%	80%	100%	50%	73%

Candidates examined in Organ Tests:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
3	7	3	5	5	7	10	9	15

Pass rate in Organ Tests:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
67%	71%	67%	60%	60%	86%	80%	11%	33%

Candidates examined in the Written Paper:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
1	9	1	3	3	5	6	6	9

Pass rate in the Written Paper:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
100%	89%	100%	100%	100%	100%	100%	67%	78%

ARCO

Statistics for examination year 2023/2024 (Summer 2023 and Winter 2024), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
47	42	38	29	32	49	62	46	54

Aiming to complete (full-entry and sectional applications, and incl. absentees)

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
41	34	30	20	22	42	50	35	40

Passes:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
28	8	13	9	12	29	33	11	16

Passes in one attempt:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	3	8	4	5	12	19	3	10

Candidates examined in Organ Pieces:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
30	31	27	20	20	32	40	16	35

Pass rate in Organ Pieces:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
73%	52%	59%	50%	60%	72%	88%	63%	74%

Candidates examined in Organ Tests:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
31	28	25	17	16	32	43	18	34

Pass rate in Organ Tests:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
77%	50%	68%	71%	69%	84%	90%	56%	59%

Candidates examined in Written Paper I:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
26	29	27	13	12	33	37	19	24

Candidates examined in Written Paper II:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
22	28	29	16	18	33	40	18	25

Pass rate in Written Paper II:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
68%	68%	69%	56%	61%	79%	83%	50%	52%

FRCO

Statistics for examination year 2023/2024 (Summer 2023 and Winter 2024), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
22	26	26	22	20	30	36	24	22

Aiming to complete (full-entry and sectional applications, and incl. absentees)

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
20	17	22	15	16	25	29	18	19

Passes:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	7	10	7	11	8	20	5	8

Passes in one attempt:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
3	3	2	5	2	4	8	3	3

Candidates examined in Organ Pieces:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	15	12	11	8	20	23	14	13

Pass rate in Organ Pieces:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
45%	80%	42%	73%	75%	65%	78%	79%	62%

Candidates examined in Organ Tests:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	14	8	12	3	16	21	17	12

Pass rate in Organ Tests:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
45%	50%	63%	92%	100%	81%	95%	76%	50%

Candidates examined in Written Paper I:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
9	12	14	13	8	21	21	11	7

Pass rate in Written Paper I:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
89%	75%	50%	77%	88%	67%	76%	55%	71%

Candidates examined in Written Paper II:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
11	14	19	15	10	24	18	11	6

Pass rate in Written Paper II:

W24	S23	W23	S22	W22	S21	S20/W21	W20	S19
91%	79%	89%	60%	60%	58%	67%	55%	67%

The regulations for the Examination Year 2023/2024 were published in 2022, and those for Examination Year 2024/2025 in 2023.

The College continues to be grateful to the United Grand Lodge of England for their generosity in donating annual funds to support the examination prizes at Colleague level, including a specially named award for the highest aggregate score called The Freemasons' Prize.

The Conferment of Diplomas took place at Southwark Cathedral on 9 March. There was an excellent turn-out by candidates and their families, and it was good to see many College constituencies represented in the platform party. The Ede & Ravenscroft recitalist was Darius Battiwalla (Leeds City Organist). His programme reflected the current

syllabus, one of the Medal honorands, the Town Hall tradition, and Women Composer Sunday, which occurred that weekend. Four RCO Medal recipients were present (see above).

Certificate of Accredited Membership (CAM)

This award has marked an important step towards extending the accreditation programme so that the RCO can provide opportunities to acquire awards from the early stages to (equivalent) postgraduate level. CAM offers the player a developmental route from foundation level (roughly equivalent to ABRSM/TCL Grade 2) via the intermediate level (around Grade 4) to advanced level (around Grade 6). Open to all, and with flexibility in its submission procedures, the Certificate scheme provides either an end in itself or a series of stepping stones towards the diplomas, and it offers a discounted Year 1 membership fee for non-members.

In the Examination Year 2023/2024, there were six CAM recipients: one at Stage 1, three at Stage 2, and two at Stage 3. To 30 June 2024, and since its commencement in 2017, fifty organists have been accredited through the CAM scheme. The majority of the applicants have used the audio-visual submission option, and this has proved attractive to a number of overseas candidates. The applicant numbers, however, remain relatively low and consideration was given in 2023/2024 to improving publicity and resourcing. A review was commenced by the Academic Board.

Accrediting Organ Teachers and Organ Teaching

The College runs a programme to accredit teachers of the organ. The year ended with twenty-seven Accredited Teachers, one fewer than at the same point in 2023, but including our first teacher in Northern Ireland. Teachers are reaccredited every four years.

In addition to the Accredited Teachers' scheme, an RCO programme for accrediting institutions for their organ teaching was launched in January 2020. This programme aims to consolidate collaborations and to encourage the sharing of ideas and approaches to teaching and learning, mainly in schools; it also encourages the co-branding of activities for marketing and fundraising purposes, and it provides benefits such as access for students of accredited institutions to the RCO's digital learning platforms and to RCO events at a discount. Students (pre-tertiary) of RCO Accredited Institutions may join the College at a very favourable rate (as Affiliate Student Members), usually equivalent to about half of the prevailing student membership fee. At the end of College year 2023/2024 fourteen schools and the Young Organ Scholars' Trust (YOST) had been accredited. Discussions are ongoing with other schools, maintained and independent. Encouraging schools in the maintained sector to enter the scheme

remains a challenge. A general lack of disposable funds to cover the annual accreditation fee is a deterrent. This issue continues to receive scrutiny by the management team.

In March 2024 a number of Affiliate Student Members (by virtue of their schools being accredited) were brought together to mount a successful series of lunchtime recitals under the banner of 'RCO Young Performers'. The idea for a lunchtime series celebrating the talent, hard work, and achievements of young organists was first brought to fruition in 2006 by former RCO President Catherine Ennis, to whose memory this latest series was dedicated. Catherine was a lifelong advocate for young musicians and musicianship. We were delighted to welcome organists from RCO Accredited Institutions Royal Hospital School, Holbrook, Uppingham School, and King Edward's School, Witley to play at St Mary-le-Bow in the City of London. Also, Leeds Cathedral hosted a recital in this series which included performers from Leeds Cathedral, Liverpool Blue Coat School, Junior Royal Northern College of Music, and Manchester Grammar School. The College is grateful to the church authorities involved for their hospitality and extends its grateful thanks to John Higham KC for his sponsorship of the series.

'To educate musicians in such arts and practices.'

RCO Learning

Regional, National, and International Engagement

The College works for the recruitment and nurturing of the next generation of young organists; supports those seeking accreditation in organ playing, organ teaching, and choral directing; provides personal and professional development for organists of all ages, levels of attainment, and aspirations; and creates opportunities for the sharing of common interests and the exploration of the organ and its associated repertoires.

In 2016 the College adopted a regionally conceived management structure. In tandem with this, engagement events and educational classes and courses have been planned and delivered on a regional basis, directors in each of the regions overseeing and delegating as appropriate to local consultants (Regional Consultants). The aims have been to grow RCO membership and increase take-up for both RCO accreditation (diplomas and the Certificate of Accredited Membership) and educational services.

The RCO regions are as follows:

RCO East/South/South-West England (Director: Simon Williams)

RCO Midlands, and Mid/South/West Wales (Director: Andrew McCrea)

RCO North of England/North Wales/Isle of Man (Director: Tom Bell)

RCO Scotland and RCO Northern Ireland (Director: Andrew Macintosh)

The reports of the regional directors on the activities in their areas follow below.

The College is grateful to all those who have agreed to act as supporting Regional Consultants in the RCO regions and for their professional expertise and support of the College's mission.

Since the introduction of the College's regional structure, activity has been divided between centrally organised events (including those with national and international reach), those organised locally, and those run by other organisations but with input and/or support from the College. The pandemic brought about the adaptation of the regional structure in order to deliver a degree of online learning. The College now pursues a blended-learning model.

RCO East/South/South-West England (including national events and online courses)

National Events

As usual the College year began with our two flagship residential courses: The Organ Student Experience (TOSE) in Oxford (a week-long course for ambitious teenaged organists) and the RCO Summer Course for Organists in London (for 'all ages and stages'). Once again, all forty of the available places on TOSE Week were booked, with the Summer Course also attracting forty organists, an increase of one on the previous year. Feedback received via the online review procedure was mostly very positive, with criticism mostly beyond our control and in the form of requests for extra tuition in what is already a very packed timetable (TOSE), the unavailability once more of accommodation at Sundial Court near the course headquarters, and the time and energy required to travel around central London (Summer Course). Thanks as ever are due to the artistic directors and administrators of the two courses: Daniel Moulton and Yvonne Eddy for the TOSE Week and Andrew Cantrill-Fenwick and Kate Matthews (supported during the course itself by David Wakefield) for the Summer Course.

The Organ Student Experience now offers year-round support for teenaged organists. In addition to TOSE Week (see above), which is for those who have reached at least Grade 7 level, where we previously ran one TOSE-in-a-Day event (for those of around Grade 5 level and above) in London, we now run two, one in the South and one in the North. Entirely new this year is TOSE Community, which is for all teenaged student members of the College irrespective of their playing standard. Directed by Tom Bell and Cathy Lamb, and co-ordinated by Makoto James, this offers

twice-termly online meetings at which leading organists speak about repertoire, learning techniques, specific organs and the like. Recordings of the presentations are available to TOSE Community members to view at their own convenience. We view 2023/2024 as a pilot year and have already held a review meeting.

This year's RCO Organ Forum took place at the Royal Birmingham Conservatoire in November 2023 in partnership with the Organ Department there. The theme was 21st-Century Bach, an exploration of contemporary approaches to Bach performance.

Two overseas study trips took place, the first, in October, to the Netherlands (Alkmaar, Amsterdam, and Haarlem) and the second, in May, to France (Paris and Rouen). That these trips are quickly booked up is testament to the compelling itineraries Richard Brasier is able to devise and to his thoughtful leadership.

In-person events in the East, South, and South-West regions

Prior to the pandemic, we ran two organ diploma preparation study days annually at the College's London examination centre, as well as one at the Northern centre. Post-pandemic greatly increased hire charges at the London venue and the availability on iRCO of detailed online support for the written papers led to a rethink of provision. This year, a day was trialled at a different London venue with a similar organ and offering teaching only for the practical examination and the aural questions of the written papers. The level of uptake was such that we are unlikely to continue with this, at least without further rethinking. More successfully, a partnership with the Gloucestershire Organists' Association led to an afternoon on French Baroque organ music in Cheltenham with Dr David Ponsford, a leading authority on this repertoire.

The programme of classes (typically three-hour events for a maximum of six players) saw mixed success. Of the nine organised five were cancelled owing to lack of support. Consideration of why this might be will inform the planning of the future classes programme.

Online learning

Aside from the TOSE Community meetings described earlier, the other new online initiative was the introduction of the *Working Webinar* series offering professional support for organists. Topics so far have included health and wellbeing, safeguarding, leadership skills, and building a teaching practice. Although attendance at the live events is relatively small, all webinars are recorded and uploaded to iRCO for members to view subsequently.

Looking ahead

TOSE Week takes place in late July 2024, once again in Oxford, with all places booked in record time. The Summer

Course follows in London with, at the time of writing, forty-six students, an increase of six on last year. The RCO Organ Forum in October celebrates the life and music of Sir Charles Villiers Stanford in the centenary year of his death and takes place in Cambridge where he studied and began his professional career. The first of two overseas study trips visits Arnstadt in the autumn. A smaller programme of classes will be run on subjects of broad appeal whilst further Working Webinars and meetings of the TOSE Community will take place online.

The major new initiative for the 2024/2025 College year is *Play the Organ Year 2025*. The idea for this arose from discussion among the Accredited Teachers in the light of reduced student numbers post-pandemic. A working party has been formed with representatives from the College, RSCM, IAO, BIOS, SWO, and the Organ Club, with a three-person executive group from the College carrying out the majority of the work. We envisage two main strands of activity: 'First Encounter' organ concerts and individual 20-minute 'Play the Organ' sessions. The vast majority of these will be organised and delivered locally with support from the College in the provision of downloadable materials, together with a listings service so that those wishing to engage can discover what is going on in their area. Organisations represented on the Working Party will be asked to enthuse their members to organise activity. Ms Anna Lapwood MBE has agreed to act as the Patron of this initiative, and there will be a number of high-profile ambassadors located across the country. Further information can be found at www.rco.org.uk/play.php.

RCO Midlands and Mid/South/West Wales

The College supported the annual MusicFest held at the English Martyrs' Catholic School, Leicester in February (specifically the organ competition and masterclass for youngsters, this year adjudicated/taken by Joseph McHardy). The College also supported an outreach event for local schoolchildren at St Peter's, Wolverhampton in February, led by Ewan Murray. This was part of Ewan's BMus final project (focused on organ education) at the Royal Birmingham Conservatoire. His write-up of this successful event was published on iRCO in March.

Three RCO-nominated recitalists were chosen to represent the College at the Gloucester Three Choirs Festival in 2023: François Cloete, Miriam Reveley, and Polina Sosnina. The annual connection with the Three Choirs organisation is much valued, and it brings professional and developmental opportunities for our young professional players, most of whom are recent examination prize-winners.

Several classes had been offered in the east midlands in 2022/2023 but take-up was noted to be poor. Two of the events were eventually converted into individual lessons with the tutor, and a further initiative to provide a 'taster day' for youngsters did not run. There were no events in 2023/2024, but at the time of writing, an event in Oakham has been

scheduled for the beginning of 2024/2025. Work continues with the RCO consultant in the east of this region to engage more effectively with various organists' associations and their officers.

RCO North of England/North Wales/Isle of Man

A programme of six classes or events was promoted in the region during the period under review. Five of these were in partnership with local IAO groups (three with the Newcastle and District Society of Organists, one each with the Cumbrian Society of Organists and the Liverpool Organists' Association). The biggest of these partner events was *Byrd in Newcastle*, a day at Newcastle Cathedral making use of the Wetheringsett Organ. The North East Early Music Forum also supported the day, which featured inspired teaching from Prof. Magnus Williamson and Prof. Terence Charlston, together with a beautiful evensong sung by Newcastle Cathedral choir.

The sixth event during the review period was a northern *TOSE-in-a-Day* in York. Hamstrung by extreme weather, and its impact on the rail network, 50% of the tutors could not reach Yorkshire. Fortunately, the students made it, albeit rather late in some instances. A great day was had, featuring a rapidly and creatively reinvented timetable to allow for the lower-than-expected number of tutors (i.e. one!). The success of the day made a strong case for the event to be repeated in future years, and indeed this will be the case in 2024.

As reported all too often in recent years, class/event attendance still varies rather more than was the case prior to the pandemic. The same number of classes/events in 2023/2024 yielded 25% fewer students than during 2022/2023. A major factor in this is significantly lower uptake from the memberships of the IAO groups we work with than hitherto. This illustrates a more general and well-publicised issue afflicting membership organisations post-COVID; certainly, in the case of at least one of our IAO partners, it affects equally the non-RCO events with which that group also is involved. All this poses a problem: the financial sponsorship the IAO groups provide (in return for heavily discounted entrance fees), is benefitting fewer of their members than previously, whilst the local RCO membership is not necessarily making its presence felt either.

As noted in last year's Trustees' Report, twice as many people attended RCO classes in the region in 2022/2023 compared to 2021/2022. This was encouraging, not least since the College actually ran fewer classes in total that year. Was 2022/2023 therefore an aberration, or 2023/2024? Fortunately, sponsorship from local IAO groups helps potentially loss-making classes to break even. To expect IAO groups to continue to provide financial support, in the face of dwindling attendance by their own members, would however be unreasonable. It also is worth considering the fact that, given the total numbers of students and classes in any year is relatively small, a single event can make all the difference to the sorts of statistics quoted above. Franck

in Newcastle in 2022 was substantially more popular than *Byrd in Newcastle* in 2023, accounting for much of the difference in total class/event attendance numbers between the two years. Yet, a partnership model which had seemed so very promising in this region, needs careful review in 2024/2025. Conversations are already taking place with various IAO groups and other partners, as part of the planning process for classes and events in the coming year.

A focal point for Institutional Accreditation in the region was the RCO Young Performers Concert in Leeds, as part of the Leeds International Concert Season. As in 2023 this was a tremendous success, with a diverse and talented group of students from five different schools. The event will be repeated in 2025. It is a fantastic opportunity for talented young players to perform in a very significant and well-established recital series, with a wonderful audience. Renewed thanks to Darius Battiwalla (Leeds City Organist) and his colleagues for their generosity and support. Building relationships with Accredited Institutions will of course form a part of the writer's work over the next year.

RCO Scotland and RCO Northern Ireland

We held three workshops under the SCOTS banner in the year under review: in Dumfries on 18 November, in Glasgow on 3 February, and in Hawick on 4 May. We are attracting healthy repeat attendance at these events. Overall, membership of SCOTS increased from 8 to 12 during the year. We are happy with this modest growth in an environment which remains very difficult, particularly in the Church of Scotland, with many churches and instruments under threat of closure. One Stage 1 pass has been awarded during the year.

An important part of our work is to continue to make the positive case for the instrument and its future. Sir Andrew Parmley and Andrew Macintosh attended the conference of the Scottish Federation of Organists in Banchory on 10–11 May to underline the College's support for organists in Scotland and to publicise the work of the College.

We continue to support the work of our recently appointed Accredited Teacher in Northern Ireland and look forward to increasing our presence there in the year ahead.

RCO Library Collections

The RCO collaborates with two institutions to provide access to the RCO's library collections: Birmingham City University (The Curzon Library, where the RCO collection is co-located with the collections of the Royal Birmingham Conservatoire) and the Royal College of Music in London. The RCO warmly welcomes the continuing, facilitatory arrangements with these institutions. Stored library holdings can be called up to be consulted at either institution by arrangement. This has happened on a number of occasions during 2023/2024.

Tudor Organs

During the period under review, the Wetheringsetts Organ has been situated at Newcastle Cathedral, and has been used regularly in services, recitals, and workshop events. It was used for a celebratory event for the Byrd anniversary in 2023. It will remain in situ and be used at the forthcoming Medieval and Renaissance Music Conference in the region in 2025. Funds were sought by the two universities in Newcastle, the Cathedral, and the College to support a doctoral student who could use the organ as a main resource. Sadly, the application to the regional funding body did not succeed. The Wingfield Organ has enjoyed a fruitful residency at Bradford Cathedral in 2023/2024, and in May 2024 it was relocated to St Cuthbert's, Wells, where it has resided before.

RCO Journal

The Journal of the Royal College of Organists vol. 15 (2022) was published in August 2023 and vol. 16 (2023) has been in preparation during 2023/2024. Contributing to the College's long-standing commitment to commissioning original research, the *Journal*, and previous RCO scholarly publications, became available during 2016 in the full-text version of the International Repertory of Music Literature (RILM). All issues are available on iRCO.

National Pipe Organ Register (NPOR)

The College continues to provide management services to the British Institute of Organ Studies (BIOS) to facilitate the day-to-day running of this important resource. In the year under review we have supported the transfer of hosting facilities to a new provider. This in turn has enabled the completion of significant updates to the structure and coding of the database which will enhance the efficiency of the service we provide.

Financial Review

The detailed College accounts follow this report. The Trustee Council reviews all aspects of the College's finances on a regular basis. The budgetary control and the attendant management information systems are satisfactory.

Reserves Policy

General Reserves

The College will draw on reserves as required to maintain its current level of activity. The Trustees believe that the reserves as at 30 June 2024 are sufficient to meet the current and future needs of the beneficiaries. Donations and Legacies are an essential element in our income. Income under this heading has varied from year to year; this year £152,171 was received (2023: £78,069).

Restricted and Endowment Funds

These funds are in large part endowments and the income generated is restricted to a specific use.

The total funds of the College at 30 June 2024 were £3,366,428 of which £1,743,426 were Unrestricted, £1,007,681 represented Restricted Funds, and £615,321 represented Endowments for particular purposes as described in note 12 of the accounts.

The College will seek to ensure that the anticipated income stream from its investments is adequate for its day-to-day operational requirements. Wherever possible, surpluses will be reinvested in the fund.

Investment Policy

The College investment managers, Brewin Dolphin Limited, presented their review of the investment market and the College's portfolio at a Trustee Council meeting in January 2024.

The College's investments have performed broadly in line with expectations in what has continued to be a very challenging economic climate.

Remuneration Policy

Staff members, who are all key management personnel, are paid in line with staff in similar charities. Salaries are reviewed annually and revised in line with changes to workload and responsibilities.

Legacies, donations, and support

The College is profoundly grateful for the generosity of those who make gifts or donate funds to assist us in our work.

For the fifteenth year our annual appeal for additional donations was made alongside the request for subscriptions by the College President. This raised £4,711 net of Gift Aid.

In addition to those donating to the President's Appeal our work has been supported by the following individuals and institutions over the course of the year:

United Grand Lodge of England
Donation to the educational work of the College

Professor Christopher Wood
Support of the work of the College (RCO Foundation)

Andrew Gillett Livery Company
Support of the work of the College (RCO Foundation)

Mr John Higham KC
In support of RCO Young Performers

GMC Trust
RCO Academy (TOSE) – supporting young organists

PF Charitable Trust
Donation to the educational work of the College (Organ Forum)

Leeds City Council
In support of RCO Young Performers

SGC Donation
Support of the work of the College (Tom Bell concert)

Royal Birmingham Conservatoire
Donation to the educational work of the College (Organ Forum)

London Mark and Strong Man Lodges (David Roberts Jones)
Donation to the educational work of the College

Fondation de France
Sponsorship for the Messiaen Project (Fugue State Films)

Sidney Sussex, Cambridge
For the RCO Fundraising Dinner

The Percy Whitlock Trust
Donation to the library and to the educational work of the College

Mr Bryan Woolley
Bequest in support of the work of the College

The College would like to record special thanks to Viscount Organs for their ongoing support and sponsorship of the educational work of the College.

Anniversary Circle and the 'Friends of the RCO'

The College does not receive any state support and is dependent on member subscriptions, project funding from trusts, and ad hoc benefaction and legacies from individuals. In conjunction with the 150th anniversary in 2014, the 'Anniversary Circle' was launched in order to establish a new community of individual and corporate benefactors through which the College aims to build the strongest possible platform for its work long into the future. The Anniversary Circle has been revised to form the 'Friends of the RCO' (see above). The Friends of the RCO raised £25,204.17 in 2023/2024. The Anniversary Circle raised £430.

Support in Kind

The Cavalry and Guards Club
The Dean and Chapter of Southwark Cathedral

The College wishes to thank the authorities and the staff of the many churches and institutions it has liaised with during

the year. It is grateful for any unpaid assistance offered, and for the many instances of goodwill extended.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with the law applicable to charities in England and Wales. Law applicable to England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom accounting standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of incoming resources for that period and:

- select suitable accounting policies and apply them consistently; and
- observe the methods and principles in the Charities' SORP; and
- make judgements and estimates that are reasonable and prudent; and
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position and for ensuring that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard for the Charity Commission's general guidance on public benefit

Audit Information

So far as each of the Trustees at the time the Trustees' report is approved is aware:

- a) there is no relevant information of which the auditors are unaware; and

- b) they have taken all relevant steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Kreston Reeves LLP have been appointed as auditors for this year following a competitive tender process overseen by the Finance Committee.

Risks and Outlook

The Trustee Council and the management team have review processes in place which include an assessment of the risks faced by the College, and the monitoring of these.

The prosperity of the College and the achievement of its objectives are directly related to the prosperity, rituals, and facilities of a small number of institutions, many religious, served by its members. The College has little influence over these, but seeks to address this risk by the excellence of its achievements and plans for the future described earlier in this report. By promoting the highest professional and artistic standards and encouraging wide interest in organ playing and choral directing among the community generally, these activities are intended to support the continuing prosperity of these institutions.

The College's *opus operandi*, activities, and digital campus (iRCO) are heavily dependent on the College remaining at the forefront of relevant digital technology, and its proper implementation and adaptation to the College's requirements. This is updated and reviewed periodically. During 2023/2024 the College carried out a major review of its IT and data systems, policies, and processes. New policies were drawn up and agreed, new cloud-based IT infrastructure and systems introduced, and the training of staff, contractors, and relevant volunteers was refreshed. This work was carried out to ensure the College's continued alignment with both regulations and best practice, as well as in recognition of our growing online and digital requirements.

The financial position of the College is greatly dependent on the valuation of and income from its investments; and also from the flow of donations and particularly legacies. The bequests necessary to finance the College's operating deficiencies can be unpredictable and intermittent, and for these reasons, and to secure bequests of sufficient size, the RCO Foundation has been set up. The Foundation will be addressing these issues as a matter of priority. Through a network of Individual and Corporate Friends, and of Creative Partners, the Foundation will be seeking to establish meaningful and lasting financial relationships and a significant increase in legacy giving.

Loss of key staff is mitigated by active succession planning, the review of recruitment processes, and staff training.

The implementation of a regional management structure has reduced vulnerability through the devolution of responsibilities.

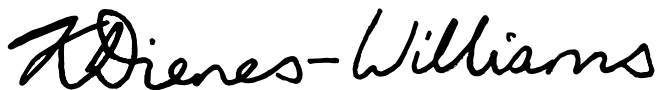
Budgetary control and financial reporting risks are mitigated by maintaining a link between budgets and business planning/objectives, the use of proper costing procedures for service delivery, and the regular review of reserves and investments. The Finance Committee reviews the management accounts on a monthly basis.

Public perception risk is mitigated by communications with supporters and beneficiaries using the website and print and digital publications; these ensure that good-quality reporting of the charity's activities and financial situation is in place.

Thanks to our staff

The College is fortunate to have a dedicated team of staff supported by a small, hard-working group of freelancers and contractors providing specialist services. The Trustees are grateful for their combined efforts.

By order of the Trustees

A handwritten signature in black ink that reads "K Dienes-Williams". The signature is written in a cursive, flowing style.

Ms Katherine Dienes-Williams BA, MA, BMus, FRCO,
FRSCM, KSL

Chair of the Trustee Council

Date: 17 February 2025



Independent auditors' report to the Members of The Royal College of Organists

Opinion

We have audited the financial statements of The Royal College of Organists (the 'charity') for the year ended 30 June 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the

extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the

Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), and other relevant charity legislation.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase revenue or reduce expenditure, and management bias in accounting estimates and judgemental areas of the financial statements such as the valuation of investments. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and

- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Reading minutes of meetings of those charged with governance; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that

a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Chichester

Date: 24 February 2025

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities Year end 30 June 2024

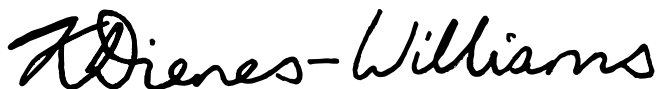
	Note	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:						
Donations and legacies	3	-	77,117	95,449	172,566	78,069
Charitable activities:	4					
Annual subscriptions		-	-	166,311	166,311	177,584
Examination fees		-	-	43,796	43,796	37,122
Events		-	-	70,243	70,243	68,407
Other charitable activities		-	-	13,062	13,062	-
Investment income	5	-	37,011	59,785	96,796	111,332
Total income and endowments		-	114,128	448,646	562,774	472,514
Expenditure on:						
Raising funds:	6					
Fundraising and publicity		-	-	43,260	43,260	69,396
Investment Management Fees		2,756	4,539	9,398	16,693	17,598
Charitable activities	7	-	104,570	543,301	647,871	570,423
Total expenditure		2,756	109,109	595,959	707,824	657,417
Net (expenditure)/income before net gains on investments		(2,756)	5,019	(147,313)	(145,050)	(184,903)
Net gains on investments		48,564	79,973	152,021	280,558	5,549
Net income/ (expenditure)		45,808	84,992	4,708	135,508	(179,354)
Transfers between funds	14	-	(32,317)	32,317	-	-
Net movement in funds		45,808	52,675	37,025	135,508	(179,354)
Reconciliation of funds:						
Total funds brought forward		569,513	955,006	1,706,401	3,230,920	3,410,274
Net movement in funds		45,808	52,675	37,025	135,508	(179,354)
Total funds carried forward		615,321	1,007,681	1,743,426	3,366,428	3,230,920

All amounts related to continuing activities. The Statement of financial activities includes all gains and losses recognised in the year. The notes on pages 28 to 46 form part of these financial statements.

Balance Sheet at 30 June 2024

	Note	2024 £	2023 £
Fixed assets			
Investments	11	3,272,524	3,161,998
		<u>3,272,524</u>	<u>3,161,998</u>
Current assets			
Debtors and advance payments	12	85,592	84,753
Cash at bank and in hand		181,978	149,990
		<u>267,570</u>	<u>234,743</u>
Creditors: amounts falling due within one year	13	(173,666)	(165,821)
Net current assets		<u>93,904</u>	<u>68,922</u>
Total net assets		<u><u>3,366,428</u></u>	<u><u>3,230,920</u></u>
Charity funds			
Endowment funds	14	615,321	569,513
Restricted funds	14	1,007,681	955,006
Unrestricted funds	14	1,743,426	1,706,401
Total funds		<u><u>3,366,428</u></u>	<u><u>3,230,920</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Ms Katherine Dienes-Williams BA, MA, BMus, FRCO, FRSCM, KSL
Chair of the Trustee Council

Date: 17 February 2025

The notes on pages 28 to 46 form part of these financial statements.

Statement of Cash Flows
Year end 30 June 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(209,008)	(287,127)
	<hr/>	<hr/>
Cash flows from investing activities		
Investment income and interest received	96,796	111,332
Proceeds from disposal of fixed asset investments	999,147	1,242,006
Acquisition of fixed asset investments	(854,947)	(1,030,644)
	<hr/>	<hr/>
Net cash provided by investing activities	240,996	322,694
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	31,988	35,567
Cash and cash equivalents at the beginning of the year	149,990	114,423
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	181,978	149,990
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 28 to 46 form part of these financial statements

Notes to the Financial Statements for year ended 30 June 2024

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Royal College of Organists meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

1.2 Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. After making enquiries, the Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Reserves policy and fund accounting

Unrestricted Funds

The Trustees have reviewed the College's need for reserves in line with the guidance issued by the Charity Commission. They have identified the future needs of the College and where appropriate have set aside funds or designated funds to meet those needs.

The balance of the funds, after the separation of restricted and designated funds, represent the College's

general or free reserves. They can be used at the Trustees' discretion for the general running of the College. A statement of the Trustees' view of the necessary level of unrestricted reserves is made on page 24.

Restricted, Designated and Endowment Funds

The College's Restricted and Trust Funds consist of a number of different funds where the donor has imposed restrictions on the use of the funds which are legally binding. The accounting records separate these restricted funds from the unrestricted funds of the College.

A schedule of the movements on each individual fund during the year are set out in note 14. The College's Designated Funds are funds set aside at the Trustees' discretion for specific purposes. These purposes are set out in note 14.

Permanent endowment funds must be held permanently by the Trustees and income arising is separately included in restricted funds for specific use as defined by the donors.

1.4 Income

Subscriptions for 2023/2024 are shown in the accounts on a receivable basis with provision being made for those amounts considered irrecoverable. Subscriptions income received in April, May and June 2024 is assumed to relate to 2024/2025 and is therefore deferred.

Exam fees income relating to exam sittings post year end and advance payments for the programme of RCO Academy classes and events taking place in 2024/2025 are treated as deferred income.

Investment income and Gift Aid income relating to 2023/2024 is accrued. All other income, including recoverable tax credits, is included in income when it is received.

Donations and gifts in kind include assets and resources received from many benefactors. Income is recognised as soon as there is probability of receipt and the value can be measured with reliability.

1.5 Heritage assets

The College is the owner of a library of Organ and Choral music and books. Many precious works are contained in the library which is housed and managed on behalf of the College by Birmingham City University and the Royal College of Music. The collection is considered irreplaceable and as such it is not possible to attribute a reliable cost or value to it. It is additionally considered that the process of obtaining valuations of the collection would be disproportionate to any public benefit that might be derived and that it is impractical to apply conventional valuation techniques to the collection, due to the uniqueness of its nature.

1.6 Investments

Investments are included at market value as at the balance sheet date in accordance with the SORP. Realised and unrealised gains or losses on assets are accounted for within the particular fund of which the asset forms a part.

1.7 Apportionment of Expenditure

All expenditure is accounted for on an accruals basis and is analysed into the categories required by the SORP. Notes 6, 7 and 8 to the financial statements provide an analysis of each of the relevant categories according to function.

Staff costs are apportioned in accordance with time spent within each category. Governance costs represent the institutional costs of the College.

Notes to the Financial Statements

Year end 30 June 2024 (continued)

1.8 Pensions

The College runs a non contributory defined contribution scheme for its employees. Alternatively, the College will make a contribution to the personal pensions schemes of employees. Contributions payable are charged in the Statement of Financial Activities.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13a for the debtor and creditor notes.

1.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

2. Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the Financial Statements
Year end 30 June 2024 (continued)

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations (including gift aid)	77,117	94,449	171,566
Legacies and bequests	-	1,000	1,000
	<u>77,117</u>	<u>95,449</u>	<u>172,566</u>

	Unrestricted funds 2023 £	Total funds 2023 £
Donations (including gift aid)	71,577	71,577
Legacies and bequests	6,492	6,492
	<u>78,069</u>	<u>78,069</u>

4. Charitable activities

All income from charitable activities in the current and prior year related to unrestricted funds.

5. Investment income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Investment income	<u>37,011</u>	<u>59,785</u>	<u>96,796</u>

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Investment income	<u>41,903</u>	<u>69,429</u>	<u>111,332</u>

Investment income is derived from listed securities, common investment funds and bank interest.

Notes to the Financial Statements

Year end 30 June 2024 (continued)

6. Expenditure on raising funds

Costs of raising funds

	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising and publicity	-	-	43,260	43,260
Investment Management Fees	2,756	4,539	9,398	16,693
	<u>2,756</u>	<u>4,539</u>	<u>52,658</u>	<u>59,953</u>
	Endowment funds 2023 £	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising and publicity	-	-	69,396	69,396
Investment Management Fees	2,850	4,601	10,147	17,598
	<u>2,850</u>	<u>4,601</u>	<u>79,543</u>	<u>86,994</u>

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Examinations	17,556	168,106	185,662
Publications	-	77,021	77,021
Library and other	-	25,438	25,438
Scholarships and Prizes	32,712	42,954	75,666
Events	44,800	184,270	229,070
Membership Services	-	26,436	26,436
EEOP Project	-	3,201	3,201
Governance	9,502	15,875	25,377
	<u>104,570</u>	<u>543,301</u>	<u>647,871</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

7. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £
Examinations	18,542	112,486	131,028
Publications	-	65,270	65,270
Library and other	-	18,907	18,907
Scholarships and Prizes	54,163	50,258	104,421
Events	-	208,915	208,915
Membership Services	-	21,140	21,140
EEOP Project	-	6,050	6,050
Governance	4,874	9,818	14,692
	<u>77,579</u>	<u>492,844</u>	<u>570,423</u>

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grants 2024 £	Support costs 2024 £	Total funds 2024 £
Examinations	93,942	-	91,720	185,662
Publications	38,970	-	38,051	77,021
Library and other	12,872	-	12,566	25,438
Scholarships and Prizes	5,573	32,712	37,381	75,666
Events	115,904	-	113,166	229,070
Membership Services	13,376	-	13,060	26,436
EEOP Project	1,620	-	1,581	3,201
Governance	-	-	25,377	25,377
	<u>282,257</u>	<u>32,712</u>	<u>332,902</u>	<u>647,871</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

8. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2023 £	Grants 2023 £	Support costs 2023 £	Total funds 2023 £
Examinations	74,638	-	56,390	131,028
Publications	37,180	-	28,090	65,270
Library and other	10,770	-	8,137	18,907
Scholarships and Prizes	5,318	54,163	44,940	104,421
Events	119,003	-	89,912	208,915
Membership Services	12,042	-	9,098	21,140
EEOP Project	3,446	-	2,604	6,050
Governance	-	-	14,692	14,692
	<u>262,397</u>	<u>54,163</u>	<u>253,863</u>	<u>570,423</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Examinations 2024 £	Publications 2024 £	Library and other 2024 £	Scholarships and Prizes 2024 £	Events 2024 £
Staff costs	33,445	13,875	4,582	13,631	41,265
Rent, rates, services and insurance	3,466	1,439	475	1,413	4,279
Other establishment expenses	222	92	30	91	274
Telephone and internet expenses	2,663	1,105	365	1,085	3,285
Bank charges	2,332	967	319	950	2,877
Legal and professional fees	15,450	6,410	2,117	6,297	19,063
Printing, postage and stationery	1,529	635	210	624	1,888
Sundry	26,557	11,016	3,638	10,822	32,764
Travel and accommodation	6,056	2,512	830	2,468	7,471
	<u>91,720</u>	<u>38,051</u>	<u>12,566</u>	<u>37,381</u>	<u>113,166</u>
		Membership Services 2024 £	EEOP Project 2024 £	Governance 2024 £	Total funds 2024 £
Staff costs		4,762	577	-	112,137
Rent, rates, services and insurance		494	60	-	11,626
Other establishment expenses		32	4	-	745
Telephone and internet expenses		379	46	-	8,928
Bank charges		332	40	-	7,817
Legal and professional fees		2,200	266	-	51,803
Audit fees		-	-	22,191	22,191
Printing, postage and stationery		218	26	-	5,130
Council travel and meeting costs		-	-	3,186	3,186
Sundry		3,781	458	-	89,036
Travel and accommodation		862	104	-	20,303
		<u>13,060</u>	<u>1,581</u>	<u>25,377</u>	<u>332,902</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Examinations 2023 £	Publications 2023 £	Library and other 2023 £	Scholarships and Prizes 2023 £	Events 2023 £
Staff costs	25,435	12,670	3,670	20,270	40,555
Rent, rates, services and insurance	3,454	1,721	498	2,753	5,507
Other establishment expenses	201	98	29	159	318
Telephone and internet expenses	2,098	1,045	303	1,672	3,345
Bank charges	1,596	795	230	1,272	2,545
Legal and professional fees	13,441	6,696	1,940	10,712	21,432
Printing, postage and stationery	724	361	104	577	1,154
Sundry	6,295	3,137	909	5,018	10,040
Travel and accommodation	3,146	1,567	454	2,507	5,016
	<u>56,390</u>	<u>28,090</u>	<u>8,137</u>	<u>44,940</u>	<u>89,912</u>

	Membership Services 2023 £	EEOP Project 2023 £	Governance 2023 £	Total funds 2023 £
Staff costs	4,104	1,175	-	107,879
Rent, rates, services and insurance	557	159	-	14,649
Other establishment expenses	32	9	-	846
Telephone and internet expenses	338	97	-	8,898
Bank charges	257	74	-	6,769
Legal and professional fees	2,169	621	-	57,011
Audit fees	-	-	11,456	11,456
Printing, postage and stationery	117	33	-	3,070
Council travel and meeting costs	-	-	3,236	3,236
Sundry	1,016	291	-	26,706
Travel and accommodation	508	145	-	13,343
	<u>9,098</u>	<u>2,604</u>	<u>14,692</u>	<u>253,863</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

9. Staff costs

	2024	2023
	£	£
Wages and salaries	173,248	164,999
Social security costs	13,526	13,847
Pension costs	12,080	11,736
	<u>198,854</u>	<u>190,582</u>

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Direct charitable	6	5

One employee received emoluments of between £60,000 - £70,000 in the year to 30 June 2024.
(2023: 1)

Key management personnel include the Trustees, Chief Executive and senior staff reporting directly to the Chief Executive. The total employee benefits of the charity's key management personnel were £204,480 (2023: £195,019) before deducting the employer's NI allowance.

Notes to the Financial Statements

Year end 30 June 2024 (continued)

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

The following trustees received fees for assisting in the examination and tutoring of students, as permitted by the Royal Charter:

	2024 £	2023 £
Christopher Morris	800	800
Ghislaine Reece Trapp	-	500
Peter Wright	-	975
Robert Sharpe	-	100
Gerard Brooks	-	1,320
Tom Winpenny	80	-
Katherine Dienes-Williams	683	-
Philip Moore	447	-
Sarah MacDonald	81	-
	<u>2,091</u>	<u>3,695</u>

Travel expenses amounting to £527 (2023: £141) were reimbursed to 2 (2023: 2) trustees during the year. At the year end no trustees were owed anything (2023: £nil).

11. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 July 2023	3,161,998
Additions	854,947
Disposals	(999,147)
Revaluations	254,726
At 30 June 2024	<u>3,272,524</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

12. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	1,106	6,648
Other debtors	798	4,373
Prepayments and accrued income	83,688	73,732
	<u>85,592</u>	<u>84,753</u>

13a. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	28,642	39,526
Other taxation and social security	2,908	4,088
Deferred income (See 13b)	98,563	96,249
Accruals	43,553	25,958
	<u>173,666</u>	<u>165,821</u>

13b. Deferred Income

	2024 £	2023 £
Balance as at the beginning of the year	96,249	98,250
Released during the year	(96,249)	(98,250)
Deferred during the year	98,563	96,249
Balance as at the end of the year	<u>98,563</u>	<u>96,249</u>

Deferred income relates to exam fees and subscriptions received in advance.

Notes to the Financial Statements
Year end 30 June 2024 (continued)

14. Statement of funds (continued)

	Balance at 1 July 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 June 2024 £
Restricted funds						
The Prize Fund	270,851	6,575	(14,421)	-	22,836	285,841
The Welfare Fund	157,305	3,819	(7,009)	-	13,263	167,378
Freestone Fund	223,190	5,418	(11,887)	-	18,818	235,539
The Birch fund (salaries)	40	994	(1,067)	-	-	(33)
The Birch fund (course fees)	3,429	5,768	(3,573)	-	-	5,624
The Scholarship & Award	177,357	4,294	(13,161)	-	14,914	183,404
The Wiles fund	96,866	2,352	(4,761)	-	8,167	102,624
The Philip Mason fund	23,423	569	(4,217)	-	1,975	21,750
The Roger Gabb Bursary	3,013	5,500	(3,304)	-	-	5,209
The Minshall-Jones fund	(468)	1,722	(909)	-	-	345
Orgelbuchlein	-	13,757	-	(13,757)	-	-
Organs in Schools	-	60,000	(42,000)	(18,000)	-	-
God Save The King	-	3,360	(2,800)	(560)	-	-
	955,006	114,128	(109,109)	(32,317)	79,973	1,007,681
Total of funds	3,230,920	562,774	(707,824)	-	280,558	3,366,428

Notes to the Financial Statements

Year end 30 June 2024 (continued)

14. Statement of funds (continued)

Designated Funds

On 1 December 2010, 7 items from the RCO Library Collection were sold at auction. These items had been donated to the College by John Belcher in 1913 and were not germane to the RCO collection, therefore the Trustees elected to sell them and create a fund with the proceeds to support the running costs of the RCO Library.

The Education Fund is to be utilised for the purpose of supporting the educational programme of the College and assisting organ students.

In 2023, the trustees agreed and approved that these two funds should be amalgamated and transferred to the unrestricted, general fund. Therefore in 2023 a transfer was made out of designated funds into the general fund.

Restricted Funds

For the purposes of administration and management of the charity, and with permission of the Charity Commission, the trusts already in existence are to be administered as on charity and as a result have been divided into the following areas:

- The Prize Branch - to award prizes in the subject of organ music.
- The Welfare Branch - to advance education in organ music to students in need.
- The Freestone Fund - for the provision of an organ scholarship to be known as the "Leonard Freestone" scholarship.
- The Scholarship and Award Branch - to be awarded in the subject of organ music.
- Birch fund (salaries) - to fund salaries and administration costs.
- Birch fund (course fees) - to fund Course Fees and other financial help for organ students.
- The Wiles fund - to fund an Annual Scholarship.
- The Minshall-Jones fund - to fund Awards and Scholarships.
- The Phillip Mason fund - to fund Awards and Scholarships.

Orgelbuchlein, Organs in Schools and God Save The King were specific projects for which donations were received in the year. This included donations and related gift aid totalling £32,317 to cover expenditure already incurred in 2022-23 on Orgelbuchlein and the Organs in Schools project. These amounts are shown as a transfer from restricted to unrestricted funds in the year to reflect that this has already been spent on its restricted purpose.

Endowment funds

The Birch Fund (salaries) - In 2013 a £30,000 endowment was received and going forwards income derived from the endowment is to be used to fund administration costs and salaries of the College.

The Birch fund (course fees) - In 2014 a £176,643 endowment was received and going forwards income derived from the endowment is to be used to fund course fees and other financial help for organ students.

The Wiles fund - In 2014 a £75,293 endowment was received and going forwards income derived from the endowment is to be used to fund an Annual Scholarship. The charity transferred the expendable endowment fund into restricted funds during the prior year.

Notes to the Financial Statements Year end 30 June 2024 (continued)

14. Statement of funds (continued)

The Minshall-Jones fund - In 2014 a £50,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

The Gabb fund - In 2018 a £175,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

Within the restricted funds there are also amounts relating to permanent endowments. The charity is in the process of identifying the actual value of the individual endowments but, unfortunately the information is not available as at the year end.

Statement of funds - prior year

	Balance at 1 July 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 June 2023 £
Unrestricted funds						
Designated funds						
Library and Academic Development Fund	455,858	18,802	(21,596)	(453,896)	832	-
Education Fund	1,342,297	126,029	(205,019)	(1,265,614)	2,307	-
	<u>1,798,155</u>	<u>144,831</u>	<u>(226,615)</u>	<u>(1,719,510)</u>	<u>3,139</u>	<u>-</u>
General funds						
General Funds	59,700	285,780	(357,500)	1,718,421	-	1,706,401
Total Unrestricted funds	<u>1,857,855</u>	<u>430,611</u>	<u>(584,115)</u>	<u>(1,089)</u>	<u>3,139</u>	<u>1,706,401</u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

14. Statement of funds (continued)

	Balance at 1 July 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 June 2023 £
Endowment funds						
The Birch fund (salaries)	41,053	-	(207)	-	67	40,913
The Birch fund (course fees)	234,949	-	(1,162)	-	376	234,163
The Wiles fund	108,757	-	-	(108,757)	-	-
The Whitlock fund	(1,039)	-	(74)	1,089	24	-
The Minshall-Jones fund	71,166	-	(322)	-	104	70,948
The Gabb fund	224,223	-	(1,085)	-	351	223,489
	<u>679,109</u>	<u>-</u>	<u>(2,850)</u>	<u>(107,668)</u>	<u>922</u>	<u>569,513</u>
Restricted funds						
The Prize Fund	282,191	7,586	(19,358)	-	432	270,851
The Welfare Fund	160,727	1,153	(4,641)	-	66	157,305
Freestone Fund	236,695	7,694	(21,637)	-	438	223,190
The Birch fund (salaries)	-	1,175	(1,135)	-	-	40
The Birch fund (course fees)	-	6,602	(3,173)	-	-	3,429
The Scholarship & Award	182,189	6,026	(11,200)	-	343	177,358
The Wiles fund	(11,475)	2,855	(3,433)	108,757	162	96,866
The Philip Mason fund	22,985	820	(429)	-	47	23,423
The Roger Gabb Bursary	-	6,161	(3,148)	-	-	3,013
The Minshall-Jones fund	-	1,830	(2,299)	-	-	(469)
	<u>873,312</u>	<u>41,902</u>	<u>(70,453)</u>	<u>108,757</u>	<u>1,488</u>	<u>955,006</u>
Total of funds	<u><u>3,410,276</u></u>	<u><u>472,513</u></u>	<u><u>(657,418)</u></u>	<u><u>-</u></u>	<u><u>5,549</u></u>	<u><u>3,230,920</u></u>

Notes to the Financial Statements
Year end 30 June 2024 (continued)

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Fixed asset investments	615,321	1,007,681	1,649,522	3,272,524
Current assets	-	-	267,570	267,570
Creditors due within one year	-	-	(173,666)	(173,666)
Total	615,321	1,007,681	1,743,426	3,366,428

Analysis of net assets between funds - prior period

	Endowment funds 2023 £	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Investments	465,773	847,645	1,848,580	3,161,998
Current assets	103,740	107,361	23,642	234,743
Creditors due within one year	-	-	(165,821)	(165,821)
Total	569,513	955,006	1,706,401	3,230,920

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	135,508	(179,354)
Adjustments for:		
Investment income	(96,796)	(111,332)
Net (gains)/ losses on investments	(254,726)	(5,549)
(Increase)/ decrease in debtors	(839)	(11,016)
Increase/ (decrease) in creditors	7,845	20,125
Net cash used in operating activities	(209,008)	(287,126)

Notes to the Financial Statements
Year end 30 June 2024 (continued)

17. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	181,978	149,990
Total cash and cash equivalents	181,978	149,990

18. Analysis of changes in net debt

	At 1 July 2023 £	Cash flows £	At 30 June 2024 £
Cash at bank and in hand	149,990	31,988	181,978
	149,990	31,988	181,978

19. Related party transactions

The Charity has disclosed in note 8 the related party transactions in respect of amounts paid to trustees.

During the year, the Charity received £5,400 in donations, without conditions, from trustees. All trustees are also members of the Charity and paid the standard membership subscriptions.

At the year end, there was a balance of £1,000 (2023: £1,000) owed by the five (2023: five) key management personnel for amounts loaned to them in their role as employees of the Charity to cover incidental expenses incurred in carrying out their responsibilities prior to reimbursement. These amounts are due to be repaid when the employee ends their employment with the Charity.



The logo consists of the letters 'RCO' in a serif font, centered within a white square. The background of the entire page is a dark, monochromatic photograph of an ornate organ console with multiple windows and intricate woodwork.

RCO

The Royal College of Organists
PO Box 7328
New Milton BH25 9DU

Tel: 020 3865 6998
E-mail: admin@rco.org.uk
www.rco.org.uk

THE ROYAL COLLEGE OF ORGANISTS

England & Wales - Charity number 312847

Accounts

2023

The logo consists of the letters 'RCO' in a white, serif font, centered within a solid purple square. The square is positioned on the right side of the page, overlapping the white background.

RCO

Annual Report & Accounts Year end 30 June 2023

Incorporated by Royal Charter
Charity Registration No. 312847



RCO

Contents

Page	
4 – 5	Reference and Administrative Details of the College
6 – 19	Report of the Trustees
20 – 22	Independent Auditor’s Report
23	Statement of Financial Activities
24	Balance Sheet
25	Statement of Cash Flows
26 – 35	Notes to the Accounts



**THE ROYAL COLLEGE
OF ORGANISTS**



RCO

Reference and Administrative Details

Professional Advisers

The professional advisers and consultants during the College Year 2022/2023 were as follows:

Bankers	Messrs C. Hoare & Co. 37 Fleet Street London EC4P 4DQ
Investment Managers	Brewin Dolphin Limited 12 Smithfield Street London EC1A 9BD
Auditors	Moore Kingston Smith LLP 6th Floor 9 Appold Street London EC2A 2AP
Legal Consultants	Farrer & Co. LLP 66 Lincoln's Inn Fields London WC2A 3LH
Registered Address	The Royal College of Organists 118 Pall Mall London SW1Y 5ED

The President, Members of the Trustee Council, and Staff during the College Year 2022/2023 (with updates to 31 December 2023)

President

David Hill MBE, MA, DMus, FRCO, HonRCO

President Elect

Sarah MacDonald MA, FRCO, ARSCM (from 1 July 2023)

Trustee Council

Sara Benbow LLB

Gerard Brooks MA, FRCO (Immediate Past President to 30 June 2023)

Katherine Dienes-Williams BA, MA, BMus, FRCO, ARSCM, KSL

Andrew Gillett

The Lord Glenarthur DL (to 7 July 2022)

David Hill MBE, MA, DMus, FRCO, HonRCO (President)

Carl Jackson MVO, MA, FRCO

Philip Kaye MA, DPhil, FCA, FRCO (from 4 May 2023)

Stephen King BSc, FCCA, FRCO

The Lord Lisvane KCB, DL, MA (Chairman)

Sarah MacDonald MA, FRCO, ARSCM (President Elect from 1 July 2023)

Philip Moore BMus, DUniv, FRCO, FRSCM

Christopher Morris

Katharine Pardee MM, DMA, DPhil

Ghislaine Reece-Trapp MA, FRCO, PGCE

Robert Sharpe MA, FRCO (to 9 November 2023)

Tom Winpenny MA, FRCO, DipCHD

Peter Wright MA, FRCO(CHM)

Clerk to the Trustee Council

Mark Brafield MA, FTCL, FRCO

Chief Executive

Sir Andrew Parmley BMus, MMus, PhD, FRCO(CHM)

Deputy Chief Executive and Director of Studies, & Director, RCO Midlands, and Mid/South/West Wales

Andrew McCrea BMus, MMus, ARCO, HonRCO

Director, RCO East, South, and South-West England

Simon Williams BA, FRCO

Director, RCO North of England, North Wales, and Isle of Man

Tom Bell BMus/GradRNCM, PGDip

Director, RCO Scotland and RCO Northern Ireland

Andrew Macintosh MA, MPhil, ARCO, LRSM

Chief Examiner

Stephen Farr MA, PhD, FRCO

Report of the Trustees for year ended 30 June 2023

Structure, Governance, and Management of the Royal College of Organists

Founded in 1864 as the College of Organists, the College was graciously granted a Royal Charter and Byelaws on 23 November 1893. The Charter and Byelaws were most recently amended on 8 July 2009 with the approval of the Privy Council and the Charity Commission (Charity Registration Number 312847). Copies are available on the College's website (www.rco.org.uk) and in print on application to the College.

The accounts have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland issued in July 2014. The accounting policies are set out on pages 26–27.

The affairs of the College are governed by the Trustee Council constituted in accordance with the Byelaws (2009). The Trustee Council is the trustee body in accordance with the Charities Act. The day-to-day management of the College is delegated to the Chief Executive and the senior management team.

Objects of the College

The Objects for which the College is incorporated are:

- a) to promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry;
- b) to set and maintain proper standards in such arts for the benefit of the public;
- c) to educate musicians in such arts and practices;
- d) to promote study and research in such arts and practices; and
- e) to do all other such lawful things as are incidental to the attainment of the above objects.

For the purpose of attaining the Objects, but not further or otherwise, the College may exercise thirty-two specified powers set out in the Royal Charter.

Review of Activities

Governance

The College's **Annual General Meeting** took place online on 3 March 2023. The meeting was chaired by the President. It received the Annual Report of the Trustee Council and adopted the audited accounts for the year ended 30 June 2022. The Chairman of the Trustee Council spoke to the Annual Report and reviewed the College's activities in 2021/2022. An amendment to Byelaw 41 was passed.

The College's **Trustee Council** (the trustee body) met four times during the year 2022/2023, in July and November 2022, and in January and May 2023. The Trustee Council's members are listed on page 5 of this report. The Council accepts ultimate responsibility for directing the affairs of the College and for ensuring that it is solvent, well run, and delivering the objects of the Royal Charter. It has a number of clearly defined duties and responsibilities, in the areas of compliance, prudence, and care.

The Trustee Council appoints four Boards to oversee specific areas of activity:

1. Academic Board

The governance of the academic affairs of the College is vested in the Academic Board, which is appointed by the Trustee Council in consultation with the Chief Executive and the senior management team. It comprises the senior management team and a number of practitioners and scholars co-opted for their expertise and professional experience in the sector. The Board is chaired by the Chief Executive. The powers of the Academic Board encompass the design, maintenance, and review of accreditation/examination syllabuses and procedures, and the design, maintenance, and review of the RCO's education programme. The Board has oversight of quality assurance matters, and of library and learning services, and it monitors member and customer satisfaction.

The members of the Board in 2022/2023 were: Richard Brasier, Tansy Castledine, Stephen Farr (Chief Examiner), Pam Hulme, Andrew Macintosh, Andrew McCrea (Director of Studies/Secretary), Sir Andrew Parmley (Chief Executive/Chairman), David Pipe, Ghislaine Reece-Trapp, Robert Sholl, and Simon Williams.

2. Appointments and Awards Board

The Appointments and Awards Board, chaired by the President, meets to oversee the College's scheme of honorary awards and to monitor the processes whereby appointments are made. The Appointments and Awards Board is appointed by the Trustee Council.

The members of this Board in 2022/2023 were: Stephen Farr (Chief Examiner), David Hill (President/Chairman), The Lord Lisvane (Chairman, Trustee Council), Andrew McCrea (Deputy Chief Executive), Daniel Moulton (co-opted), and Sir Andrew Parmley (Chief Executive). The Clerk to the Trustee Council (Mark Brafield) was in attendance.

3. Finance Committee & 4. The RCO Foundation

During the year 2020/2021 the Trustees took the decision to establish two new sub-committees: the Finance Committee, charged with looking at every aspect of the College's expenditure, under the chairmanship of Stephen King; and the RCO Foundation, a new focus group of experts in fundraising, chaired by a past Chairman of Trustees, Prof. Christopher Wood.

The members of the Finance Committee in 2022/2023 were: Andrew Gillett, Stephen King (Chairman), Christopher Morris, Paul O'Hare (Finance Officer), and Sir Andrew Parmley (Chief Executive). The College's investment managers attend Finance Committee meetings as appropriate. In 2022/2023 the Finance Committee met

the investment managers before the January Trustee Council meeting.

In 2022/2023 the Finance Committee took legal advice about making more effective use of the College's funds for the greater good of aspiring organists, and it has continued to scrutinise the College's accounts to ensure the RCO represents value for money to its members. It tries to keep the annual subscription as low as possible.

The members of the RCO Foundation Committee in 2022/2023 were: Marianne Barton (Secretary), Stephen King, Lord Lisvane (Chairman, Trustee Council), Christopher Morris, Daniel Moulton, Sir Andrew Parmley (Chief Executive), Rachael Snaith, David Williams, and Prof. Christopher Wood (Chairman).

In 2022/2023 the RCO Foundation made excellent progress in its second full year of operation. The Foundation's recently established 'Friends of the RCO' continued to grow during the year and donations have enabled the College to launch its Organs in Schools programme. This programme is designed to place digital instruments in schools and other locations across the UK to enable young people who would not otherwise have the opportunity to learn to play the organ. The intention is that the young organists should also have access to a pipe organ near their school so that they can experience playing a traditional organ in a large acoustic. To date, the Friends have placed instruments in schools in Banbury, Canterbury, Croydon, Derry-Londonderry, Grantham, Halifax, Liverpool, Peterborough, South-East London, and Tonbridge. The College hopes to place more digital organs in maintained sector schools during the next financial year. Directors of Music in schools which could make good use of a new digital organ are being encouraged to contact the RCO's Chief Executive in the first instance.

In the College Year 2023/2024, the Trustee Council is establishing a working group to monitor and advance the College's commitment to equality, diversity, and inclusion.

Performance, achievements, and plans for the future

'To promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry.'

Membership

2022/2023

In June 2023, membership of the College was as follows: Full Members, 1,379; Student Members, 257; Affiliate

Student Members, 62; Life, Honorary, and Complimentary Members, 275; Affiliate AGO Members, 64; Affiliate RCCO Members, 5; Affiliate SCOTS Members, 8.

There were 195 new joiners, more than in 2021/2022 (167). Forty-five previously lapsed members rejoined during the year. We have seen robust numbers continue in the recently established Affiliate Member categories, particularly Affiliate AGO Membership. Affiliate SCOTS Membership moved into its second full year.

Membership rates were increased slightly from £112 to £115 for full membership and remained at £56 for student or concessionary membership. We continue to enjoy the sponsorship of Viscount Classical Organs, who offer a year's RCO subscription to their new customers. 839 members subscribed using Gift Aid (47% of the paying membership). 901 members now pay their subscriptions by Direct Debit (50% of the paying membership).

First introduced in 2021, a joint membership offer with the Musicians' Union (MU) has continued as a core membership benefit. This gives College members an ongoing 50% discount on a normal MU subscription. This '2-for-1' deal makes joint RCO and MU memberships the same price as a regular MU subscription, providing exceptional value for our members and discounted access to many important benefits such as insurance, financial advice, and legal support.

The annual President's Appeal ran for the fourteenth time in 2022/2023. The appeal raised £2,255 net of Gift Aid. The Friends of the RCO generated £21,990.

2023/2024

Membership of the College is open to all. The College will build on the positive news about higher membership numbers over the last five years as it continues to develop and enhance its membership offer and broaden its appeal to a wider part of the population. The College will continue to maximise the income from the Gift Aid scheme. Subscription payment by Direct Debit will be encouraged as it offers significant efficiency savings, as does the use of the online subscription facility.

The subscription rates for the 2023/2024 College year were set at £120 for Full Membership (a small increase), £56 for Student Membership (unaltered from 2022/2023), and £28 for Affiliate Student Membership (unaltered from 2022/2023).

Partnerships

The RCO's growing group of creative and corporate partners delivered dividends to the membership in many ways during the year, not least through a greater understanding of each other's work and by adding focus collectively on the improved delivery of member benefits. Our work with, and support for, the Society of Women

Organists and the Royal School of Church Music has led to some interesting work, in promoting women organists and composers (SWO) and in developing a collaborative approach to the training and examining of choral directors (RSCM). The College's close relationship with the Musicians' Union has developed as we strengthened our member offer as a professional institution.

Building on the very positive relationship with the American Guild of Organists, the RCO was represented at the Seattle National Convention in July 2022 and plans are under way for the College to make a visit to San Francisco in 2024.

Honours

The Medal of the Royal College of Organists (HonRCO)

The RCO Medal is awarded each year to recognise distinguished achievement in one or more areas of organ- and choral-related activity; it is also available to recognise distinguished service to the College. The Appointments and Awards Board meets to consider nominations received from various College constituencies, and recommendations are then made to the Trustee Council. In 2023, the RCO Medal was awarded to Mr David Briggs, Mr Andrew McCrea, Mr James Parsons, and Prof. Patrick Russill. The presentations were made at the Conferment Ceremony at Southwark Cathedral in March 2023. Details of 2024's honorands are scheduled for release on or around 1 January 2024.

Honorary Life Membership of the Royal College of Organists (HonLMRCO)

The Trustee Council instituted Honorary Life Membership (HonLMRCO) some years ago. In the gift of the College's Trustee Council, this award marks distinguished service to the College and recognises individuals who bring credit to the RCO in the wider world. The Lord Glenarthur, Ms Marianne Barton, and Mr Andrew Macintosh were recipients of this special membership status in 2023.

The College's National and International Profile: iNOD and *The Organ Show*

In a year which witnessed the passing of our Patron, HM Queen Elizabeth II, and the coronation of a new monarch, King Charles III, the world saw and heard some of the UK's finest organists and choirs performing at the highest level and broadcasting to unprecedented numbers. Once again, we heard the organ as the aural backdrop to moments of national and historical significance.

On International Organ Day (IOD), 22 April 2023, the RCO broadcast *The Organ Show Live* from St Paul's, Knightsbridge with an invited audience. The theme of

the show was coronation music and, for the first time, we included a wide range of choral music including newly composed *God Save the King* by Prof. Christopher Wood, a former RCO Chairman, and *The Mountains Shall Bring Peace* by Joanna Forbes L'Estrange alongside the ever popular *I was Glad* and *Zadok the Priest*.

Andrew McCrea provided an illustrated guide to coronation music through the years and the panoply of organists taking part in the broadcast included Ghislaine Reece-Trapp, Richard Hills, James Orford, and Daniel Moulton (live), and there were performances by Peter Conte (Wanamaker Organ, Philadelphia), David Enlow (Brick Church, NYC), and David Briggs (St John the Divine, NYC). *The Organ Show*, on Saturday 20 April 2024, will feature very large instruments in an international selection of secular buildings.

Marketing Communications

The College uses a broad range of print and digital channels as part of a communication strategy which emphasises the creation of strong, relevant, and interesting content for organists and choral directors.

RCO News continues to be a centrepiece of our member communications, supported by the iRCO *StopPress* online magazine for complementary material better suited to the digital format. Our email publications *RCO e-News* (member only) and *RCO e-Diary* (open subscription) are issued monthly to our mailing lists which contain a combined total of 4,956 email addresses.

Our social media presence continues to grow, with our total audience increasing by nearly 21% in 2022/2023, to reach 10,981. A slight drop in Twitter engagement has been more than offset by continued strong growth on Facebook and YouTube. We posted 682 times across these channels in the year, up 50% on the previous year. From this activity we registered 503k impressions (post views), 153k video views, and 33.5k engagements (clicks, comments, likes, etc.) – an excellent and increased engagement rate of 5.6%. Social media and email marketing are just some of the ways in which we drive engagement with the College's websites. As a result, the main RCO website (www.rco.org.uk) welcomed 56,200 visitors and hosted 101,539 sessions during the 2022/2023 year, an increase of 18% and 26% respectively.

Events and major projects

The RCO's International Organ Day (IOD) is now firmly established as a significant date in the organ calendar. The College again made *The Organ Show* the cornerstone of its own contribution, this time recorded in front of a live studio audience for broadcast on the day itself. But as ever, the real value of *The Organ Show* is in on-demand viewing figures via YouTube – the 2023 show has been watched more than 10,000 times, a threefold increase on previous years. Elsewhere, the #internationalorganday tag

once again sprang into life on social media, as hundreds of organists around the world marked the occasion with recitals, come-and-play events, favourite photographs and recordings, and shared messages of celebration. There was evidence this year that many significant organisations in the sector have now factored this event into their annual calendars, with messages and events being communicated by cathedrals, conservatoires, festivals, and media outlets, among others. Throughout the year there were also a number of individual marketing, outreach, and membership projects which supported new College activity. Notable among these were: the relaunch of the RCO Young Performer recitals; preparatory branding and website development work towards the launch of a new First Stop! outreach website; and a major IT and data review project to support the introduction in the next College year of new IT infrastructure, policies, and practices in line with current best practice and our growing online/digital requirements.

Member Benefits and Services

Developing member services and improving the membership experience continues to be a priority for the College.

Our digital content hub iRCO has established itself as an important and valued benefit for many members, with 62% of members now having registered their iRCO accounts and more than half of those having visited at least once during the 2022/2023 year. The site also reaches a sizeable global audience of non-members, and overall the site has continued to grow rapidly over the last twelve months: a total of 17,261 online sessions were recorded by 12,235 visitors (increases of 19% and 43% respectively).

To support this growth, a major revision of iRCO's navigation, search options, and user experience was implemented in autumn 2023, and received much positive feedback.

The College has continued to invest strongly in digital content over the 2022/2023 year, with 27 new items being published on iRCO – everything from teaching films to academic papers, and online classes to editorial articles. There are now more than 500 pieces of high-quality learning content on iRCO, including films, papers, publications, articles, and other downloads. Alongside this, the College's non-digital/physical events programme began to take shape again post-pandemic; while attendee numbers remained slightly lower than in previous years, there is evidence of a growing recovery in this area, and the College's marketing team will continue to promote and support this shift back towards a balanced, hybrid model.

Throughout the year we have continued to work with our partners at the Musicians' Union on a growing suite of services for organists in their working lives. The core of the partnership is a joint membership rate which allows RCO members to join the MU for 50% of the usual rate. Together we have been working on projects which will ultimately



provide new contract templates for working organists, new promulgated (recommended) rates of payment, and a new series of Working Webinars designed to provide College members with continuing professional development in a wide range of critical work-related areas such as health and wellbeing, contract and employment law, and safeguarding.

Feedback from members and other customers provides an essential platform for continual improvement. Our customer satisfaction and feedback processes remain at the heart of our planning and service development, and we continue to be encouraged by the high satisfaction ratings received for both our digital and ‘real-world’ services. Across all our activity, our ongoing Net Promoter Score (which encapsulates the balance between positive and negative feedback) has reached an exceptional +76.

Awards and Bursaries

In 2022/2023, over £50,000 was disbursed from the College’s scholarship and prize funds. Disbursements supported RCO examination prizes (two sessions), awards for short courses (such as the RCO Summer Course and Oundle for Organists courses), and bursaries to assist undergraduates and postgraduates studying the organ and/or choral direction. The College also supported tuition in several schools by paying for an organ tutor.

Renewed thanks are expressed to the United Grand Lodge of England for its continued support in providing bursaries for individual organ lessons and to enable attendance on short courses. Some seventeen recipients benefited from the Lodge’s generosity in 2022/2023. Thanks are also due to the Champniss Foundation for its contribution to offset funds the College expended on supporting a period of organ tuition at the East London School of Music, a church now benefiting from a re-housed ‘redundant’ organ (the subject of recent television coverage about organ heritage).

‘To set and maintain proper standards in such arts for the benefit of the public.’

RCO Accreditation

Diploma Examinations

Variations to diploma regulations (originating in the revised provisions for the pandemic) continued in examination year 2022/2023. These allowed for remote assessment of the organ playing parts of the practical examinations (relying on AV submission) to take place at CRCO and at the higher diploma levels where an exception was held. Otherwise, ARCO and FRCO organ playing reverted to in-person examination at an RCO examination centre. Keyboard skills tests were remote assessment at all levels and the written examinations were delivered according to an open-book methodology. This year saw the consolidation

of administrative processes for an increasingly hybrid mode of delivery. The Academic Board scrutinised this transition as well as all quality assurance matters relating to diploma content and assessment procedures.

It was pleasing to record the names of 44 members successful in RCO diploma accreditation in 2022/2023. In addition, there were two recipients of the Certificate of Accredited Membership and two recipients of the Certificate of the Scottish Churches Training Scheme (SCOTS).

In 2022/2023, five RCO members were awarded the Colleague diploma (CRCO), 22 the Associateship diploma (ARCO), and 17 the Fellowship diploma (FRCO). There were no candidates for the DipCHD examination. 14 successful diploma candidates were in receipt of one or more examination prizes.

CRCO

Statistics for examination year 2022/2023 (Summer 2022 and Winter 2023), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W23	S22	W22	S21	S20/W21	W20	S19
3	6	5	7	12	11	16

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W23	S22	W22	S21	S20/W21	W20	S19
3	4	4	7	12	10	13

Passes:

W23	S22	W22	S21	S20/W21	W20	S19
2	3	2	6	12	3	4

Passes in one attempt:

W23	S22	W22	S21	S20/W21	W20	S19
1	3	1	4	2	1	4

Candidates examined in Organ Pieces:

W23	S22	W22	S21	S20/W21	W20	S19
1	6	5	5	6	6	11

Pass rate in Organ Pieces:

W23	S22	W22	S21	S20/W21	W20	S19
100%	100%	60%	80%	100%	50%	73%

Candidates examined in Organ Tests:

W23	S22	W22	S21	S20/W21	W20	S19
3	5	5	7	10	9	15

Pass rate in Organ Tests:

W23	S22	W22	S21	S20/W21	W20	S19
67%	60%	60%	86%	80%	11%	33%

Candidates examined in the Written Paper:

W23	S22	W22	S21	S20/W21	W20	S19
1	3	3	5	6	6	9

Pass rate in the Written Paper:

W23	S22	W22	S21	S20/W21	W20	S19
100%	100%	100%	100%	100%	67%	78%

ARCO

Statistics for examination year 2022/2023 (Summer 2022 and Winter 2023), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W23	S22	W22	S21	S20/W21	W20	S19
38	29	32	49	62	46	54

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W23	S22	W22	S21	S20/W21	W20	S19
30	20	22	42	50	35	40

Passes:

W23	S22	W22	S21	S20/W21	W20	S19
13	9	12	29	33	11	16

Passes in one attempt:

W23	S22	W22	S21	S20/W21	W20	S19
8	4	5	12	19	3	10

Candidates examined in Organ Pieces:

W23	S22	W22	S21	S20/W21	W20	S19
27	20	20	32	40	16	35

Pass rate in Organ Pieces:

W23	S22	W22	S21	S20/W21	W20	S19
59%	50%	60%	72%	88%	63%	74%

Candidates examined in Organ Tests:

W23	S22	W22	S21	S20/W21	W20	S19
25	17	16	32	43	18	34

Pass rate in Organ Tests:

W23	S22	W22	S21	S20/W21	W20	S19
68%	71%	69%	84%	90%	56%	59%

Candidates examined in Written Paper I:

W23	S22	W22	S21	S20/W21	W20	S19
27	13	12	33	37	19	24

Pass rate in Written Paper I:

W23	S22	W22	S21	S20/W21	W20	S19
74%	85%	83%	85%	76%	84%	75%

Candidates examined in Written Paper II:

W23	S22	W22	S21	S20/W21	W20	S19
29	16	18	33	40	18	25

Pass rate in Written Paper II:

W23	S22	W22	S21	S20/W21	W20	S19
69%	56%	61%	79%	83%	50%	52%

FRCO

Statistics for examination year 2022/2023 (Summer 2022 and Winter 2023), with previous sessions to Summer 2019

Total applications (full-entry and sectional applications, and incl. absentees):

W23	S22	W22	S21	S20/W21	W20	S19
26	22	20	30	36	24	22

Aiming to complete (full-entry and sectional applications, and incl. absentees):

W23	S22	W22	S21	S20/W21	W20	S19
22	15	16	25	29	18	19

Passes:

W23	S22	W22	S21	S20/W21	W20	S19
10	7	11	8	20	5	8

Passes in one attempt:

W23	S22	W22	S21	S20/W21	W20	S19
2	5	2	4	8	3	3

Candidates examined in Organ Pieces:

W23	S22	W22	S21	S20/W21	W20	S19
12	11	8	20	23	14	13

Pass rate in Organ Pieces:

W23	S22	W22	S21	S20/W21	W20	S19
42%	73%	75%	65%	78%	79%	62%

Candidates examined in Organ Tests:

W23	S22	W22	S21	S20/W21	W20	S19
8	12	3	16	21	17	12

Pass rate in Organ Tests:

W23	S22	W22	S21	S20/W21	W20	S19
63%	92%	100%	81%	95%	76%	50%

Candidates examined in Written Paper I:

W23	S22	W22	S21	S20/W21	W20	S19
14	13	8	21	21	11	7

Pass rate in Written Paper I:

W23	S22	W22	S21	S20/W21	W20	S19
50%	77%	88%	67%	76%	55%	71%

Candidates examined in Written Paper II:

W23	S22	W22	S21	S20/W21	W20	S19
19	15	10	24	18	11	6

Pass rate in Written Paper II:

W23	S22	W22	S21	S20/W21	W20	S19
89%	60%	60%	58%	67%	55%	67%

The regulations for the Examination Year 2022/2023 were published in 2021, and those for Examination Year 2023/2024 in 2022. Comments were made above about variations to the regulations which specified alterations to the standard regulations. The system of variations will cease after the Winter 2024 session.

The College continues to be grateful to the United Grand Lodge of England for their generosity in donating annual funds to support the examination prizes at Colleague level, including a specially named award for the highest aggregate score called The Freemasons' Prize.

Certificate of Accredited Membership (CAM)

This Certificate award has marked an important step towards reforming the accreditation programme so that the RCO can provide opportunities to acquire awards from the early stages to (equivalent) postgraduate level. CAM offers the player a developmental route from foundation level (roughly equivalent to ABRSM/TCL Grade 2) via the intermediate level (around Grade 4) to advanced level (around Grade 6). Open to all, and with flexibility in its submission procedures, the Certificate scheme provides either an end in itself or a series of stepping stones towards the diplomas, and it offers a discounted Year 1 membership fee for non-members.

To 30 June 2023, and since its commencement in 2017, over 40 organists have been accredited through the CAM scheme. The majority of the applicants have used the audio-visual submission option, and this has proved attractive to a number of overseas candidates. The applicant numbers remain relatively low and consideration will be given in 2023/2024 to improved publicity.

Accrediting Organ Teachers and Organ Teaching

The College runs a programme to accredit teachers of the organ. The year ended with 28 Accredited Teachers, two fewer than at the same point in 2022. A number of teachers resigned owing to retirement or changes in work patterns. Balancing this, two new teachers have been recruited in areas where we previously had none: Norwich and Bristol. Continuing the process due every four years, six teachers were reaccredited.

In addition to the Accredited Teachers' scheme, an RCO programme for accrediting institutions for their organ teaching was launched in January 2020. This programme aims to consolidate collaborations and to encourage the sharing of ideas and approaches to teaching and learning, mainly in schools; it also encourages the co-branding of activities for marketing and fundraising purposes, and it provides benefits such as access for students of accredited institutions to the RCO's digital learning platforms and to RCO events at a discount. Students (pre-tertiary) of RCO Accredited Institutions may join the College at a very favourable rate (as Affiliate Student Members), equivalent to half of the prevailing student membership fee. At the end of College year 2022/2023 twelve schools and the Young Organ Scholars' Trust (YOST) had been accredited. Discussions are ongoing with other schools, maintained and independent. Encouraging schools in the maintained sector to enter the scheme remains a challenge. A general lack of disposable funds to cover the annual accreditation fee is a deterrent.

In March a number of Affiliate Student Members (by virtue of their schools being accredited) were brought together to mount a very successful series of lunchtime recitals under the banner of 'RCO Young Performers'.

The idea for a lunchtime series celebrating the talent, hard work, and achievements of young organists was first brought to fruition in 2006 by former RCO President Catherine Ennis, to whose memory this latest series was dedicated. Catherine was a lifelong advocate for young musicians and musicianship. Over the course of three weeks we were delighted to welcome organists from RCO Accredited Institutions Norwich School, Radley College, and Uppingham School to play at St Mary-le-Bow church in the City of London. Leeds Cathedral hosted a recital in the series which included organ students from the Junior RNCM. The College is grateful to the church authorities involved for their hospitality and extends its grateful thanks to John Higham KC for his sponsorship of the series.

'To educate musicians in such arts and practices.'

RCO Learning

Regional, National, and International Engagement

The College works for the recruitment and nurturing of the next generation of young organists; supports those seeking accreditation in organ playing, organ teaching, and choral directing; provides personal and professional development for organists of all ages, levels of attainment, and aspirations; and creates opportunities for the sharing of common interests and the exploration of the organ and its associated repertoires.

In 2016 the College adopted a regionally conceived management structure. In tandem with this, engagement events and educational classes and courses have been planned and delivered on a regional basis, directors in each of the regions overseeing and delegating as appropriate to local consultants (Regional Consultants). The aims have been to grow RCO membership and increase take-up for both RCO accreditation (diplomas and the Certificate of Accredited Membership) and educational services.

The RCO regions are as follows:

RCO East/South/South-West England (Director: Simon Williams)

RCO Midlands, and Mid/South/West Wales (Director: Andrew McCrea)

RCO North of England/North Wales/Isle of Man (Director: Tom Bell)

RCO Scotland and RCO Northern Ireland (Director: Andrew Macintosh)

The reports of the regional directors on the activities in their areas follow below.

The College is grateful to all those who have agreed to act as supporting Regional Consultants in the RCO regions and

for their professional expertise and support of the College's mission.

Since the introduction of the College's regional structure, activity has been divided between centrally organised events (including those with national and international reach), those organised locally, and those run by other organisations but with input from the College. The recent pandemic meant some adaptation of the regional structure in order to deliver online learning.

RCO East/South/South-West England (including national events and online courses)

National Events

It was heartening to start the year with a return to in-person tuition at both of our flagship residential courses. The Organ Student Experience (TOSE) ran in Oxford at the end of July with 40 ambitious teenage organists, supported once again by a generous grant from the GMC Trust. The RCO Summer Course for Organists, based as usual at St Giles Cripplegate Church in London's Barbican Centre, attracted 39 participants, most of them adult, amateur organists. There were fewer participants on the Summer Course than pre-pandemic (2019 had 54). This is probably attributable to a number of factors including a continuing reluctance to stay in big cities, an escalation in the cost of living leading people to trim their spending, and a number of regular attenders deciding that post-pandemic it was time to stop studying/playing. Also, there was uncertainty around travel with train strikes and flight cancellation/strikes.

Both courses have a reputation for providing excellent tuition whilst offering a wide range of fine organs for participants to play. The College is indebted to the respective artistic directors, Daniel Moulton and Andrew Cantrill-Fenwick, for their time, expertise, and dedication to these courses.

The RCO Organ Forum returned after an enforced break for Covid, with a day centred around the new French Romantic-style organ at the Church of Our Lady of Victories, Kensington, London, devised by Richard Brasier and focused on the music of César Franck. We are grateful to the PF Charitable Trust for its longstanding support of the Forum.

After several pandemic-related postponements, the planned annual overseas study trip, also directed by Richard Brasier, took place in May. Participants were able to play and receive tuition on historic organs in Lübeck, Hamburg, and Stade.

In March, three recitals took place at St Mary-le-Bow in the City of London given by RCO Affiliate Student Members (the RCO Young Performers series). A fourth recital in this series took place at Leeds Cathedral (see above for further comment in the section on the RCO's Institutional Accreditation programme).

In-person events in the East, South, and South-West regions

The RCO's Regional Consultant for Norfolk, Julian Haggett, organised and ran two successful events, one in Sandringham, the other in Norwich. Our classes programme, taught by RCO Accredited Teachers, made a deliberately cautious post-pandemic comeback with five classes in and around London. Attendance at most was good though two sold only two or three of the six playing places.

Online learning

Two diploma-related series of online classes took place, one focusing on theory, the other on aural skills. Either the subject matter was not attractive, or the appetite for the online learning experience had declined; either way, attendance was rather lower than anticipated. A series of classes on CRCO and ARCO hymn playing was cancelled as there were no takers. We will continue to offer carefully considered online learning opportunities and monitor take-up and feedback.

Looking ahead

Further iterations of the programme of national events reported above will run in the next College year, with an Organ Forum on the music of J. S. Bach at the Royal Birmingham Conservatoire, and an overseas study trip to the Netherlands. The classes programme will return to something approaching its pre-pandemic level of activity. New this year is a series of online 'Working Webinars', offering development opportunities for those already in the profession, beginning with a focus on health and wellbeing. Also new is the creation of the TOSE (The Organ Student Experience) Community. This expands the annual TOSE Week (for grade 7+ teenagers) and TOSE-in-a-Day (for grade 5+ teenagers) in-person events into a year-round offering, with twice-a-term online meetings for RCO student members, irrespective of their level of attainment.

RCO Midlands and Mid/South/West Wales

Several classes were offered in three towns in the east midlands in 2022/2023 but take-up was poor. Two of the events were eventually converted into individual lessons with the tutor. A further initiative to provide a 'taster day' for youngsters did not run. Events for 2023/2024 and beyond are being planned at the time of writing. A number of interactions with active local organists' associations are envisaged.

Three RCO-nominated recitalists were chosen to represent the College at the Hereford Three Choirs Festival in 2022. The annual connection with the Three Choirs organisation is much valued, and it brings professional and developmental opportunities for our young professional players, most of whom are recent examination prize-winners.

RCO North of England/North Wales/Isle of Man

A programme of six classes was promoted in the region during the period under review. Attendance still varies rather more than was the case prior to the pandemic, but the recovery trend is a broadly positive one. Twice as many people attended RCO classes in the region in 2022/2023 as did during 2021/2022. This is encouraging, not least since we actually ran fewer classes in total this year.

A highlight of the year was a joint event with the Newcastle and District Society of Organists (NDSO) celebrating the music of César Franck: a lecture and a class from Franck scholar Richard Brasier preceded a recital by James Lancelot. The latter included a piece unpublished prior to its appearance in Richard's Lyrebird edition of Franck's organ music. Jon Baxendale of Lyrebird also produced a bespoke booklet for the day, free of charge. Huge thanks are expressed to all involved with the arrangements for this event. The idea of an annual NDSO/RCO day focusing on the work of a particular composer is an appealing one. A Byrd anniversary event was planned for September 2023.

Joint ventures with local IAO groups continue to be a feature of the work of the RCO in the region. Our partnership with the NDSO results in several classes per year in that area. There are also annual classes with the Cumbrian Society of Organists (in 2022/2023 this event was one of the best supported classes of the year), and the Manchester Organists' Association (again, well supported). The MOA class in 2023 was hosted by Manchester Cathedral and led by Christopher Stokes – another important relationship. The Liverpool Organists' Association will join with the RCO to present a class in 2023/2024, in what the College hopes will grow to become another regular feature of our annual programme. Heartfelt thanks are expressed to all concerned. These relationships are uniformly positive and (it is hoped) symbiotic.

Institutional Accreditation has proved to be a fruitful scheme in the region. Manchester Grammar School and Bolton School joined the ranks in 2022/2023; the College extends a warm welcome to them. We look forward to working with all our accredited institutions over the coming year. A focal point for this will be RCO Young Performers Concert in Leeds, as part of the Leeds International Concert Season. In 2023 this was a tremendous success, and a fantastic opportunity for talented young players to perform in a significant and well-established recital series. The Leeds audiences are very supportive. Gratitude is expressed to Darius Battiwalla (Leeds City Organist) and his colleagues for their warm support, and of course to the players and their teachers.

RCO Scotland and RCO Northern Ireland

Following its relaunch in 2021, RCO SCOTS (the Scottish Churches Organist Training Scheme) held local organ workshops in Dundee on 1 April and Stenhousemuir on 24

June. There were eight Affiliate SCOTS members during the year, two of whom have now achieved Stage 1 assessments. We intend to provide resources on iRCO aimed at the SCOTS constituency and the first tranche of this material has now been commissioned. We continue to work with the other partners in the scheme to promote it widely across all denominations in Scotland.

Take-up of the scheme has been slower than hoped, with widespread closures in the Church of Scotland having a significant impact on the demand for organists. The C of S has shown no interest in promoting our events despite nominally being a partner in the scheme. Our experience on the ground suggests that demand is still there but we will have to work harder to reach people. We continue to keep this under review, and we are supporting and encouraging other parties' efforts to raise the profile of the organ with the church authorities.

RCO Library Collections

The RCO works in collaboration with two institutions to provide access to the RCO's collections: Birmingham City University (the Curzon Library, RCO collection in co-location with the collections of the Royal Birmingham Conservatoire) and the Royal College of Music in London. The RCO warmly welcomes the links to these institutions. After the disruption of the pandemic it has been good to enjoy renewed activity in 2022/2023 on the management of these collections so that they can be more visible to members as well as scholars more generally.

Tudor Organs

At the beginning of this period, the Wetheringsett Organ was situated at St James and St Basil, Newcastle upon Tyne, and the Wingfield Organ was at Fotheringhay Church. The Wetheringsett was moved to Newcastle Cathedral in November 2022, since when it has been used often in services, recitals, and workshop events. It is hoped that the instrument will stay in situ for some considerable time in order for research work to gather momentum. This will be in collaboration with the two universities in Newcastle and the Cathedral. Since late 2022 the Wingfield has enjoyed a fruitful residency at Bradford Cathedral.

RCO Journal

The Journal of the Royal College of Organists vol. 15 (2022) was published in August 2023 and vol. 16 (2023) is in preparation. Contributing to the College's long-standing commitment to commissioning original research, the *Journal*, and previous RCO scholarly publications, became available during 2016 in the full-text version of the International Repertory of Music Literature (RILM). This issue and previous issues are also available on iRCO.

National Pipe Organ Register (NPOR)

The College continues to provide management services to the British Institute of Organ Studies (BIOS) to facilitate the day-to-day running of this important resource. A meeting of the NPOR editors, the first in some years, took place in Cambridge in May.

Financial Review

The detailed College accounts follow this report. The Trustee Council reviews all aspects of the College's finances on a regular basis. The budgetary control and the attendant management information systems are satisfactory.

Reserves Policy

General Reserves

The College will draw on reserves as required to maintain its current level of activity. The Trustees believe that the reserves as at 30 June 2023 are sufficient to meet the current and future needs of the beneficiaries. Donations and Legacies are an essential element in our income. Income under this heading has varied from year to year; this year £78,069 was received (2022: £67,110).

Unrestricted Funds

The College amalgamated the investments from the Education and Library funds into the General Fund. The purpose of having a single managed fund is to make savings in fund management fees. Therefore, a transfer was made out of designated funds into the general fund.

Restricted and Endowment Funds

These funds are in large part endowments and the income generated is restricted to a specific use.

The total funds of the College at 30 June 2023 were £3,230,920 of which £1,706,401 were Unrestricted, £955,006 represented Restricted Funds, and £569,513 represented Endowments for particular purposes as described in note 12 of the accounts.

The College will seek to ensure that the anticipated income stream from its investments is adequate for its day-to-day operational requirements. Wherever possible, surpluses will be reinvested in the fund.

Investment Policy

The College's investment managers, Brewin Dolphin Limited, presented their review of the investment market and the College's portfolio at a Trustee Council meeting.

The College's investments have performed broadly in line with expectations in what has continued to be a very challenging economic climate.

Remuneration Policy

Key staff are paid in line with staff in similar charities. Salaries are reviewed annually and revised in line with changes to workload and responsibilities.

Legacies, donations, and support

The College is profoundly grateful for the generosity of those who make gifts or donate funds to assist us in our work.

For the fourteenth year our annual appeal for additional donations was made alongside the request for subscriptions by the College President. This raised £2,255 net of Gift Aid.

In addition to those donating to the President's Appeal our work has been supported by the following individuals and institutions over the course of the year:

The estate of P. B. Tomblings
Donation to the educational work of the College

The estate of Dr Francis Jackson CBE
Donation to the educational work of the College

United Grand Lodge of England
Donation to the educational work of the College

Cheshire Pitt Club
Donations to the educational work of the College

Professor Christopher Wood
Support of the work of the College

Mr John Higham KC
In support of RCO Young Performers

GMC Trust
RCO Academy – supporting young organists

Masonic Charitable Foundation
Donation to the educational work of the College

Horlock Educational Trust
Donation in support of organs in schools

Champniss Foundation
Donation to the educational work of the College (specifically the East London School of Music)

The Percy Whitlock Trust
Donation to the library and to the educational work of the College

The College would like to record special thanks to Viscount Organs for their ongoing support and sponsorship of the educational work of the College.

Anniversary Circle and the ‘Friends of the RCO’

The College does not receive any state support and is dependent on member subscriptions, project funding from trusts, and ad hoc benefaction from individuals. In conjunction with the 150th anniversary in 2014, the ‘Anniversary Circle’ was launched in order to establish a new community of individual and corporate benefactors through which the College aims to build the strongest possible platform for its work long into the future. The Anniversary Circle has been revised to form the ‘Friends of the RCO’ (see above).

The following kindly donated to one or both initiatives in 2022/2023:

Peter Armitage	Philip Meaden
Peter Bassett	Philip Moore
Brian and Pauline Caswell	Michael Nicholas
Janet Darbyshire	Andrew Parmley
Kathleen Duncan OBE	Wendy Parmley
Archibald Ewing	Lionel Pike
Christopher Fletcher-Campbell	Pamela Room
Kim Gilbert	David Saint
Andrew Gillett	Dean Spielmann
Stephen Gilling	Viscount Organs
John Higham KC	David Wakefield
Brenda Layzell-Smith	Stephen Wellington
The Lord Lisvane	Keith Winpenny
Gerald Malton	Christopher Wood
Hugh Mather	Edward Yendall

Support in Kind

The Dean and Chapter of Southwark Cathedral
The Cavalry and Guards Club

The College wishes to thank the authorities and the staff of the many churches and academic institutions it has liaised with during the year. It is grateful for any unpaid assistance offered, and for the many instances of goodwill extended.

Statement of Trustees’ Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with the law applicable to charities in England and Wales. Law applicable to England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally

Accepted Accounting Practice (United Kingdom accounting standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of incoming resources for that period and:

- select suitable accounting policies and apply them consistently; and
- observe the methods and principles in the Charities’ Statement of Recommended Practice; and
- make judgements and estimates that are reasonable and prudent; and
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position and for ensuring that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard for the Charity Commission’s general guidance on public benefit.

Audit Information

So far as each of the Trustees at the time the Trustees’ report is approved is aware:

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

Auditors

Moore Kingston Smith LLP have indicated their willingness to continue in office and it is proposed they be re-appointed as auditors for the ensuing year.

Risks and Outlook

The Trustee Council and the management team have review processes in place which include an assessment of the risks faced by the College, and the monitoring of these.

The prosperity of the College and the achievement of its objectives are directly related to the prosperity, rituals, and facilities of a small number of institutions, many religious, served by its members. The College has little influence over these, but seeks to address this risk by the excellence of its achievements and plans for the future described earlier in this report. By promoting the highest professional and artistic standards and encouraging wide interest in organ playing and choral directing among the community generally, these activities are intended to support the continuing prosperity of these institutions.

The College's opus operandi, activities, and digital campus (iRCO) are heavily dependent on the College remaining at the forefront of relevant digital technology, and its proper implementation and adaptation to the College's requirements. This is updated and reviewed periodically.

The financial position of the College is greatly dependent on the valuation of and income from its investments; and also from the flow of donations and particularly legacies. The bequests necessary to finance the College's operating deficiencies can be unpredictable and intermittent, and for these reasons, and to secure bequests of sufficient size, the RCO Foundation has been set up. The Foundation will be addressing these issues as a matter of priority. Through a network of Individual and Corporate Friends, and of Creative Partners, the Foundation will be seeking to establish meaningful and lasting financial relationships and a significant increase in legacy giving.

Loss of key staff is mitigated by active succession planning, the review of recruitment processes, and staff training. The implementation of a regional management structure has reduced vulnerability through the devolution of responsibilities.

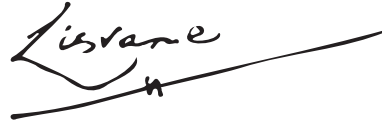
Budgetary control and financial reporting risks are mitigated by maintaining a link between budgets and business planning/objectives, the use of proper costing procedures for service delivery, and the regular review of reserves and investments. The Finance Committee reviews the management accounts on a monthly basis.

Public perception risk is mitigated by communications with supporters and beneficiaries using the website and print and digital publications; these ensure that good-quality reporting of the charity's activities and financial situation is in place.

Thanks to our staff

The College is fortunate to have a dedicated team of staff supported by a small, hard-working group of freelancers and contractors providing specialist services. The Trustees are grateful for their combined efforts.

By order of the Trustees

A handwritten signature in black ink that reads "Lisvane". The signature is written in a cursive style and is positioned above a horizontal line that extends to the right.

The Lord Lisvane KCB, DL, MA
Chairman of the Trustee Council

Date: 12 January 2024



RCO

Independent Auditor's Report to the Trustees of The Royal College of Organists

We have audited the financial statements of the Royal College of Organists for the year ended 30 June 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2023, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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 course of 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 themselves. 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 Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement set out on page 18, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures

in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Date: 19 February 2024

Moore Kingston Smith LLP, Statutory auditor
6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Statement of Financial Activities Year end 30 June 2023

	Notes	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023	Total 2022
		£	£	£	£	£
Income and endowments						
<i>Donations and legacies</i>	2	78,069	-	-	78,069	67,110
<i>Charitable activities</i>						
Annual subscriptions	3	177,584	-	-	177,584	178,433
Examination fees	3	37,122	-	-	37,122	42,846
Events	3	68,407	-	-	68,407	44,685
<i>Investment income</i>	4	69,429	41,903	-	111,332	106,527
Total income		<u>430,611</u>	<u>41,903</u>	<u>-</u>	<u>472,514</u>	<u>439,601</u>
Expenditure						
<i>Cost of raising funds</i>						
Fundraising and publicity		69,396	-	-	69,396	40,225
Investment Management Fees		10,147	4,601	2,850	17,598	19,183
<i>Charitable activities</i>		504,573	65,851	-	570,424	495,367
Total expenditure	5	<u>584,116</u>	<u>70,452</u>	<u>2,850</u>	<u>657,418</u>	<u>554,775</u>
Net operating income/(expenditure)		(153,505)	(28,549)	(2,850)	(184,904)	(115,174)
Net gain/ (loss) on investments	9	3,140	1,487	922	5,549	(327,361)
Transfer between funds	12	(1,089)	108,757	(107,668)	-	-
Net income/(expenditure) and net movement in funds		<u>(151,454)</u>	<u>81,695</u>	<u>(109,596)</u>	<u>(179,355)</u>	<u>(442,535)</u>
Fund balances brought forward at 1st July 2022		<u>1,857,855</u>	<u>873,311</u>	<u>679,109</u>	<u>3,410,274</u>	<u>3,852,810</u>
Fund balances carried forward at 30th June 2023	12	<u>1,706,401</u>	<u>955,006</u>	<u>569,513</u>	<u>3,230,920</u>	<u>3,410,274</u>

All amounts related to continuing activities.

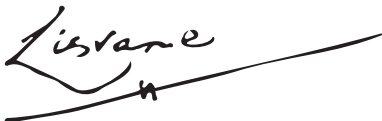
All recognised gains and losses are included in the Statement of Financial Activities.

Balance Sheet at 30 June 2023

	Notes	2023	2023	2022	2022
		£	£	£	£
Fixed Assets					
Investments	9		<u>3,161,998</u>		<u>3,367,811</u>
			3,161,998		3,367,811
Current Assets					
Debtors and advance payments	10	84,753		73,738	
Bank and cash		<u>149,990</u>		<u>114,423</u>	
		234,743		188,161	
Creditors: Amounts falling due within one year	11a	<u>(165,821)</u>		<u>(145,698)</u>	
Net Current Assets			68,922		42,463
Net Assets			<u><u>3,230,920</u></u>		<u><u>3,410,274</u></u>
Represented by:					
Funds					
Endowment funds	12		569,513		679,109
Restricted funds	12		955,006		873,311
Unrestricted funds					
- Designated	12		-		1,798,156
- General	12		<u>1,706,401</u>		<u>59,699</u>
			<u><u>3,230,920</u></u>		<u><u>3,410,274</u></u>

The financial statements were approved by the Trustee Council (trustee body) and authorised for issue on 12 January 2024.

The notes on pages 26 to 35 form part of these financial statements.



Lord Lisvane
Chairman of Trustee Council

Statement of Cash Flows

Year end 30 June 2023

	2023 £	2022 £
Cash flow/(outflow) from operating activities		
Net cash (used in) operating activities	(287,127)	(216,784)
Cash flows from investing activities		
Investment income and interest received	111,332	106,527
Proceeds from disposal of fixed asset investments	1,242,006	938,815
Acquisition of fixed asset investments	(1,010,677)	(1,031,701)
Additions to cash held in investment portfolio	(19,967)	112,234
Net cash provided by investing activities	<u>322,694</u>	<u>125,875</u>
Net increase/(decrease) in cash and cash equivalents	35,567	(90,909)
Cash and cash equivalents at beginning of year	114,423	205,332
Cash and cash equivalents at end of year	<u><u>149,990</u></u>	<u><u>114,423</u></u>

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net expenditure including endowments	(179,355)	(442,535)
Adjustments for:		
Investment income	(111,332)	(106,527)
Net (gains)/ losses on investments	(5,549)	327,361
(Increase)/ decrease in debtors	(11,016)	8,617
Increase/ (decrease) in creditors	20,125	(3,700)
Net cash (used in) operating activities	<u><u>(287,127)</u></u>	<u><u>74,193</u></u>



Notes to the Financial Statements for year ended 30 June 2023

1 Accounting Policies

a) Accounting Convention

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are applied consistently and are set out below.

b) Going Concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. After making enquiries, the Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to

continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) Fund Accounting - Unrestricted Funds

Reserves Policy and Fund Accounting

The Trustees have reviewed the College's need for reserves in line with the guidance issued by the Charity Commission. They have identified the future needs of the College and where appropriate have set aside funds or designated funds to meet those needs.

The balance of the funds, after the separation of restricted and designated funds, represent the College's general or free reserves. They can be used at the Trustees' discretion for the general running of the College. A statement of the Trustees' view of the necessary level of unrestricted reserves is made on page 17.

d) Restricted, Designated and Endowment Funds

The College's Restricted and Trust Funds consist of a number of different funds where the donor has imposed restrictions on the use of the funds which are legally binding. The accounting records separate these restricted funds from the unrestricted funds of the College.

A schedule of the movements on each individual fund during the year are set out in note 12.

The College's Designated Funds are funds set aside at the Trustees' discretion for specific purposes. These purposes are set out in note 12.

Permanent endowment funds must be held permanently by the Trustees and income arising is separately included in restricted funds for specific use as defined by the donors.

e) Income

Subscriptions for 2022/2023 are shown in the accounts on a receivable basis with provision being made for those amounts considered irrecoverable. Subscriptions income received in April, May and June 2023 is assumed to relate to 2023/2024 and is therefore deferred. Exam fees income relating to exam sittings post year end and advance payments for the programme of RCO Academy classes and events taking place in 2023/2024 are treated as deferred income. Investment income and Gift Aid income relating to 2022/2023 is accrued. All other income, including recoverable tax credits, is included in income when it is received.

Donations and gifts in kind include assets and resources received from many benefactors. Income is recognised as soon as there is probability of receipt and the value can be measured with reliability.

f) Heritage Assets

The College is the owner of a library of Organ and Choral music and books. Many precious works are contained in the library which is housed and managed on behalf of the College by Birmingham City University and the Royal College of Music. The collection is considered irreplaceable and as such it is not possible to attribute a reliable cost or value to it. It is additionally considered that the process of obtaining valuations of the collection would be disproportionate to any public benefit that might be derived and that it is impractical to apply conventional valuation techniques to the collection, due to the uniqueness of its nature.

g) Investments

Investments are included at market value as at the balance sheet date in accordance with the SORP. Realised and unrealised gains or losses on assets are accounted for within the particular fund of which the asset forms a part.

h) Apportionment of Expenditure

All expenditure is accounted for on an accruals basis and is analysed into the categories required by the SORP.

Notes 5 and 6 to the financial statements provide an analysis of each of the relevant categories according to function.

Staff costs are apportioned in accordance with time spent within each category.

Governance costs represent the institutional costs of

the College.

i) Pensions

The College runs a non contributory defined contribution scheme for its employees. Alternatively, the College will make a contribution to the personal pensions schemes of employees. Contributions payable are charged in the Statement of Financial Activities.

j) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

k) Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 10 and 11 for the debtor and creditor notes.

l) Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

m) Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the Financial Statements

Year end 30 June 2023 (continued)

2 Donations and legacies

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
Donations (including gift aid)	71,577	-	-	71,577
Legacies and bequests	6,492	-	-	6,492
	<u>78,069</u>	<u>-</u>	<u>-</u>	<u>78,069</u>
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022
	£	£	£	£
Donations (including gift aid)	53,776	-	-	53,776
Legacies and bequests	13,334	-	-	13,334
	<u>67,110</u>	<u>-</u>	<u>-</u>	<u>67,110</u>

3 Charitable activities

All income from charitable activities in the current and prior year related to unrestricted funds.

4 Investment income

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
Investment income	<u>69,429</u>	<u>41,903</u>	<u>-</u>	<u>111,332</u>
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022
	£	£	£	£
Investment income	<u>71,360</u>	<u>21,714</u>	<u>13,453</u>	<u>106,527</u>

Investment income is derived from listed securities, common investment funds and bank interest.

5 Total Resources Expended

	Activities Undertaken Directly	Grants	Support Costs (Note 6)	Total 2023
	£	£	£	£
Cost of raising funds				
Fundraising and publicity	-	-	69,396	69,396
Investment Management Fees	17,598	-	-	17,598
Charitable activities				
Examinations	74,638	-	56,392	131,029
Publications	37,180	-	28,091	65,270
Library and other	10,770	-	8,137	18,907
Scholarships and Prizes	-	59,481	44,940	104,421
Events	119,003	-	89,912	208,915
Membership Services	12,042	-	9,098	21,140
EEOP Project	3,446	-	2,604	6,050
Governance	-	-	14,692	14,692
	<u>274,676</u>	<u>59,481</u>	<u>323,261</u>	<u>657,418</u>

Notes to the Financial Statements
Year end 30 June 2023 (continued)

5 Total Resources Expended (continued)

	Activities Undertaken Directly £	Grants £	Support Costs (Note 6) £	Total 2022 £
Cost of raising funds				
Fundraising and publicity	-	-	40,225	40,225
Investment Management Fees	19,183	-	-	19,183
Charitable activities				
Examinations	74,150	-	70,578	144,729
Publications	28,259	-	26,897	55,156
Library and other	7,276	-	6,925	14,201
Scholarships and Prizes	-	38,128	36,292	74,420
Events	74,367	-	70,785	145,152
Membership Services	21,728	-	20,681	42,410
EEOP Project	1,370	-	1,304	2,674
Governance	-	-	16,625	16,625
	<u>226,333</u>	<u>38,128</u>	<u>290,314</u>	<u>554,776</u>

6 Support Costs

	Cost of Raising Funds £	Charitable Activities £	Governance £	Total 2023 £
Advertising and publicity	69,396	-	-	69,396
Wages and salaries	-	107,879	-	107,879
Rent, rates, services and insurance	-	14,649	-	14,649
Other establishment expenses	-	846	-	846
Telephone and internet expenses	-	8,898	-	8,898
Bank charges	-	6,769	-	6,769
Legal and professional fees	-	57,011	-	57,011
Audit fees	-	-	11,456	11,456
Printing, postage and stationery	-	3,070	-	3,070
Council travel and meeting costs	-	-	3,236	3,236
Sundry	-	26,706	-	26,706
Travel and accommodation	-	13,343	-	13,343
	<u>69,396</u>	<u>239,173</u>	<u>14,692</u>	<u>323,261</u>

Notes to the Financial Statements

Year end 30 June 2023 (continued)

6 Support Costs

	Cost of Raising Funds £	Charitable Activities £	Governance £	Total 2022 £
Advertising and publicity	40,225	-	-	40,225
Wages and salaries	-	104,368	-	104,368
Rent, rates, services and insurance	-	11,803	-	11,803
Other establishment expenses	-	208	-	208
Telephone and internet expenses	-	9,253	-	9,253
Bank charges	-	6,111	-	6,111
Legal and professional fees	-	63,740	-	63,740
Audit Fees	-	-	13,150	13,150
Printing, postage and stationery	-	3,186	-	3,186
Council travel and meeting costs	-	-	3,475	3,475
Sundry	-	22,461	-	22,461
Travel and accommodation	-	12,334	-	12,334
	<u>40,225</u>	<u>233,463</u>	<u>16,625</u>	<u>290,314</u>

7 Staff Costs

	2023 £	2022 £
Wages and salaries	164,998	160,193
Social security costs	13,847	12,921
Pension costs	11,736	11,651
	<u>190,582</u>	<u>184,765</u>

The average number of staff employed during the year was:

	2023 No	2022 No
Direct charitable	<u>5</u>	<u>5</u>

One employee received emoluments of £60,000 or above in the year to 30 June 2023. (2022: nil)

Key management personnel include the Trustees, Chief Executive and senior staff reporting directly to the Chief Executive. The total employee benefits of the charity's key management personnel were £195,019 (2022: £189,423). No trustee received any remuneration as part of this total.

8 Trustees' Expenses and Related Party Transactions.

The following trustees received fees for assisting in the examination and tutoring of students, as permitted by the Royal Charter:

Trustees	2023 £	2022 £
Christopher Morris	800	-
Daniel Moulton	-	3,995
Tom Winpenny	-	750
Ghislaine Reece Trapp	500	-
Peter Wright	975	-
Robert Sharpe	100	-
Gerard Brooks	1,320	750
	<u>3,695</u>	<u>5,495</u>

Travel expenses amounting to £141 (2022:£413) were reimbursed to two (2022:three) trustees during the year.

At the year end no trustees were owed anything (2022: £nil).

Notes to the Financial Statements Year end 30 June 2023 (continued)

9 Fixed Asset Investments

	2023 £	2022 £
UK Listed Investments		
Market value at 1st July	3,367,811	3,714,520
Net Additions	1,010,677	1,031,701
Disposals at opening market value (proceeds £1,242,006 realised loss of £6,259)	(1,248,265)	(919,413)
Unrealised gains/ (losses)	11,808	(346,763)
Movement in cash	19,967	(112,234)
	<u>3,161,998</u>	<u>3,367,811</u>

No investments comprise more than 5% of the portfolio in 2023 or 2022.

10 Debtors

	2023 £	2022 £
All due within one year:		
Trade debtors	6,649	602
Other debtors	4,373	1,906
Prepayments and accrued income	73,732	71,231
	<u>84,754</u>	<u>73,739</u>

11a Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	39,526	25,932
Social security and other taxes	4,088	4,349
Deferred income (See 11b)	96,249	98,250
Accruals	25,958	17,167
	<u>165,821</u>	<u>145,698</u>

11b Deferred Income

	2023 £	2022 £
Balance as at the beginning of the year	98,250	67,765
Released during the year	(98,250)	(67,765)
Deferred during the year	96,249	98,250
	<u>96,249</u>	<u>98,250</u>

Deferred income relates to exam fees and subscriptions received in advance.

Notes to the Financial Statements

Year end 30 June 2023 (continued)

12 Analysis of Funds

	Balance Brought 30/06/2022 £	Income £	Expenditure £	Investment Gain/ Losses £	Transfers £	Balance Carried 30/06/2023 £
Unrestricted						
General	59,699	285,780	(357,500)		1,718,421	1,706,401
Designated:						
Library and Academic						
Development Fund	455,858	18,802	(21,596)	832	(453,896)	0
Education Fund	1,342,297	126,029	(205,019)	2,308	(1,265,614)	0
Total unrestricted	1,857,854	430,611	(584,115)	3,140	(1,089)	1,706,401
Restricted						
The Prize Fund	282,191	7,586	(19,358)	432		270,851
The Welfare Fund	160,727	1,153	(4,641)	66		157,305
Freestone Fund	236,695	7,694	(21,637)	438		223,190
The Birch fund (salaries)	-	1,175	(1,135)			40
The Birch fund (course fees)	-	6,602	(3,173)			3,429
The Scholarship & Award	182,189	6,026	(11,200)	343		177,357
The Wiles fund	(11,475)	2,855	(3,433)	162	108,757	96,866
The Phillip Mason fund	22,985	820	(429)	47		23,423
The Roger Gabb Bursary		6,161	(3,148)			3,013
The Minshall-Jones fund		1,830	(2,299)			(468)
Total restricted	873,312	41,903	(70,453)	1,488	108,757	955,006
Endowment						
The Birch fund (salaries)	41,052	-	(207)	67		40,914
The Birch fund (course fees)	234,949	-	(1,162)	376		234,163
The Wiles fund	108,757	-	-	-	(108,757)	0
The Whitlock Fund	(1,039)	-	(74)	24	1,089	(0)
The Minshall-Jones fund	71,166	-	(322)	104		70,948
The Gabb Fund	224,223	-	(1,085)	351		223,489
Total endowment	679,109	-	(2,850)	922	(107,668)	569,513
Total Funds	3,410,274	472,514	(657,418)	5,549	-	3,230,920

Designated Funds

On 1 December 2010, 7 items from the RCO Library Collection were sold at auction. These items had been donated to the College by John Belcher in 1913 and were not germane to the RCO collection, therefore the Trustees elected to sell them and create a fund with the proceeds to support the running costs of the RCO Library.

The Education Fund is to be utilised for the purpose of supporting the educational programme of the College and assisting organ students.

The trustees agreed and approved that these two funds should be amalgamated and transferred to the unrestricted, general fund. Therefore a transfer was made out of designated funds into the general fund.

Notes to the Financial Statements Year end 30 June 2023 (continued)

12 Analysis of Funds (continued)

Restricted Funds

For the purposes of administration and management of the charity, and with permission of the Charity Commission, the trusts already in existence are to be administered as on charity and as a result have been divided into the following areas:

The Prize Branch - to award prizes in the subject of organ music.

The Welfare Branch - to advance education in organ music to students in need.

The Freestone Fund - for the provision of an organ scholarship to be known as the "Leonard Freestone" scholarship.

The Scholarship and Award Branch - to be awarded in the subject of organ music.

Birch fund (salaries) - to fund salaries and administration costs.

Birch fund (course fees) - to fund Course Fees and other financial help for organ students.

The Wiles fund - to fund an Annual Scholarship.

The Minshall-Jones fund - to fund Awards and Scholarships.

The Phillip Mason fund - to fund Awards and Scholarships.

Endowment funds

The Birch Fund (salaries) - In 2013 a £30,000 endowment was received and going forwards income derived from the endowment is to be used to fund administration costs and salaries of the College.

The Birch fund (course fees) - In 2014 a £176,643 endowment was received and going forwards income derived from the endowment is to be used to fund course fees and other financial help for organ students.

The Wiles fund - In 2014 a £75,293 endowment was received and going forwards income derived from the endowment is to be used to fund an Annual Scholarship. The charity transferred the expendable endowment fund into restricted funds during the year.

The Minshall-Jones fund - In 2014 a £50,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

The Gabb fund - In 2018 a £175,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

Within the restricted funds there are also amounts relating to permanent endowments. The charity is in the process of identifying the actual value of the individual endowments but, unfortunately the information is not available as at the year end.

Notes to the Financial Statements

Year end 30 June 2023 (continued)

12 Analysis of Funds (continued)

	Balance Brought 01/07/2021 £	Income £	Expenditure £	Investment Gain/ Losses £	Transfers £	Balance Carried 30/06/2022 £
Unrestricted						
General	101,046	274,770	(316,117)			59,699
Designated:						
Library and Academic						
Development Fund	453,835	19,195	(17,172)			455,858
Education Fund	1,595,737	110,468	(153,393)	(210,515)		1,342,297
	<u>2,150,618</u>	<u>404,433</u>	<u>(486,682)</u>	<u>(210,515)</u>	<u>-</u>	<u>1,857,854</u>
Restricted						
The Prize Fund	314,555	6,304	(17,725)	(20,943)		282,191
The Welfare Fund	164,509	958	(1,557)	(3,183)		160,727
Freestone Fund	268,259	6,393	(16,715)	(21,241)		236,695
The Scholarship & Award	203,105	5,007	(9,288)	(16,635)		182,189
The Wiles fund	-	2,372	(5,966)	(7,881)		(11,475)
The Phillip Mason fund	25,000	682	(431)	(2,265)		22,985
	<u>975,427</u>	<u>21,715</u>	<u>(51,682)</u>	<u>(72,149)</u>	<u>-</u>	<u>873,312</u>
Endowment						
The Birch fund (salaries)	44,544	977	(1,223)	(3,245)		41,052
The Birch fund (course fees)	252,066	5,485	(4,377)	(18,226)		234,949
The Wiles fund	108,757	-	-	-		108,757
The Whitlock fund	-	351	(222)	(1,168)		(1,039)
The Minshall-Jones fund	77,579	1,521	(2,881)	(5,053)		71,166
The Gabb Fund	243,818	5,119	(7,708)	(17,007)		224,222
	<u>726,764</u>	<u>13,453</u>	<u>(16,411)</u>	<u>(44,699)</u>	<u>-</u>	<u>679,108</u>
Total endowment						
	<u>3,126,045</u>	<u>426,148</u>	<u>(538,364)</u>	<u>(282,663)</u>	<u>-</u>	<u>2,731,166</u>

For a description of the funds above, please see the previous two pages

Notes to the Financial Statements
Year end 30 June 2023 (continued)

13 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2023 Total £
Fund balance at 30th June 2023 are represented by:				
Investments	1,789,220	847,645	465,773	3,102,638
Net current assets/(liabilities)	<u>(82,819)</u>	<u>107,361</u>	<u>103,740</u>	<u>128,282</u>
	<u>1,706,401</u>	<u>955,006</u>	<u>569,513</u>	<u>3,230,920</u>
	-	-	-	
	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2022 Total £
Fund balance at 30th June 2022 are represented by:				
Investments	1,968,340	766,997	632,475	3,367,812
Net current assets/(liabilities)	<u>(110,485)</u>	<u>106,314</u>	<u>46,634</u>	<u>42,463</u>
	<u>1,857,855</u>	<u>873,311</u>	<u>679,109</u>	<u>3,410,274</u>

The logo consists of the letters 'RCO' in a serif font, centered within a white square. The background of the entire page is a dark, monochromatic photograph of an ornate organ console with multiple windows and intricate woodwork.

RCO

The Royal College of Organists
PO Box 7328
New Milton BH25 9DU

Tel: 020 3865 6998
E-mail: admin@rco.org.uk
www.rco.org.uk

THE ROYAL COLLEGE OF ORGANISTS

England & Wales - Charity number 312847

Accounts

2022

The logo consists of the letters 'RCO' in a white, serif font, centered within a solid purple square. The square is positioned in the lower right quadrant of the page, overlapping the white background.

RCO

Annual Report & Accounts

Year end 30 June 2022

Incorporated by Royal Charter
Charity Registration No. 312847



RCO

Contents

Page

4 – 5	Reference and Administrative Details of the College
6 – 19	Report of the Trustees
20 – 22	Independent Auditor’s Report
23	Statement of Financial Activities
24	Balance Sheet
25	Statement of Cash Flows
26 – 35	Notes to the Accounts



**THE ROYAL COLLEGE
OF ORGANISTS**

PATRON: HM THE QUEEN



Reference and Administrative Details

Professional Advisers

The professional advisers and consultants during the College Year 2021/2022 were as follows:

Bankers

Messrs C. Hoare and Co.
37 Fleet Street
London
EC4P 4DQ

Investment Managers

Brewin Dolphin Limited
12 Smithfield Street
London
EC1A 9BD

Auditors

Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

Legal Consultants

Farrer and Co. LLP
66 Lincoln's Inn Fields
London
WC2A 3LH

Registered Address

The Royal College of Organists
118 Pall Mall
London
SW1Y 5ED

The President, Members of the Trustee Council, and Staff in the period 1 July 2021 to 31 December 2022

President

Gerard Brooks MA, FRCO (to 30 June 2022)
David Hill MBE, MA, DMus, FRCO, HonRCO (from 1 July 2022)

President Elect

David Hill MBE, MA, DMus, FRCO, HonRCO (to 30 June 2022)

Trustee Council

Sara Benbow LLB
Gerard Brooks MA, FRCO (President to 30 June 2022; Immediate Past President from 1 July 2022)
Katherine Dienes-Williams BA, MA, BMus, FRCO, ARSCM, KSL
Andrew Gillett
The Lord Glenarthur DL (to 7 July 2022)
David Hill MBE, MA, DMus, FRCO, HonRCO (President Elect to 30 June 2022; President from 1 July 2022)
Carl Jackson MVO, MA, FRCO
Stephen King BSc, FCCA, FRCO (from 1 July 2022)
The Lord Lisvane KCB, DL, MA (Chairman)
Christopher Morris
Philip Moore BMus, DUniv, FRCO, FRSCM
Daniel Moulton MA, FRCO (to 30 June 2022)
Katharine Pardee MM, DMA, DPhil
Ghislaine Reece-Trapp BA, FRCO (from 1 July 2022)
Robert Sharpe MA, FRCO
Tom Winpenny MA, FRCO, DipCHD
Peter Wright MA, FRCO(CHM)

Clerk to the Trustee Council

Mark Brafield MA, FTCL, FRCO

Chief Executive

Sir Andrew Parmley BMus, MMus, PhD, FRCO(CHM)

Deputy Chief Executive and Director of Studies, & Director, RCO Midlands and Mid/South/West Wales

Andrew McCrea BMus, MMus, ARCO

Director, RCO East, South and South-West England

Simon Williams BA, FRCO

Director, RCO North of England, North Wales, and Isle of Man

Tom Bell BMus/GradRNCM, PGDip

Director, RCO Scotland and RCO Northern Ireland

Andrew Macintosh MA, MPhil, ARCO, LRSM

Chief Examiner

Stephen Farr MA, PhD, FRCO



RCO

Report of the Trustees year end 30 June 2022

Structure, Governance, and Management of the Royal College of Organists

Founded in 1864 as the College of Organists, the College was graciously granted a Royal Charter and Byelaws on 23 November 1893. The Charter and Byelaws were most recently amended on 8 July 2009 with the approval of the Privy Council and the Charity Commission (Charity Registration Number 312847). Copies are available on the College's website (www.rco.org.uk) and in print on application to the College.

The accounts have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland issued in July 2014. The accounting policies are set out on pages 26–27.

The affairs of the College are governed by the Trustee Council constituted in accordance with the Byelaws (2009). The Trustee Council is the trustee body in accordance with the Charities Act. The day-to-day management of the College is delegated to the Chief Executive and the senior management team.

Objects of the College

The Objects for which the College is incorporated are:

- a) to promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry;
- b) to set and maintain proper standards in such arts for the benefit of the public;
- c) to educate musicians in such arts and practices;
- d) to promote study and research in such arts and practices; and
- e) to do all other such lawful things as are incidental to the attainment of the above objects.

For the purpose of attaining the Objects, but not further or otherwise, the College may exercise thirty-two specified powers set out in the Royal Charter.

Review of Activities

Governance

The College's **Annual General Meeting** took place online on 11 March 2022. The meeting was chaired by the President. It received the Annual Report of the Trustee Council and adopted the audited accounts for the year ending 30 June 2021.

The Chairman drew attention to a number of points about the Annual Report and Accounts 2020/2021. He remarked that membership had held up extremely well, and a considerable increase had been driven by a number of factors, not least the proactive response the College had mounted to the pandemic and to the challenges the pandemic placed on the sector. iRCO, the College's digital content hub, had worked to great advantage in capturing the attention of many potential recruits.

Viscount Organs was thanked for its sponsorship, which entailed offering a year's subscription to the RCO for anyone buying one of the company's instruments. Other sources of new members included creative partnerships with the Musicians' Union, the American Guild of Organists, the Royal Canadian College of Organists, and other bodies.

The number of RCO Accredited Institutions, and Affiliate Student Memberships which relate to this status, had increased too.

Applications for the College's qualifications had remained encouraging and, as part of the RCO's response to the pandemic, newly introduced examinations by remote assessment and digital submission had proved remarkably popular.

The College's main aim was in recruiting, encouraging, and accrediting the next generation of young organists. The regional structure of the College, initiated in 2016, had brought substantial dividends in this regard, but 2020/2021 had become a concentrated exercise in developing online education and accreditation programmes. A period of 'online adventure' had demonstrated the viability of digital learning and the necessity of constructing a blended approach in future: online and in-person activities delivered side by side. This approach also had benefits for the College's international profile.

The College's investments had fallen in value amid the uncertainty of the pandemic. However, they had recovered sharply in 2020/2021, and that, along with several very generous bequests and tight control of expenditure, had seen the College's total funds rise in value by £760,000 during the year to June 2021. Donations, legacies, and bequests played a large part in the financial resources but were inevitably unpredictable. So, it had been pleasing to see that, for the last year, these had grown from about £157,000 to over £325,000. The RCO Foundation had established a new 'Friends of the RCO scheme' and this had proved to be a popular way of making additional contributions to the College's work. The financial position had remained strong. The executive team, and with them the external advisers on finance, public affairs, and communications, had achieved a great deal. The rapidity and effectiveness by which we had moved over to a digital offering had been magnificent and had demonstrated the imagination with which the management team had been able to adapt to difficult circumstances.

Tom Winpenny (returning for a second four-year term) and Ghislaine Reece-Trapp, after election following a ballot of members, were announced as Trustees. Mark Brafield, Clerk to the Trustees, was thanked for his invaluable contribution to Council business and for dealing with regulatory issues and compliance. The Chairman expressed his gratitude to all for their warm welcome, and for allowing him the privilege of leading the Royal College of Organists.

After the transaction of all business the President concluded the meeting by repeating his thanks to Trustees who would be stepping down in May 2022, and added his thanks to all of the Trustees for their contribution to the College's operation during the year and to the members for their

continued support. In turn, the President, chairing his last AGM, was thanked for his exemplary contribution to the role over three years.

The College's **Trustee Council** (the trustee body) met four times during the year 2021/2022, in July and November 2021, and in January and May 2022. The Trustee Council's current personnel are as listed on page 5 of this report. The Council accepts ultimate responsibility for directing the affairs of the College and for ensuring that it is solvent, well run, and delivering the objects of the Royal Charter. It has a number of clearly defined duties and responsibilities, in the areas of compliance, prudence, and care.

The Trustee Council appoints four Boards to oversee specific areas of activity:

1. Academic Board

The governance of the academic affairs of the College is vested in the Academic Board, which is appointed by the Trustee Council in consultation with the Chief Executive and the senior management team. It comprises the senior management team and a number of practitioners and scholars co-opted for their expertise and professional experience in the sector. The Board is chaired by the Chief Executive. The powers of the Academic Board encompass the design, maintenance, and review of accreditation/examination syllabuses and procedures, and the design, maintenance, and review of the RCO's education programme. The Board has oversight of quality assurance matters, and of library and learning services, and it monitors member and customer satisfaction.

The members of the Board in 2021/2022 were: Richard Brasier, Tansy Castledine, Stephen Farr (Chief Examiner), Pam Hulme, Simon Johnson, Andrew Macintosh, Andrew McCrea (Director of Studies/Secretary), Sir Andrew Parmley (Chief Executive/Chairman), David Pipe, Ghislaine Reece-Trapp, Robert Sholl, and Simon Williams.

2. Appointments and Awards Board

The Appointments and Awards Board, chaired by the President, meets to oversee the College's scheme of honorary awards and to monitor the processes whereby appointments are made. The Appointments and Awards Board is appointed by the Trustee Council.

The members of this Board in 2021/2022 were: Gerard Brooks (President/Chairman), Stephen Farr (Chief Examiner), The Lord Lisvane (Chairman, Trustee Council), Andrew McCrea (Deputy Chief Executive), Daniel Moulton (Trustee), and Sir Andrew Parmley (Chief Executive). The Clerk to the Trustee Council (Mark Brafield) is in attendance.

3. Finance Committee & 4. The RCO Foundation

During the year 2020/2021 the Trustees took the decision to establish two new sub committees: the Finance Committee, charged with looking at every aspect of the College's expenditure, under the chairmanship of Stephen King; and the RCO Foundation, a new focus group of experts in fundraising, chaired by a past Chairman of Trustees, Prof. Chris Wood.

In 2021/2022 the Finance Committee took advice about making more effective use of the College's funds for the greater good of aspiring organists, and has continued to scrutinise the College's accounts to ensure the RCO represents value for money to its members and to keep the annual subscription as low as possible.

In 2021/2022 the RCO Foundation made excellent progress in its first full year and received substantial donations. The Foundation's newly established Friends of the RCO continues to grow and the Friends and the Foundation are committed to creating opportunities for more people to have access to organs and organ lessons. The scheme to place two-manual digital organs was launched, in collaboration with Viscount Classical Organs, with two instruments being placed in state schools in Grantham. Friends' donations in 2022 will enable a further six similar organs to be placed in schools later in the year. (Individuals interested in having a digital organ on long-term loan are invited to contact the Chief Executive who will be pleased to offer assistance.)

Performance, achievements and plans for the future

“To promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry.”

Membership

2021/2022

In June 2022, membership of the College was as follows: Full Members, 1,427; Student Members, 228; Affiliate Student Members, 38; Life, Honorary, and Complimentary Members, 286; Affiliate AGO Members, 89; Affiliate RCCO Members, 13; Affiliate SCOTS Members, 7.

There were 167 new joiners, fewer than in the previous year (229) but more than in 2019/2020 (131). We have seen healthy growth in the new affiliate member categories, particularly Affiliate AGO Membership.

Affiliate SCOTS Membership was introduced for the first time in the current membership year.

After a freeze in the previous year, membership rates were increased slightly to £112 for full membership and to £56 for student or concessionary membership. We continue to enjoy the sponsorship of Viscount Classical Organs, who offer a year's RCO subscription to their new customers. 837 members subscribed using Gift Aid (51%). 965 members now pay their subscriptions by Direct Debit (59%).

New in 2021 was the introduction of a joint membership offer with the Musicians' Union (MU), which gives College members an ongoing 50% discount on a normal MU subscription (a saving of £113.50 per annum at 2021/2022 prices). This '2-for-1' deal makes joint RCO and MU memberships the same price as a regular MU subscription, providing exceptional value for our members and discounted access to many important benefits such as insurance, financial advice, legal support, and more.

The annual President's Appeal ran for the thirteenth time in 2021/2022. The appeal raised £6,233 net of Gift Aid. The Friends of the RCO generated £11,820.

2022/2023

Membership of the College is open to all. The College will build on the positive news about higher membership numbers over the last five years as it continues to develop and enhance its membership offer. The College will continue to maximise the income from the Gift Aid scheme. Subscription payment by Direct Debit will be encouraged as it offers significant efficiency savings, as does the use of the online subscription facility.

The subscription rates for the 2022/2023 College year were set at £115 for Full Membership (a small increase) and £56 for Student Membership (unaltered from 2021/2022).

Partnerships

The RCO's growing group of creative and corporate partners delivered dividends to the membership in many ways during the year, not least through a greater understanding of each other's work and by adding focus collectively on the improved delivery of member benefits. Our work with, and support for, the Society of Women Organists and the Royal School of Church Music has led to some interesting work, in promoting women organists and composers (SWO) and in developing a collaborative approach to the training and examining of choral directors (RSCM). More will be announced in the next annual report. The College's close relationship with the Musicians' Union has developed as we strengthened our member offer as a professional College.

Building on the very positive relationship with the American Guild of Organists, the RCO was represented at the Seattle National Convention and plans are underway for our American colleagues to join us for Conferment in 2023 and for the RCO to make visits to Westchester (2023) and San Francisco (2024). During the year staff also visited the Association of Assistant Cathedral Organists and the Preston and District Organists' Association (among several IAO associations). In March, three members of staff visited Belfast, Coleraine, and Derry/Londonderry to build on the RCO's presence in Northern Ireland.

Honours

The Medal of the Royal College of Organists (HonRCO)

The RCO Medal is awarded periodically to recognise distinguished achievement in one or more areas of organ- and choral-related activity; it is also available to recognise distinguished service to the College. The Appointments and Awards Board meets to consider nominations received from various College constituencies, and recommendations are then made to the Trustee Council. In 2022, the RCO Medal was awarded to Prof. Jon Laukvik, Mr Gareth Malone OBE, and Prof. Francis Pott (the presentations were held over from 2021 because of the pandemic), and to Dr Kevin Bowyer, Prof. Kimberly Marshall, Ms Margaret Phillips, and Prof. Kerela J. Snyder. The presentations were made at Conferment Ceremonies at Southwark Cathedral in March 2022. Details of 2023's honorands are scheduled for release on or around 1 January 2023.

Honorary Life Membership of the Royal College of Organists (HonLMRCO)

The Trustee Council has instituted an honorary award in recent years: Honorary Life Membership (HonLMRCO). In the gift of the College's Trustee Council, this award marks distinguished service to the College and recognises individuals who bring credit to the RCO in the wider world. Prof. Chris Wood was the recipient of this special membership in 2021 and Ms Frances Pond in 2022.

The College's National and International Profile

International Organ Day (INOD) and *The Organ Show*. Building on the success of the RCO's inaugural week of seven editions of *The Organ Show* in 2021, in post-lockdown 2022 we focussed on one programme, first broadcast on 23 April. The Show was presented again by Cheryl Enever and the Director, this time joined by Trustee Carl Jackson and young member Anna Hallett. Masterminded by Michael Koenig and Christopher Morris, the programme had wide-ranging content including improvisation by Richard Hills, a preview

of the American Guild of Organists' National Convention in Seattle and a look at organ tuition in Uganda among many other fascinating films. In addition to the broadcast, many organists across the world entered into the spirit of International Organ Day and produced amazing events of their own. Several took the opportunity to raise funds for the College, for which the College is most grateful. On 22 April 2023, *The Organ Show* will be recorded before a live audience and the College plans to use the occasion to announce several exciting new initiatives. Details of tickets will follow in the New Year and it will be broadcast shortly after recording.

Marketing Communications

The College uses a broad range of print and digital channels as part of a communication strategy which emphasises the creation of strong, relevant, and interesting content for organists and choral directors.

RCO News continues to be a centrepiece of our member communications, supported by the iRCO *StopPress* online magazine for complementary material better suited to the digital format.

Our e-mail publications *RCO e-News* (member only) and *RCO e-Diary* (open subscription) are issued monthly to our mailing lists which contain a combined total of 4,700 e-mail addresses. Our social media presence also continues to grow, with our total audience via Facebook, Twitter, and YouTube increasing by nearly 12% in 2021/2022, reaching 8,572. We posted 448 times across these channels in the year, registering 371k impressions (post views), 52k video views, and 21.5k engagements (clicks, comments, likes, etc.) – an excellent engagement rate of 5.2%. International Organ Day (see above and below) has become an important driver of new social media engagement with the College.

Social media and e-mail marketing are just some of the ways in which we drive engagement with the College's websites. As a result, the main RCO website (www.rco.org.uk) welcomed 47,526 visitors and hosted 80,521 sessions during the 2021/2022 year, an increase of 10% and 6% respectively.

Events and major projects

The RCO's International Organ Day is now firmly established as a significant date in the organ calendar. Continuing uncertainty about the Covid pandemic meant that the College's own contribution in 2022 remained largely digital, with *The Organ Show* back on air. Featuring a mix of interviews, chat, features, and guests, it was viewed more than 3,000 times on YouTube.

Elsewhere, the #internationalorganday tag sprang into life on social media, as hundreds of organists around the world marked the occasion with recitals, come-and-play events,



RCO

sponsored performances, and even a world record attempt! Many simply took the opportunity to share photographs, recordings, and ‘happy InternationalOrganDay’ wishes online.

Of the hundreds of messages shared on the day, this one on Twitter captured the spirit of celebration sparked by this now-annual event: ‘My father was an organist so today is a good day on which to remember him, and to give thanks for all organists, organ builders and organ music, and the joy they’ve brought over the centuries. #internationalorganday’.

Throughout the year there have also been a number of individual marketing and membership projects which supported new College activity. Notably among these, we have continued to celebrate and promote the RCO Accredited Institutions programme; carried out preparatory marketing work towards future initiatives in organ outreach; and helped bring the Scottish Churches Organist Training Scheme (SCOTS) into the RCO with new RCO SCOTS branding and marketing material.

Member Benefits and Services

Developing member services and improving the membership experience continues to be a priority for the College.

Prior to the pandemic, our digital content hub iRCO had already established itself as an important and valued benefit for many members. The pandemic and subsequent explosion of interest in digital/online engagement only served to magnify this, and activity on the platform over the last twelve months has remained at record levels with 14,514 sessions recorded by 8,541 users.

The College has continued to invest strongly in digital content over the 2021/2022 year, with 47 new items being published on iRCO – everything from teaching films to academic papers, online classes to editorial articles. There are now almost 470 pieces of high-quality learning content on iRCO, including films, papers, publications, articles, and other downloads.

Significant investment has also been made in the iRCO website itself. With such a large amount of content now available, a major project has been reviewing iRCO’s navigation, search options, and user experience, with the resulting improvements due to be rolled out from Autumn 2022.

At the very end of the previous College year we announced a new joint membership offer with the Musicians’ Union, allowing RCO members to join the MU for 50% of the usual rate. In the subsequent twelve months we have worked closely with our partners at the MU to establish this offer and use it as a platform to create even more value for members via new services, information, and campaigning. The updated and improved portfolio of professional services for RCO members can be found on the College website under the title ‘Professional Support’.

Feedback from members and other customers provides an essential platform for continual improvement. Our customer satisfaction and feedback processes remain at the heart of our planning and service development, and we continue to be encouraged by the high satisfaction ratings received on both our digital and ‘real-world’ services as we have moved back towards a hybrid model for delivery (although it is worth noting that a high proportion of any negative comments we do now receive relate to poor online connections or software problems, something generally out of our control). Across all our activity, our ongoing Net Promoter Score (which encapsulates the balance between positive and negative feedback) remains an exceptional +74, and the majority of recent events have in fact scored a remarkable +100 (maximum).

Awards and Bursaries

The breakdown of those who have benefited from bursaries in the College year 2021/2022 is as follows:

Bursary type	Purposes	Number of recipients	Value
RCO Group A awards (on occasion combined with UGLE bursaries)	Short courses (e.g., RCO Easter and Summer Courses, Oundle for Organists, etc.) and general support for tuition	3 recipients	£650
United Grand Lodge of England (UGLE) bursaries (on occasion combined with RCO Group A awards)	Short courses (e.g., RCO Easter and Summer Courses, Oundle for Organists, etc.) and general support for tuition	16 recipients	£6,000
RCO Group B awards	To support undergraduate or postgraduate study	7 recipients	£8,950
Dr John Birch Scholarship	Supporting RCO examination preparation	1 recipient	£800
Other awards	Miscellaneous	12 recipients	£20,898

Renewed thanks are expressed to the United Grand Lodge of England for its continued support in order to provide bursaries for individual organ lessons and to enable attendance on short courses.

“To set and maintain proper standards in such arts for the benefit of the public.”

RCO Accreditation

Diploma Examinations

As we entered the examination year 2020/2021 it became clear that radical transformation would be needed in order to offer accreditation during the pandemic. To this end, interim regulations were agreed which allowed for remote assessment practical examinations (relying on AV submission) to take place. By November 2020 interim regulations for both the practical and written examinations (the latter based on an open-book methodology) were put in place for the January 2021 examinations. The response was positive and it was a testament to a collaborative, collegiate spirit that candidates, examiners, and administrators cooperated to deliver a programme. The College's approach was much valued in the sector. Ongoing national restrictions meant continuing use and evolution of such varied regulations and altered methods in examination year 2021/2022.

It was pleasing to record the names of 69 members successful in RCO diploma accreditation in 2021/2022. In addition, there were five recipients of the Certificate of Accredited Membership (see below).

In 2021/2022, eight RCO members were awarded the Colleague diploma (CRCO), 41 the Associateship diploma (ARCO), and 19 the Fellowship diploma (FRCO). One member was awarded the Diploma in Choral Directing (DipCHD). 15 successful diploma candidates were in receipt of one or more examination prizes.

CRCO:

(statistics for Winter 2022 with recent sessions in brackets)

Total applications (full-entry and sectional applications, and incl. absentees): 5 (S21: 7) (S20/W21: 12) (W20: 11) (S19: 16)

Aiming to complete (full-entry and sectional applications, and incl. absentees): 4 (S21: 7) (S20/W21: 12) (W20: 10) (S19: 13)

Passes: 2 (S21: 6) (S20/W21: 12) (W20: 3) (S19: 4)

Passes in one attempt: 1 (S21: 4) (S20/W21: 2) (W20: 1) (S19: 4)

Candidates examined in Organ Pieces: 5 (S21: 5) (S20/W21: 6) (W20: 6) (S19: 11)

Pass rate in Organ Pieces: 60% (S21: 80%) (S20/W21: 100%) (W20: 50%) (S19: 73%)

Candidates examined in Organ Tests: 5 (S21: 7) (S20/W21: 10) (W20: 9) (S19: 15)

Pass rate in Organ Tests: 60% (S21: 86%) (S20/W21: 80%) (W20: 11%) (S19: 33%)

Candidates examined in the Written Paper: 3 (S21: 5) (S20/W21: 6) (W20: 6) (S19: 9)

Pass rate in the Written Paper: 100% (S21: 100%) (S20/W21: 100%) (W20: 67%) (S19: 78%)

ARCO:

(statistics for Winter 2022 with recent sessions in brackets)

Total applications (full-entry and sectional applications, and incl. absentees): 32 (S21: 49) (S20/W21: 62) (W20: 46) (S19: 54)

Aiming to complete (full-entry and sectional applications, and incl. absentees): 22 (S21: 42) (S20/W21: 50) (W20: 35) (S19: 40)

Passes: 12 (S21: 29) (S20/W21: 33) (W20: 11) (S19: 16)

Passes in one attempt: 5 (S21: 12) (S20/W21: 19) (W20: 3) (S19: 10)

Candidates examined in Organ Pieces: 20 (S21: 32) (S20/W21: 40) (W20: 16) (S19: 35)

Pass rate in Organ Pieces: 60% (S21: 72%) (S20/W21: 88%) (W20: 63%) (S19: 74%)

Candidates examined in Organ Tests: 16 (S21: 32) (S20/W21: 43) (W20: 18) (S19: 34)

Pass rate in Organ Tests: 69% (S21: 84%) (S20/W21: 90%) (W20: 56%) (S19: 59%)

Candidates examined in Written Paper I: 12 (S21: 33) (S20/W21: 37) (W20: 19) (S19: 24)

Pass rate in Written Paper I: 83% (S21: 85%) (S20/W21: 76%) (W20: 84%) (S19: 75%)

Candidates examined in Written Paper II: 18 (S21: 33) (S20/W21: 40) (W20: 18) (S19: 25)

Pass rate in Written Paper II: 61% (S21: 79%) (S20/W21: 83%) (W20: 50%) (S19: 52%)

FRCO:

(statistics for Winter 2022 with recent sessions in brackets)

Total applications (full-entry and sectional applications, and incl. absentees): 20 (S21: 30) (S20/W21: 36) (W20: 24) (S19: 22)

Aiming to complete (full-entry and sectional applications, and incl. absentees): 16 (S21: 25) (S20/W21: 29) (W20: 18) (S19: 19)

Passes: 11 (S21: 8) (S20/W21: 20) (W20: 5) (S19: 8)

Passes in one attempt: 2 (S21: 4) (S20/W21: 8) (W20: 3) (S19: 3)



RCO

Candidates examined in Organ Pieces: 8 (S21: 20) (S20/W21: 23) (W20: 14) (S19: 13)

Pass rate in Organ Pieces: 75% (S21: 65%) (S20/W21: 78%) (W20: 79%) (S19: 62%)

Candidates examined in Organ Tests: 3 (S21: 16) (S20/W21: 21) (W20: 17) (S19: 12)

Pass rate in Organ Tests: 100% (S21: 81%) (S20/W21: 95%) (W20: 76%) (S19: 50%)

Candidates examined in Written Paper I: 8 (S21: 21) (S20/W21: 21) (W20: 11) (S19: 7)

Pass rate in Written Paper I: 88% (S21: 67%) (S20/W21: 76%) (W20: 55%) (S19: 71%)

Candidates examined in Written Paper II: 10 (S21: 24) (S20/W21: 18) (W20: 11) (S19: 6)

Pass rate in Written Paper II: 60% (S21: 58%) (S20/W21: 67%) (W20: 55%) (S19: 67%)

The regulations for the Examination Year 2021/2022 were published in 2020, and those for Examination Year 2022/2023 in 2021. Comments were made above about interim regulations which specified variations to the standard regulations.

The College continues to be grateful to the United Grand Lodge of England for their generosity in donating annual funds to support the examination prizes at Colleague level, including a specially named award for the highest aggregate score called The Freemasons' Prize.

Certificate of Accredited Membership (CAM)

This Certificate award has marked an important step towards reforming the accreditation programme so that the RCO can provide opportunities to acquire awards from the early stages to (equivalent) postgraduate level. CAM offers the player a developmental route from foundation level (roughly equivalent to ABRSM/TCL Grade 2) via the intermediate level (around Grade 4) to advanced level (around Grade 6). Open to all, and with flexibility in its submission procedures, the Certificate scheme provides either an end in itself or a series of stepping stones towards the diplomas, and it offers a discounted Year 1 membership fee for non-members.

To date (30 June 2022), over 40 organists have been accredited through the CAM scheme. The majority of the applicants have used the audio-visual submission option, and this has proved attractive to a number of overseas candidates.

Accrediting Organ Teachers and Organ Teaching

The College runs a programme to accredit teachers of the organ. The year ended with 30 Accredited Teachers, with two new members and one resignation. After the hiatus caused by successive lockdowns, we were able to revive the

re-accreditation of those teachers due for review, a process all teachers undergo every four years. In the year ending 30 June 2022 15 teachers were reviewed and reaccredited.

In addition to the Accredited Teachers' scheme, an RCO programme for accrediting institutions for their organ teaching was launched in January 2020. This programme aims to consolidate collaborations and to encourage the sharing of ideas and approaches to teaching and learning, mainly in schools; it also encourages the co-branding of activities for marketing and fundraising purposes, and it provides benefits such as access for students of accredited institutions to the RCO's digital learning platforms and to RCO events at a discount. Students (pre-tertiary) of Accredited Institutions may join the College at a very favourable rate (as Affiliate Student Members), equivalent to half of the prevailing student membership fee. At the end of 2021/2022 nine schools and the Young Organ Scholars' Trust had been accredited. Discussions are ongoing with other schools, state and independent.

“To educate musicians in such arts and practices.”

RCO Learning

Regional, National, and International Engagement

The College works for the recruitment and nurturing of the next generation of young organists; supports those seeking accreditation in organ playing, organ teaching, and choral directing; provides personal and professional development for organists of all ages, levels of attainment, and aspirations; and creates opportunities for the sharing of common interests and the exploration of the organ and its associated repertoires.

In 2016 the College adopted a regionally conceived management structure. In tandem with this, engagement events and educational classes and courses have been planned and delivered on a regional basis, directors in each of the regions overseeing and delegating as appropriate to local consultants (Regional Consultants). The aims have been to grow RCO membership and increase take-up for both RCO accreditation (diplomas and the Certificate of Accredited Membership) and educational services.

The RCO regions are as follows:

RCO East/South/South-West England (Director: Simon Williams)

RCO Midlands, and Mid/South/West Wales (Director: Andrew McCrea)

RCO North of England/North Wales/Isle of Man (Director: Tom Bell)

RCO Scotland and RCO Northern Ireland (Director: Andrew Macintosh)

The reports of the regional directors on the activities in their areas follow below.

The College is grateful to all those who have agreed to act as supporting Regional Consultants in the RCO regions and for their professional expertise and support of the College's mission.

Since the introduction of the College's regional structure, activity has been divided between centrally organised events (including those with national and international reach), those organised locally, and those run by other organisations but with input from the College. The pandemic has meant adaptation of the regional structure in order to deliver online learning.

RCO East/South/South-West England (including national events and online courses)

National Events

The College year began as usual with our two flagship courses, The Organ Student Experience (TOSE) and the Summer Course. After early hopes that they might run 'in person', a resurgence in Covid-19 cases forced both online for a second successive year. Attendance at both courses was 25, roughly half that of the online courses in 2020, the smaller numbers perhaps being attributable both to online fatigue and the fact that some 'in person' courses were available from other providers. My thanks go to the artistic directors, Daniel Moulton and Andrew Cantrill-Fenwick respectively, for their readiness to embrace the online format and to turn it to the best possible advantage.

Other online learning

We continued to offer online learning opportunities throughout the year, both as a response to Covid restrictions and fears, and to take advantage of what the online format can offer, among which are participation not being limited by physical location and the ability to record classes for participants to review at their convenience. Topics covered included aural (at two levels), keyboard musicianship, improvisation, hymn playing and hymn extensions (for CRCO and ARCO diplomas), and two further diploma written paper webinars. We also offered the Winter Conference, new in 2021 as a response to lockdowns, for a second time in February 2022.

In-person events in the East, South, and South West regions

Regional Consultants Julian Haggett, William Saunders, and James Lloyd Thomas ran events in the autumn of 2021 in, respectively, Norfolk (three classes), Suffolk, and Dorset (two classes), whilst in London there were two classes on continuo playing and one looking at the German Romantic organ and its music. After two aborted attempts it was finally possible for the Study Trip to Denmark to take place in May led by the indefatigable Richard Brasier with teaching from Bine Bryndorf.

Looking ahead

The Organ Student Experience and the Summer Course take place in July and August of 2022 as in-person events, with signs of a high level of interest, particularly for TOSE. A mixture of online and in-person events will be offered with full details posted on the Learning pages of the College's website as they become available.

RCO Midlands and Mid/South/West Wales

No educational events took place in this region during 2021/2022 owing to the pandemic.

Three RCO-nominated recitalists (chosen by the College on the basis of examination prizes) were chosen to represent the College at the Worcester Three Choirs Festival in 2021: Shanna Hart, Paul Greally, and Daniel Mathieson. They were originally engaged to play in the Worcester Festival in the summer of 2020, but this was postponed to 2021. Fortunately, the festival finally went ahead. The annual connection with the Three Choirs organisation is much valued, and it brings professional and developmental opportunities for our young professional players, most of whom are recent examination prize-winners.

Events for 2022/2023 and beyond are being planned at the time of writing.

RCO North of England/North Wales/Isle of Man

2021/2022 has seen a cautious return to the running of classes and events in the north. Prior to the pandemic, a pattern had developed which gave about ten classes per annum, plus one or two larger events (for example, a joint event with BIOS in May 2019, and a day at Adlington Hall with Daniel Moulton later in the same year). Activity in 2021/2022 has not been at this level, but nonetheless our excellent programme of classes promoted with the Newcastle and District Society of Organists restarted, and a developing relationship with the Manchester Organists' Association provided the opportunity to launch the first of a series of annual classes in that city. The Cumbria Society of Organists also proved keen to work with the RCO, though the first of our renewed programme of annual classes with them fell slightly outside of the period being reviewed here. Classes promoted with the Halifax Organ Academy have also recommenced. These relationships with local organisations are a vital part of the RCO's strategy in the north. Local knowledge and support are key to the running of classes and courses, not least as the RCO seeks to establish what type of, and level of, provision is needed in a given area. Huge thanks to the NDSO, MOA, CSO, and HOA for (variously) their kindness, enthusiasm, and sense of humour!

Larger-scale events, a diploma study day, the omnipresent (but yet to be fulfilled) vision of a northern residential course, and a return to a pre-pandemic quantity of classes

must wait for a future year. The present situation remains challenging, attendance at classes being much below that which was enjoyed in past years. The Regional Director is as mindful of the need for persistence as of the possible need for a change of strategy entirely. It is worth noting that it is not just the RCO, nor this part of the country, which is facing such problems.

During the period under review the Blue Coat School in Liverpool was welcomed into the Institutional Accreditation scheme, where it joins the Junior RNCM. It falls outside this period, but it is pleasing to report that, alongside with a student from our great friends in Leeds RC Diocese, both of these institutions will provide performers for a young performers' platform in Leeds, as part of the 2023 Leeds Town Hall recital series. Further institutions joining the programme in 2023 is something to relish.

Two areas so far neglected have been North Wales and the Isle of Man, though that is not to say that no conversations have taken place or, indeed, that no plans have been prepared. The disruption of recent years has been responsible in large part for a lack of RCO activity in these areas. At one point a very promising plan involved a day of recitals and classes and a steam locomotive. The Regional Director hastens to add that this was not his idea, but it certainly had his support!

Outreach and engagement

2021/2022 witnessed a good deal of work being devoted to this issue behind the scenes. Thanks are due particularly to Marc Sanderson, Christopher Morris, and William Saunders for their contributions to this. In 2022/2023 members will at last start to see the realisation of aspects of this long-term project.

RCO Scotland and RCO Northern Ireland

In September 2021 the College took over responsibility for SCOTS (Scottish Churches Organist Training Scheme), which was relaunched as an integral part of our accreditation portfolio. The assessment side of the scheme has been aligned with the RCO's CAM awards, using similar marking criteria. Members of the scheme can now become RCO members at a special SCOTS rate, and the existing team of voluntary advisers continues as before. We continue to engage with the other partners in the scheme: the Royal School of Church Music, the Scottish Federation of Organists, and the Scottish churches.

During the year two local organists' workshops ran under the SCOTS banner, in Dunblane and Edinburgh.

In April 2022 three of the RCO's directors visited Northern Ireland for a fact-finding trip to Belfast and Derry/Londonderry, facilitated by the Ulster Society of Organists and Choirmasters.

RCO Mentoring Scheme

The RCO Mentoring Programme was introduced in the summer of 2018, providing a professional development service to College members, and offering access to informal and confidential support with career-related matters from fellow professionals. (Given that the programme deals with career issues, it is open only to members aged 18 and over.)

The programme's focus is on professional life as an organist and/or choral director, and members may be directed to other organisations, such as the Musicians' Union, for specialist advice on, for example, employment issues; and those requiring specialist teaching will be advised to contact one of the College's Accredited Teachers.

Up to one hour per year of coaching is provided free of charge to members under the programme; further, paid-for, advice may be arranged through the College. While a record will be kept of the number and duration of advice sessions that each member undertakes for administration purposes, no record of the subjects or contents of the sessions will be retained. Both mentors and mentees will be invited to provide brief feedback to the College on the conduct of each session.

RCO Library Collections

The RCO works in collaboration with two institutions to provide access to the RCO's collections: Birmingham City University (the Curzon Library, RCO collection in co-location with the collections of the Royal Birmingham Conservatoire) and the Royal College of Music in London. The RCO warmly welcomes the links to these institutions. During 2020/2021 both institutions were closed to external visitors so College library services had to be suspended. Some limited postal borrowing from the Birmingham collection became possible again in the summer of 2021, and since that time loan services have been reintroduced. Various library-related projects have also been delayed by the pandemic. We were delighted to welcome Ms Nancy Jackson as the RCO's library manager at the Birmingham collection during 2021.

Tudor Organs

The Wetheringsett Organ has been situated at St James and St Basil, Newcastle upon Tyne, and the Wingfield Organ at Fotheringhay Church, before moving to Wells for a short residency into late 2022.

RCO Journal

The *Journal of the Royal College of Organists* vol. 14 (2020/2021) was published in October 2021. At the time of writing, Vol. 15 (2022) is in preparation. Contributing to the College's long-standing commitment to commissioning original research, the *Journal*, and previous RCO scholarly

publications, became available during 2016 in the full-text version of the International Repertory of Music Literature (RILM). This issue and previous issues are also available on *iRCO*.

National Pipe Organ Register (NPOR)

A major overhaul of the visual design of the site was launched in September 2021. This project aimed to refresh the dated design of the site and, more importantly, to allow it to display better on a wider range of devices. The work was undertaken by eSterling, the College's IT partner, on behalf of BIOS. The College continues to provide management and web hosting services to BIOS, the custodians of the Register.

Financial Review

The detailed College accounts follow this report. The Trustee Council reviews all aspects of the College's finances on a regular basis. The budgetary control and the attendant management information systems are satisfactory.

Reserves Policy

General Reserves

The College will draw on reserves as required to maintain its current level of activity. In the circumstances, the Trustees believe that they should maintain reserves at the present level to meet the current and future needs of the beneficiaries. Donations and Legacies are an essential element in our income. Income under this heading has varied from year to year; this year £67,110 was received (2021: £325,348).

Unrestricted Funds

The College amalgamated the investments from the General and Library funds into the Education Fund. The purpose of having a single managed fund is to make savings in fund management fees.

Restricted and Endowment Funds

These funds are in large part endowments and the income generated is restricted to a specific use.

The total funds of the College at 30 June 2022 were £3,410,274 of which £1,857,854 were Unrestricted, £873,312 represented Restricted Funds, and £379,108 represented Endowments for particular purposes as described in note 12 of the accounts.

The College will seek to ensure that the anticipated income stream from its investments is adequate for its day-to-day operational requirements. Wherever possible, surpluses will be reinvested in the fund.

Investment Policy

The College investment managers, Brewin Dolphin Limited, presented their review of the investment market and the College's portfolio at a Trustee Council meeting.

The College's investments have performed broadly in line with expectations in what has continued to be a very challenging economic climate.

Remuneration Policy

Key staff are paid in line with staff in similar charities. Salaries are reviewed annually and revised in line with changes to workload and responsibilities.

Legacies, donations, and support

The College is profoundly grateful for the generosity of those who make gifts or donate funds to assist us in our work.

For the thirteenth year our annual appeal for additional donations was made alongside the request for subscriptions by the College President. This raised £6,233 net of Gift Aid.

In addition to those donating to the President's Appeal our work has been supported by the following individuals and institutions over the course of the year:

The estate of Dr Jennifer Lucy Bate
Donation to the educational work of the College

Donations in memory of Mr James Peschek
Donation to the educational work of the College

The estate of Mr Peter Esslemont
Donation to the educational work of the College

United Grand Lodge of England
Donation to the educational work of the College

Evening Star Lodge and other Masonic Lodges
Donations to the educational work of the College

Professor Christopher Wood
Support of the work of the College

GMC Trust
RCO Academy – supporting young organists

Music Teachers' Association
Donation to the educational work of the College

Essex Organists' Association
Donation to the educational work of the College

The Percy Whitlock Trust
Donation to the library and to the educational work of the College

The College would like to record special thanks to Viscount Organs for their ongoing support and sponsorship of the educational work of the College.

Anniversary Circle and the new 'Friends of the RCO'

The College does not receive any state support and is dependent on member subscriptions, project funding from trusts, and ad hoc benefaction from individuals. In conjunction with the 150th anniversary in 2014, the 'Anniversary Circle' was launched in order to establish a new community of individual and corporate benefactors through which the College aims to build the strongest possible platform for its work long into the future. The Anniversary Circle has been revised to form the 'Friends of the RCO'.

In this transitional time, the following kindly donated to one or both initiatives in 2021/2022:

Sarah Baldock	Sir David Lumsden
Annette Ball	Gerald Malton
Peter Bassett	Roy Massey
Canon John Berry	Hugh Mather
Mark Brafield	Graham Matthews
Morwenna Brett	Philip Meaden
Brian and Pauline Caswell	Peter Owen
Kathleen Duncan OBE	Andrew Parmley
Frederick Dyer	Wendy Parmley
Eminent Organs	Lionel Pike
Mary Evans	David Price
Archibald Ewing	David Saint
Christopher Fletcher-Campbell	Graham Smallbone
Mark Ford	Dean Spielmann
Roger Gabb	Jennifer Stephenson
Lady Gifford	The Revd John Tattersall
Kim Gilbert	Stephen Taylor
Gillett Charitable Settlement	Viscount Organs
Stephen Gilling	David Wakefield
Dr Peter Harland	Professor Michael Waring
Rosalind Hedley-Miller	Stephen Wellington
John Higham	John Scott Whiteley
Roger Hill	Keith Winpenny
The Lord Lisvane	Christopher Wood
	Richard Yarr
	Edward Yendall

Support in Kind

The Dean and Chapter of Southwark Cathedral
The Cavalry and Guards Club

The College wishes to thank the authorities and the staff of the many churches and academic institutions it has liaised with during the year. It is grateful for any unpaid assistance offered, and for the many instances of goodwill extended.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with the law applicable to charities in England and Wales. Law applicable to England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom accounting standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of incoming resources for that period and:

- select suitable accounting policies and apply them consistently; and
- observe the methods and principles in the Charities' SORP; and
- make judgements and estimates that are reasonable and prudent; and
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position and for ensuring that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard for the Charity Commission's general guidance on public benefit.

Audit Information

So far as each of the Trustees at the time the Trustees' report is approved is aware:

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

Auditors

Moore Kingston Smith LLP have indicated their willingness to continue in office and it is proposed they be re-appointed as auditors for the ensuing year.

Risks and Outlook

The Trustee Council and the management team have review processes in place which include a comprehensive assessment of the risks faced by the College, and the monitoring of a Risk Register which is reviewed frequently by Trustees and managers. The Register covers governance risks, operational risks, financial risks, and external/environmental risks. As in recent years, emphasis will be placed on keeping costs under control and managing income in order to ensure future stability.

The prosperity of the College and the achievement of its objectives are directly related to the prosperity, rituals, and facilities of a small number of institutions, many religious, served by its members. The College has little influence over these, but seeks to address this risk by the excellence of its achievements and plans for the future described earlier in this report. By promoting the highest professional and artistic standards and encouraging wide interest in organ playing and choral directing among the community generally, these activities are intended to support the continuing prosperity of these institutions.

The College's *opus operandi*, activities, and digital campus (iRCO) are heavily dependent on the College remaining at the forefront of relevant digital technology, and its proper implementation and adaptation to the College's requirements. This is updated and reviewed periodically.

The financial position of the College is greatly dependent on the valuation of, and income from, its investments; and also from the flow of donations and legacies. The bequests necessary to finance the College's operating deficiencies can be unpredictable and intermittent, and for these reasons, and to secure bequests of sufficient size, the RCO Foundation has been set up. The Foundation will be addressing these issues as a matter of priority. Through a network of Individual and Corporate Friends, and of Creative Partners, the Foundation will be seeking to establish meaningful and lasting financial relationships and a significant increase in legacy giving.

Loss of key staff is mitigated by active succession planning, the review of recruitment processes, and staff training. The implementation of a regional management structure has reduced vulnerability through the devolution of responsibilities.


Budgetary control and financial reporting risks are mitigated by maintaining a link between budgets and business planning/objectives, the use of proper costing procedures for service delivery, and the regular review of reserves and investments.

Public perception of risk is mitigated by communications with supporters and beneficiaries using the website and print and digital publications, ensuring that good-quality reporting of the charity's activities and financial situation is in place.

Thanks to our staff

The College is fortunate to have a dedicated team of staff supported by a small, hard-working group of freelancers and contractors providing specialist services. The Trustees are grateful for their combined efforts.

By order of the Trustees



The Lord Lisvane KCB, DL

Date: 10 November 2022



Independent Auditor's Report to the Trustees of The Royal College of Organists

We have audited the financial statements of the Royal College of Organists for the year ended 30 June 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2022, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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 course of 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 themselves. 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 Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 21, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise

professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures

in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity. Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Date: 10 November 2022

Neil Finlayson (ACA, ICAEW)
Statutory auditor for and behalf of Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Statement of Financial Activities For the year ended 30 June 2022

	Notes	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022	Total 2021
		£	£	£	£	£
Income and endowments						
<i>Donations and legacies</i>	2	67,110	-	-	67,110	325,348
<i>Charitable activities</i>						
Annual subscriptions	3	178,433	-	-	178,433	173,055
Examination fees	3	42,846	-	-	42,846	38,063
Events	3	44,685	-	-	44,685	38,853
<i>Investment income</i>	4	71,360	21,714	13,453	106,527	95,653
Total income		<u>404,434</u>	<u>21,714</u>	<u>13,453</u>	<u>439,601</u>	<u>670,972</u>
Expenditure						
<i>Cost of raising funds</i>						
Fundraising and publicity		40,225	-	-	40,225	28,118
Investment Management Fees		11,212	4,922	3,049	19,183	16,763
<i>Charitable activities</i>		435,245	46,760	13,362	495,367	456,245
Total expenditure	5	<u>486,682</u>	<u>51,682</u>	<u>16,411</u>	<u>554,775</u>	<u>501,126</u>
Net operating income/(expenditure)		(82,248)	(29,968)	(2,958)	(115,174)	169,846
Net(loss)/gain on investments	9	<u>(210,515)</u>	<u>(72,149)</u>	<u>(44,697)</u>	<u>(327,361)</u>	<u>590,385</u>
Net income/(expenditure) and net movement in funds		(292,763)	(102,117)	(47,655)	(442,535)	760,231
Fund balances brought forward at 1st July 2021		<u>2,150,618</u>	<u>975,428</u>	<u>726,764</u>	<u>3,852,810</u>	<u>3,092,579</u>
Fund balances carried forward at 30th June 2022	12	<u><u>1,857,855</u></u>	<u><u>873,311</u></u>	<u><u>679,109</u></u>	<u><u>3,410,274</u></u>	<u><u>3,852,810</u></u>

All amounts related to continuing activities.

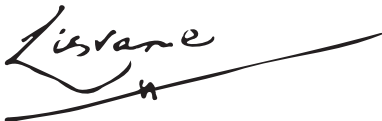
All recognised gains and losses are included in the Statement of Financial Activities.

Balance Sheet at 30 June 2022

	Notes	2022	2022	2021	2021
		£	£	£	£
Fixed Assets					
Investments	9		<u>3,367,811</u>		<u>3,714,520</u>
			3,367,811		3,714,520
Current Assets					
Debtors and advance payments	10	73,738		82,356	
Bank and cash		<u>114,423</u>		<u>205,332</u>	
		188,161		287,688	
Creditors: Amounts falling due within one year	11a	<u>(145,698)</u>		<u>(149,398)</u>	
Net Current Assets			42,463		138,290
Net Assets			<u><u>3,410,274</u></u>		<u><u>3,852,810</u></u>
Represented by:					
Funds					
Endowment funds	12		679,109		726,764
Restricted funds	12		873,311		975,428
Unrestricted funds					
- Designated	12		1,798,156		2,049,572
- General	12		<u>59,699</u>		<u>101,046</u>
			<u><u>3,410,274</u></u>		<u><u>3,852,810</u></u>

The financial statements were approved by the Trustee Council (trustee body) and authorised for issue on 10 November 2022

The notes on pages 26 to 35 form part of these financial statements.



The Lord Lisvane KCB, DL

Chairman of Trustee Council

Statement of Cash Flows
Year end 30 June 2022

	2022	2021
	£	£
Cash flow/(outflow) from operating activities		
Net cash provided by/(used in) operating activities	(216,784)	100,665
Cash flows from investing activities		
Investment income and interest received	106,527	95,653
Proceeds from disposal of fixed asset investments	938,815	918,284
Acquisition of fixed asset investments	(1,031,701)	(971,011)
Additions to cash held in investment portfolio	112,234	(83,947)
Net cash (used in)/provided by investing activities	<u>125,875</u>	<u>(41,021)</u>
Net increase/(decrease) in cash and cash equivalents	(90,909)	59,644
Cash and cash equivalents at beginning of year	205,332	145,688
Cash and cash equivalents at end of year	<u><u>114,423</u></u>	<u><u>205,332</u></u>

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2022	2021
	£	£
Net income including endowments	(442,535)	760,231
Adjustments for:		
Investment income	(106,527)	(95,653)
Net gains on investments	327,361	(590,385)
Decrease/ (increase) in debtors	8,617	3,442
Increase in creditors	(3,700)	23,030
Net cash provided by/(used in) operating activities	<u><u>(216,784)</u></u>	<u><u>74,193</u></u>



RCO

Notes to the Financial Statements Year end 30 June 2022

1. Accounting Policies

a) Accounting Convention

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are applied consistently and are set out below.

b) Going Concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. After making enquiries, the Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to

continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) Fund Accounting – Unrestricted Funds

Reserves Policy and Fund Accounting

The Trustees have reviewed the College's need for reserves in line with the guidance issued by the Charity Commission. They have identified the future needs of the College and where appropriate have set aside funds or designated funds to meet those needs.

The balance of the funds, after the separation of restricted and designated funds, represent the College's general or free reserves. They can be used at the Trustees' discretion for the general running of the College. A statement of the Trustees' view of the necessary level of unrestricted reserves is made on page 17.

d) Restricted, Designated and Endowment Funds

The College's Restricted and Trust Funds consist of a number of different funds where the donor has imposed restrictions on the use of the funds which are legally binding. The accounting records separate these restricted funds from the unrestricted funds of the College.

A schedule of the movements on each individual fund during the year are set out in note 12.

The College's Designated Funds are funds set aside at the Trustees' discretion for specific purposes. These purposes are set out in note 12.

Permanent endowment funds must be held permanently by the Trustees and income arising is separately included in restricted funds for specific use as defined by the donors.

e) Income

Subscriptions for 2021/2022 are shown in the accounts on a receivable basis with provision being made for those amounts considered irrecoverable. Subscriptions income received in April, May and June 2022 is assumed to relate to 2022/2023 and is therefore deferred. Exam fees income relating to exam sittings post year end and advance payments for the programme of RCO Academy classes and events taking place in 2022/2023 are treated as deferred income. Investment income and Gift Aid income relating to 2021/2022 is accrued. All other income, including recoverable tax creditors, is included in income when it is received.

Donations and gifts in kind include assets and resources received from many benefactors. Income is recognised as soon as there is probability of receipt and the value can be measured with reliability.

f) Heritage Assets

The College is the owner of a library of organ and choral music and books. Many precious works are contained in the library which is housed and managed on behalf of the College by Birmingham City University and the Royal College of Music. The collection is considered irreplaceable and as such it is not possible to attribute a reliable cost or value to it. It is additionally considered that the process of obtaining valuations of the collection would be disproportionate to any public benefit that might be derived and that it is impractical to apply conventional valuation techniques to the collection, due to the uniqueness of its nature.

g) Investments

Investments are included at market value as at the balance sheet date in accordance with the SORP. Realised and unrealised gains or losses on assets are accounted for within the particular fund of which the asset forms a part.

h) Apportionment of Expenditure

All expenditure is accounted for on an accruals basis and is analysed into the categories required by the SORP.

Notes 5 and 6 to the financial statements provide an analysis of each of the relevant categories according to function.

Staff costs are apportioned in accordance with time spent within each category.

Governance costs represent the institutional costs of the College.

i) Pensions

The College runs a non-contributory defined contribution scheme for its employees. Alternatively, the College will make a contribution to the personal pensions schemes of employees. Contributions payable are charged in the Statement of Financial Activities.

j) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

k) Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 10 and 11 for the debtor and creditor notes.

l) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

m) Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the Trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the Financial Statements

Year end 30 June 2022 (continued)

2 Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £
Donations (including gift aid)	53,776	-	-	53,776
Legacies and bequests	13,334	-	-	13,334
	<u>67,110</u>	<u>-</u>	<u>-</u>	<u>67,110</u>
	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £
Donations (including gift aid)	107,028	-	-	107,028
Legacies and bequests	108,687	109,633	-	218,320
	<u>215,715</u>	<u>109,633</u>	<u>-</u>	<u>325,348</u>

3 Charitable activities

All income from charitable activities in the current and prior year related to unrestricted funds.

4 Investment income

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £
Investment income	<u>71,360</u>	<u>21,714</u>	<u>13,453</u>	<u>106,527</u>
	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £
Investment income	<u>57,753</u>	<u>37,900</u>	<u>-</u>	<u>95,653</u>

Investment income is derived from listed securities, common investment funds and bank interest.

5 Total Resources Expended

	Activities Undertaken Directly £	Grants £	Support Costs (Note 6) £	Total 2022 £
Cost of raising funds				
Fundraising and publicity	-	-	40,225	40,225
Investment Management Fees	19,183	-	-	19,183
Charitable activities				
Examinations	74,150	-	70,578	144,729
Publications	28,259	-	26,897	55,156
Library and other	7,276	-	6,925	14,201
Scholarships and Prizes	-	38,128	36,292	74,420
Events	74,367	-	70,785	145,152
Membership Services	21,728	-	20,681	42,410
EEOP and NPOR	1,370	-	1,304	2,674
Governance	-	-	16,625	16,625
	<u>226,333</u>	<u>38,128</u>	<u>290,314</u>	<u>554,776</u>

Notes to the Financial Statements
Year end 30 June 2022 (continued)

5 Total Resources Expended (continued)

	Activities Undertaken Directly £	Grants £	Support Costs (Note 6) £	Total 2021 £
Cost of raising funds				
Fundraising and publicity	-	-	31,801	31,801
Investment Management Fees	16,763	-	-	16,763
	-	-	-	
Charitable activities				
Examinations	57,146	-	54,820	111,966
Publications	33,846	-	32,468	66,314
Library and other	9,859	-	9,458	19,317
Scholarships and Prizes	-	38,175	36,622	74,796
Events	67,209	-	64,474	131,682
Membership Services	17,423	-	16,713	34,136
EEOP Project	1,103	-	1,057	2,160
Governance	-	-	12,189	12,189
	<u>203,349</u>	<u>38,175</u>	<u>259,603</u>	<u>501,126</u>

6 Support Costs

	Cost of Raising Funds £	Charitable Activities £	Governance £	Total 2022 £
Advertising and publicity	40,225	-	-	40,225
Wages and salaries	-	104,368	-	104,368
Rent, rates, services and insurance	-	11,803	-	11,803
Other establishment expenses	-	208	-	208
Telephone and internet expenses	-	9,253	-	9,253
Bank charges	-	6,111	-	6,111
Legal and professional fees	-	63,740	-	63,740
Audit fees	-	-	13,150	13,150
Printing, postage and stationery	-	3,186	-	3,186
Council travel and meeting costs	-	-	3,475	3,475
Sundry	-	22,461	-	22,461
Travel and accommodation	-	12,334	-	12,334
	<u>40,225</u>	<u>233,463</u>	<u>16,625</u>	<u>290,314</u>

6 Support Costs

	Cost of Raising Funds £	Charitable Activities £	Governance £	Total 2021 £
Advertising and publicity	31,801	-	-	31,801
Wages and salaries	-	100,501	-	100,501
Rent, rates, services and insurance	-	11,134	-	11,134
Other establishment expenses	-	163	-	163
Telephone and internet expenses	-	8,343	-	8,343
Bank charges	-	5,436	-	5,436
Legal and professional fees	-	57,661	-	57,661
Independent examiner's fees	-	-	11,700	11,700
Printing, postage and stationery	-	2,364	-	2,364
Council travel and meeting costs	-	-	489	489
Sundry	-	29,601	-	29,601
Travel and accommodation	-	410	-	410
	<u>31,801</u>	<u>215,612</u>	<u>12,189</u>	<u>259,603</u>

7 Staff Costs

	2022 £	2021 £
Wages and salaries	160,193	154,031
Social security costs	12,921	12,396
Pension costs	11,651	11,003
	<u>184,765</u>	<u>177,430</u>
	2022 No	2021 No
The average number of staff employed during the year was:		
Direct charitable	<u>5</u>	<u>5</u>

No employees received emoluments of £60,000 or above in the year to 30 June 2022.

Key management personnel include the Trustees, Chief Executive and senior staff reporting directly to the Chief Executive. The total employee benefits of the charity's key management personnel were £189,423 (2021: £181,429). No Trustee received any remuneration as part of this total.

8 Trustees' Expenses and Related Party Transactions

The following Trustees received fees for assisting in the examination and tutoring of students, as permitted by the Royal Charter:

Trustees	2022 £	2021 £
Christopher Kent	-	525
Daniel Moulton	3,995	3,770
Tom Winpenny	750	100
Katherine Dienes Williams	-	100
Peter Wright	-	780
Gerard Brooks	750	-
	<u>5,495</u>	<u>5,275</u>

Travel expenses amounting to £413 (2021: £501) were reimbursed to three (2021: four) Trustees during the year. At the year end no Trustees were owed anything (2021: £nil).

Notes to the Financial Statements
Year end 30 June 2022 (continued)

9 Fixed Asset Investments

	2022	2021
	£	£
UK Listed Investments		
Market value at 1st July	3,714,520	2,987,461
Net Additions	1,031,701	971,011
Disposals at opening market value (proceeds £938,815 realised gain of £19,402)	(919,413)	(825,919)
Unrealised(losses)/gains	(346,763)	498,020
Movement in cash	(112,234)	83,947
	<u>3,367,811</u>	<u>3,714,520</u>

No investments comprise more than 5% of the portfolio in 2022 or 2021.

10 Debtors

	2022	2021
	£	£
All due within one year:		
Trade debtors	602	1,515
Other debtors	1,906	6,907
Prepayments and accrued income	71,231	73,934
	<u>73,739</u>	<u>82,356</u>

11a Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	25,932	45,138
Social security and other taxes	4,349	3,767
Deferred income (See 11b)	98,250	67,765
Accruals	17,167	32,728
	<u>145,698</u>	<u>149,398</u>

11b Deferred Income

	2022	2021
	£	£
Balance as at the beginning of the year	67,765	45,814
Released during the year	(67,765)	(45,814)
Deferred during the year	98,250	67,765
	<u>98,250</u>	<u>67,765</u>

Deferred income relates to exam fees and subscriptions received in advance.

Notes to the Financial Statements

Year end 30 June 2022 (continued)

12 Analysis of Funds

	Balance Brought 30/06/2021 £	Income £	Expenditure £	Investment Gain/ Losses £	Transfers £	Balance Carried 30/06/2022 £
Unrestricted						
General	101,046	274,770	(316,117)			59,699
Designated:						
Library and Academic						
Development Fund	453,835	19,195	(17,172)			455,858
Education Fund	1,595,737	110,468	(153,393)	(210,515)		1,342,297
Total unrestricted	<u>2,150,618</u>	<u>404,433</u>	<u>(486,682)</u>	<u>(210,515)</u>	<u>-</u>	<u>1,857,854</u>
Restricted						
The Prize Fund	314,555	6,304	(17,725)	(20,943)		282,191
The Welfare Fund	164,509	958	(1,557)	(3,183)		160,727
Freestone Fund	268,259	6,393	(16,715)	(21,241)		236,695
The Scholarship & Award	203,105	5,007	(9,288)	(16,635)		182,189
The Wiles fund	-	2,372	(5,966)	(7,881)		11,475
The Phillip Mason fund	25,000	682	431	2,265		22,985
Total restricted	<u>975,427</u>	<u>21,715</u>	<u>(51,682)</u>	<u>72,149</u>	<u>-</u>	<u>873,312</u>
Endowment						
The Birch fund (salaries)	44,544	977	(1,223)	(3,245)		41,052
The Birch fund (course fees)	252,066	5,485	(4,377)	(18,226)		234,949
The Wiles fund	108,757	-	-	-		108,757
The Whitlock Fund		351	(222)	(1,168)		(1,039)
The Minshall-Jones fund	77,579	1,521	(2,881)	(5,053)		71,166
The Gabb Fund	243,818	5,119	(7,708)	(17,007)		224,222
Total endowment	<u>726,764</u>	<u>13,453</u>	<u>(16,411)</u>	<u>(44,697)</u>	<u>-</u>	<u>679,108</u>
Total Funds	<u>3,852,809</u>	<u>439,601</u>	<u>(554,775)</u>	<u>(327,360)</u>	<u>-</u>	<u>3,410,274</u>

Designated Funds

On 1 December 2010, 7 items from the RCO Library Collection were sold at auction. These items had been donated to the College by John Belcher in 1913 and were not germane to the RCO collection. Therefore the Trustees elected to sell them and create a fund with the proceeds to support the running costs of the RCO Library.

The Education Fund is to be utilised for the purpose of supporting the educational programme of the College and assisting organ students.

Restricted Funds

For the purposes of administration and management of the charity, and with permission of the Charity Commission, the trusts already in existence are to be administered as on charity and as a result have been divided into the following areas:

The Prize Branch - to award prizes in the subject of organ music.

The Welfare Branch - to advance education in organ music to students in need.

The Freestone Fund - for the provision of an organ scholarship to be known as the "Leonard Freestone" scholarship.

The Scholarship and Award Branch - to be awarded in the subject of organ music.

Birch fund (salaries) - to fund salaries and administration costs.

Birch fund (course fees) - to fund Course Fees and other financial help for organ students.

The Wiles fund - to fund an Annual Scholarship.

The Minshall-Jones fund - to fund Awards and Scholarships.

The Phillip Mason fund - to fund Awards and Scholarships.

12 Analysis of Funds (continued)

Endowment funds

The Birch Fund (salaries) - In 2013 a £30,000 endowment was received and going forwards income derived from the endowment is to be used to fund administration costs and salaries of the College.

The Birch fund (course fees) - In 2014 a £176,643 endowment was received and going forwards income derived from the endowment is to be used to fund course fees and other financial help for organ students.

The Wiles fund - In 2014 a £75,293 endowment was received and going forwards income derived from the endowment is to be used to fund an Annual Scholarship.

The Minshall-Jones fund - In 2014 a £50,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

The Gabb fund - In 2018 a £175,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

Within the restricted funds there are also amounts relating to permanent endowments. The charity is in the process of identifying the actual value of the individual endowments but, unfortunately the information is not available as at the year end.

Notes to the Financial Statements

Year end 30 June 2022 (continued)

12 Analysis of Funds (continued)

	Balance Brought 01/07/2020 £	Income £	Expenditure £	Investment Gain/ Losses £	Transfers £	Balance Carried 30/06/2021 £
Unrestricted						
General	39,967	207,677	(146,598)			101,046
Designated:						
Library and Academic						
Development Fund	472,317	835	(19,317)			453,835
Education Fund	1,271,104	314,926	(309,347)	319,054		1,595,737
Total unrestricted	1,783,388	523,438	(475,262)	319,054	-	2,150,618
Restricted						
The Prize Fund	258,777	7,036	(1,621)	50,364		314,555
The Welfare Fund	46,398	110,702	(246)	7,655		164,509
Freestone Fund	205,655	7,896	(1,820)	56,528		268,259
The Scholarship & Award	165,273	4,772	(1,100)	34,160		203,105
Birch fund (salaries)	-	1,090	(1,090)			-
Birch fund (course fees)	-	6,122	(6,122)			-
The Wiles fund	-	2,647	(2,647)			-
The Minshall Jones fund	-	1,697	(1,697)			-
The Roger Gabb Bursary	-	5,572	(5,572)			-
The Phillip Mason fund	25,000					25,000
Total restricted	701,103	147,534	(21,916)	148,706	-	975,427
Endowment						
The Birch fund (salaries)	36,993		(251)	7,802		44,544
The Birch fund (course fees)	209,649		(1,411)	43,828		252,066
The Wiles fund	90,415		(610)	18,952		108,757
The Minshall-Jones fund	65,820		(391)	12,150		77,579
The Gabb Fund	205,211		(1,284)	39,891		243,818
Total endowment	608,088	-	(3,948)	122,624	-	726,764
Total Funds	3,092,579	670,972	(501,126)	590,385	-	3,852,809

For a description of the funds above, please see the previous two pages.

Notes to the Financial Statements
Year end 30 June 2022 (continued)

13 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2022 Total £
Fund balance at 30th June 2022 are represented by:				
Investments	-	-	-	-
Net current assets/(liabilities)	1,857,855	873,311	679,109	3,410,275
	<u>1,857,855</u>	<u>873,311</u>	<u>679,109</u>	<u>3,410,274</u>
	-	-	-	-
	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2021 Total £
Fund balance at 30th June 2021 are represented by:				
Investments	2,170,976	845,957	697,587	3,714,520
Net current assets/(liabilities)	(20,358)	129,470	29,178	138,290
	<u>2,150,618</u>	<u>975,428</u>	<u>726,764</u>	<u>3,852,810</u>

The logo consists of the letters 'RCO' in a serif font, centered within a white square. The background of the entire page is a dark, monochromatic photograph of an ornate organ console with multiple windows and intricate woodwork.

RCO

The Royal College of Organists
PO Box 7328
New Milton BH25 9DU

Tel: 020 3865 6998
E-mail: admin@rco.org.uk
www.rco.org.uk

THE ROYAL COLLEGE OF ORGANISTS

England & Wales - Charity number 312847

Accounts

2021

The logo consists of the letters 'RCO' in a white, serif font, centered within a solid purple square.

RCO

Annual Report & Accounts

Year end 30 June 2021

Incorporated by Royal Charter
Charity Registration No. 312847



RCO

Contents

Page

4 – 5	Reference and Administrative Details of the College
6 – 19	Report of the Trustees
20 – 22	Independent Auditor’s Report
23	Statement of Financial Activities
24	Balance Sheet
25	Statement of Cash Flows
26 – 35	Notes to the Financial Statements



THE ROYAL COLLEGE
OF ORGANISTS

PATRON: HM THE QUEEN



Reference and Administrative Details

Professional Advisers

The professional advisers and consultants during the College Year 2020/2021 were as follows:

Bankers	Messrs C. Hoare and Co. 37 Fleet Street London EC4P 4DQ
Investment Managers	Brewin Dolphin Limited 12 Smithfield Street London EC1A 9BD
Auditors	Moore Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD
Legal Consultants	Farrer and Co. LLP 66 Lincoln's Inn Fields London WC2A 3LH
Registered Address	The Royal College of Organists 118 Pall Mall London SW1Y 5ED

The President, Members of the Trustee Council, and Staff in the period 1 July 2020 to 31 December 2021

President

Gerard Brooks MA, FRCO

President Elect

David Hill MBE, MA, DMus, FRCO, HonRCO

Trustee Council

Sara Benbow LLB

Gerard Brooks MA, FRCO (President to 30 June 2022)

Katherine Dienes-Williams BA, MA, BMus, FRCO, ARSCM, KSL

Catherine Ennis MA, HonRCO (until 22 October 2020)

Andrew Gillett

The Lord Glenarthur DL (Chairman to 30 June 2021)

David Hill MBE, MA, DMus, FRCO, HonRCO (President Elect from 1 July 2021)

Carl Jackson MVO, MA, FRCO (from 1 July 2021)

Christopher Kent MMus, PhD, FSA, FRCO (until 30 June 2021)

Stephen King BSc, FCCA, FRCO (until 30 June 2021)

The Lord Lisvane KCB, DL, MA (Chairman from 1 July 2021)

Christopher Morris

Philip Moore BMus, DUniv, FRCO, FRSCM

Daniel Moulton MA, FRCO

Katharine Pardee MM, DMA, DPhil

Robert Sharpe MA, FRCO (from 1 July 2021)

Michael Steen OBE, HonRCM (until 22 October 2020)

Tom Winpenny MA, FRCO, DipCHD

Peter Wright MA, FRCO(CHM) (from 21 January 2021)

Clerk to the Trustee Council

Mark Brafield MA, FTCL, FRCO

Chief Executive

Sir Andrew Parmley BMus, MMus, PhD, FRCO(CHM)

Deputy Chief Executive and Director of Studies, & Director, RCO Midlands and Mid/South/West Wales

Andrew McCrea BMus, MMus, ARCO

Director, RCO East, South and South-West England

Simon Williams BA, FRCO

Director, RCO North of England, North Wales, and Isle of Man

Tom Bell BMus/GradRNCM, PGDip

Director, RCO Scotland and RCO Northern Ireland

Andrew Macintosh MA, MPhil, ARCO, LRSM

Chief Examiner

Stephen Farr MA, MPhil, PhD, FRCO

Report of the Trustees year end 30 June 2021

Structure, Governance, and Management of the Royal College of Organists

Founded in 1864 as the College of Organists, the College was graciously granted a Royal Charter and Byelaws on 23 November 1893. The Charter and Byelaws were most recently amended on 8 July 2009 with approval of the Privy Council and the Charity Commission (Charity Registration Number 312847). Copies are available on the College's website (www.rco.org.uk) and in print on application to the College.

The accounts have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland issued in July 2014. The accounting policies are set out on pages 26–35.

The affairs of the College are governed by the Trustee Council constituted in accordance with the Byelaws (2009). The Trustee Council is the trustee body in accordance with the Charities Act. The day-to-day management of the College is delegated to the Chief Executive and the senior management team.

Objects of the College

The Objects for which the College is incorporated are:

- a) to promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry;
- b) to set and maintain proper standards in such arts for the benefit of the public;
- c) to educate musicians in such arts and practices;
- d) to promote study and research in such arts and practices; and
- e) to do all other such lawful things as are incidental to the attainment of the above objects.

For the purpose of attaining the Objects, but not further or otherwise, the College may exercise thirty-two specified powers set out in the Royal Charter.

Review of Activities

Governance

The College's **Annual General Meeting** took place online on 13 March 2021. The meeting received the Annual Report of the Trustee Council and adopted the audited accounts for the year ending 30 June 2020.

The Trustee Council Chairman reported that membership had held up well during the year, albeit slightly reduced, and he thanked Viscount Organs for their continuing sponsorship of the College. Applications for the three diploma strands remained encouragingly high.

Turning to the accounts, the last quarter of the year ending 30 June 2020 had been unpredictable; a fall in the value of the College's investment portfolio had been recorded.

Total income, however, remained solid and expenditure was broadly in line with the previous year. As a result, total funds carried forward were only about £184,000 less than the previous year with the investment portfolio standing at £2,987,461. Donations, legacies, and bequests play a large part in the College's financial resources and it had been pleasing to see that these had grown from £90,000 to £157,000 in the last year. None could have foreseen what lay ahead, but the College's financial position remained stronger than might have been anticipated, due to the prudent avoidance of unnecessary expenditure.

The Chairman thanked the College's management team and contractors/advisers for the speed and efficiency with which they moved over to a digital offering, including the complete examination syllabus. The Chairman extended his thanks to the Trustees for their guidance and support, particularly to Michael Steen, who had retired, and to Stephen King and Christopher Kent as they left the Council in June 2021. He thanked Vice-Presidents Martin Neary and Simon Lindley as they stood down and welcomed Peter Wright and Philip Moore as they returned to the Council in their places. Finally, he welcomed Carl Jackson and Robert Sharpe who had been successful in the recent election and who would be joining the Council as elected Trustees with effect from 1 July 2021. The Chairman thanked Mark Brafield for his diligent work as Clerk to the Trustee Council.

The College had been deeply saddened by the death of Ms Catherine Ennis HonRCO in December 2020. A former President and member of the Trustee Council, she had brought a wonderful sense of fun and style to everything she did, particularly to her work with young organists. She would be greatly missed.

The Chairman closed with his thanks to all for their support over his four years in the chair which he had enjoyed greatly. He would be handing over to Lord Lisvane, but looked forward to continuing to serve for a further year as a Trustee. The President repeated his thanks for those Trustees who would be stepping down in May 2021, and particularly thanked Lord Glenarthur for his assured guidance as he approached the end of his unprecedented term of four years as Chairman. The President added his thanks to all of the Trustees for their contribution to the College's operation during the year and to the members for their continued support.

The College's **Trustee Council** (the trustee body) met four times during the year 2020/2021, in July and October 2020, and in January and May 2021. In response to the Covid-19 emergency, the Council organised all of its meetings in the year 2020/2021 online. The online working had commenced at the end of College year 2019/2020.

The Trustee Council's current personnel are as listed on page 5 of this report. The Council accepts ultimate responsibility for directing the affairs of the College and for ensuring that it is solvent, well run, and delivering the objects of the Royal Charter. It has a number of clearly defined duties and responsibilities, in the areas of compliance, prudence, and care.

The Trustee Council appoints four Boards to oversee specific areas of activity:

1. Academic Board

The governance of the academic affairs of the College is vested in the Academic Board, which is appointed by the Trustee Council in consultation with the Chief Executive and the senior management team. It comprises the senior management team and a number of practitioners and scholars co-opted for their expertise and professional experience in the sector. The Board is chaired by the Chief Executive. The powers of the Academic Board encompass the design, maintenance, and review of accreditation/examination syllabuses and procedures, and the design, maintenance, and review of the RCO's education programme. The Board has oversight of quality assurance matters, and of library and learning services, and it monitors member and customer satisfaction.

The members of the Board in 2020/2021 were: Richard Brasier, Tansy Castledine, Stephen Farr (Chief Examiner), Pam Hulme, Simon Johnson, Andrew Macintosh, Andrew McCrea (Director of Studies/Secretary), Sir Andrew Parnley (Chief Executive/Chairman), David Pipe, Ghislaine Reece-Trapp, Robert Sholl, and Simon Williams.

2. Appointments and Awards Board

The Appointments and Awards Board, chaired by the President, meets to oversee the College's scheme of honorary awards and to monitor the processes whereby appointments are made. The Appointments and Awards Board is appointed by the Trustee Council.



The members of this Board in 2020/2021 were: Gerard Brooks (President/Chairman), Stephen Farr (Chief Examiner), The Lord Glenarthur (Chairman, Trustee Council), Dr Christopher Kent (Trustee), Andrew McCrea (Deputy Chief Executive), Daniel Moulton (Trustee), and Sir Andrew Parmley (Chief Executive). The Clerk to the Trustee Council (Mark Brafield) is in attendance.

3. Finance Committee & 4. The RCO Foundation

During the year the Trustees took the decision to establish two new sub-committees: the Finance Committee, charged with looking at every aspect of the College's expenditure, under the chairmanship of Stephen King; and the RCO Foundation, a new focus group of experts in fund-raising, chaired by past Chairman of Trustees Prof. Chris Wood. Both committees have already made a huge difference to the College's work, with the Finance Committee scrutinising our monthly accounts and looking for better ways to maximise the return on our investments, and the Foundation establishing the 'Friends of the RCO' to replace the Anniversary Circle and working on a range of fund-raising activities.

Performance, achievements and plans for the future

"To promote and advance the arts and practice of organ playing and choral directing and related activities to the highest standards of competence and artistry."

Membership

2020/2021

In June 2021, membership of the College was as follows: Full Members, 1,444; Student Members, 287; Affiliate Student Members, 21; Life, Honorary, and Complimentary Members, 297; Concessionary Members, 44; Affiliate AGO Members, 51; Affiliate RCCO Members, 12.

There were 229 new memberships during the College year 2020/2021, compared to 131 in 2019/2020. This considerable increase has been driven by a number of factors including the College's proactive response to the pandemic. Specifically, the number includes 20 who took up the 40% joining discount offered to iRCO users when the free period ended, as well as those joining the new AGO and RCCO Affiliate categories, which were offered for the first time this year. Excluding those new Affiliate categories, the paying membership still increased from 1,701 in June 2020 to 1,796 in June 2021, an increase of just under 5%.

Recognising the significant impact of the economic situation and the pandemic, subscription rates were frozen at £110 for Full Membership and £55 for Student and Concessionary Membership.

We continue to enjoy the sponsorship of Viscount Classical Organs, who offer a year's RCO subscription to their new customers. 931 members subscribed using Gift Aid (50%). 947 members now pay their subscriptions by Direct Debit (51%).

During the course of the year we undertook a major overhaul of our membership database and billing systems, allowing us much greater flexibility to add new membership categories, to offer discounts and joining offers, and to move away from a fixed membership year to a rolling 12-month expiry. In previous years, this section has reported the data from the membership renewal exercise on 30 June each year. From this year onwards, it represents a snapshot of the active membership data on 30 June.

The annual President's Appeal ran for the twelfth time in 2020/2021. The appeal raised £5,962 net of Gift Aid. In addition, the Anniversary Circle continues to grow in membership and its members donated £4,820 during the year. The new Friends of the RCO group generated £10,350.

2021/2022

Membership of the College is open to all. The College will build on the positive news about higher membership numbers over the last five years as it continues to develop and enhance its membership offer. The College will continue to maximise the income from the Gift Aid scheme. Subscription payment by Direct Debit will be encouraged as it offers significant efficiency savings, as does the use of the online subscription facility.

The subscription rates for the 2021/2022 College year have been increased by a small amount to £112 for Full Membership and £56 for Student Membership.

Partnerships

The College has continued to develop new and exciting relationships with both creative and corporate partners during the year. Amongst the thirty-or-so new such partnerships a number deserve mention. The College was proud to be working with the Society of Women Organists (SWO) and their great initiative to hold a 'Play a Woman Composer' day in March 2021 (6 March 2022 is the next celebration). Our close friendship with the American Guild of Organists (AGO) has resulted in many opportunities to share best practices 'across the Pond' and a similar relationship has been forged with the Royal Canadian College of Organists (RCCO) during the last year. We have long worked in tandem with the Royal School of Church Music (RSCM), but this

partnership has recently intensified as both organisations collaborate over a new menu of choir-training diplomas. Perhaps most significantly, the RCO is now working very closely with the Musicians' Union (MU) to provide our members with a range of top-quality professional benefits.

Honours

The Medal of the Royal College of Organists (HonRCO)

The RCO Medal is awarded periodically to recognise distinguished achievement in one or more areas of organ- and choral-related activity; it is also available to recognise distinguished service to the College. The Appointments and Awards Board meets to consider nominations received from various College constituencies, and recommendations are then made to the Trustee Council. In 2021, the RCO Medal was awarded to Prof. Jon Laukvik, Mr Gareth Malone OBE, and Prof. Francis Pott. The presentations will be made at a re-scheduled Conferment Ceremony at Southwark Cathedral in March 2022. Details of 2022's honorands are scheduled for release on or around 1 January 2022.

Honorary Life Membership of the Royal College of Organists (HonLMRCO)

The Trustee Council has instituted an honorary award in recent years: Honorary Life Membership (HonLMRCO). In the gift of the College's Trustee Council, this award marks distinguished service to the College and recognises individuals who bring credit to the RCO in the wider world. Prof. Christopher Wood was the recipient of this special membership in 2021.

The College's National and International Profile

April 2021 saw the birth of *The Organ Show* (TOS), a week-long celebration, in one-hour programmes, of the organ in all its manifestations on the College's YouTube Channel. *The Organ Show* replaced the original concept of a week of live events (circumstances put paid to that). The series culminated in interNational Organ Day, a world-wide celebration which has taken on its own identity with organists everywhere wishing one another 'Happy interNational Organ Day'. *The Organ Show* has become an additional brand of the RCO and a series of TOS-Extras has already been aired with many more bespoke editions to follow. 2022's interNational Organ Day will take place on 23 April, when the RCO will continue its unique work in bringing the global family of organists together.

Communications and Marketing

The College uses a broad range of print and digital channels

as part of a communication strategy which emphasises the creation of strong, relevant, and interesting content for organists and choral directors.

RCO News continues to be a centrepiece of our member communications, supported by the iRCO *StopPress* online magazine for complementary material better suited to the digital format. Our email publications *RCO e-News* (member only) and *RCO e-Diary* (open subscription) are issued monthly to our mailing lists; we have focused on building these lists over the last 12 months and they now contain a combined total of 4,800 addresses.

Our social media presence also continues to grow, with our total audience via Facebook and Twitter growing by 11% in 2020/2021, reaching 5,231. Through these channels our updates were able to register 441,378 impressions (up 23%), 26,338 engagements (up 37%), and 4,634 clicks (up 17%) through to our content. Even more significant during the 2020/2021 year was the development of our YouTube channel where, thanks in large part to the success of interNational Organ Day and *The Organ Show*, we achieved a ten-fold increase in views and a 237% rise in subscribers, to 2,727.

Social media activity is one of many ways in which we drive engagement with the College's websites during the year. The main RCO website (www.rco.org.uk) welcomed 43,117 visitors and hosted 76,069 sessions during the year, an increase of 7% and 9% respectively.

Member Benefits and Services

Developing member services and improving the membership experience has continued to be a priority for the College team throughout 2020/2021.

During the year we implemented many of the new features and functions enabled by previous investment in membership database and customer relationship software development.

To make it easier for people to join the College in a way which suits them best, we introduced a new flexible 12-month subscription period (departing from the fixed-College-year system which had long hindered the recruitment of new members at various points in the year).

We introduced new membership packages to be offered via partner and affiliate organisations such as the American Guild of Organists, Royal Canadian College of Organists, and our own RCO accredited institutions and teachers. To further drive new memberships, we were also able for the first time to target key market segments with specific discount offers (see Covid-19 Response, below, as an example).

iRCO, the College's digital content hub, continues to be an important and valued benefit for many members, and again we have increased investment in new content for the



RCO

platform. While the 15,277 recorded sessions were down on the record activity levels of 2019/2020, that year's figures had been artificially lifted by the three-month Covid-19 offer of free access for all. For a better indication of the long-term growth of the iRCO platform we would highlight the 43% increase in user sessions since College year 2018/2019. There are now more than 400 pieces of quality learning content on iRCO, including films, papers, publications, articles, and other downloads.

In June 2021 we announced a new joint membership offer with the Musicians' Union, allowing RCO members to join the MU for 50% of the usual rate. This permanent and ongoing discount means that the cost of an RCO + Joint MU membership is now the same as a single MU membership – a 2-for-1 package which provides excellent value to members. We have integrated this offer into an updated and improved portfolio of professional services for members. This can be found on the College website under the title 'Professional Support', and takes its place alongside 'Learning' and 'Accreditation' as a core part of our proposition to current and prospective members.

Feedback from members and other customers provides an essential platform for continual improvement. Our customer satisfaction and feedback processes remain at the heart of our planning and service development, and we have been particularly encouraged by the high satisfaction ratings received on the range of new digital services introduced as a result of the pandemic restrictions. Across all our activity, our ongoing Net Promoter Score (which encapsulates the balance between positive and negative feedback) remains an exceptional +76.

Covid-19 Response

The Covid-19 pandemic continued to influence marketing and communication activity through much of 2020/2021.

The majority of measures we put in place at the start of the crisis were continued into – and often through – the new College year: we carried on publishing regular 'Learning During Lockdown' articles; we signposted important legal and financial resources in our communications; we held free webinars covering important examination material and skills; we continued our investment in high-quality iRCO learning films; and we published a regular and free Covid-19 update email through to the end of December 2020.

Among the many new digital initiatives introduced through this period, the RCO Winter Conference (February 2021) and *The Organ Show* (April 2021) were particularly significant in broadening awareness, engagement, and the international reach of the College.

When the initial three-month lockdown offer of free iRCO access for everyone came to an end, we contacted all guest users with an unprecedented offer of 40% off a new RCO membership. This resulted in 44 new memberships from those who wished to retain access to this valuable learning resource.

With the impact of the pandemic stretching throughout this College year and beyond, we have also continued to offer concessionary discounts to those members who have contacted us with details of related financial hardships.

Awards and Bursaries

The breakdown of those who have benefited from bursaries in the College year 2020/2021 is as follows:

Bursary type	Purposes	Number of recipients	Value
RCO Group A awards (on occasion combined with UGLE bursaries)	Short courses (e.g., RCO Easter and Summer Courses, Oundle for Organists, etc.) and general support for tuition	5 recipients	£1,915
United Grand Lodge of England (UGLE) bursaries (on occasion combined with RCO Group A awards)	Short courses (e.g., RCO Easter and Summer Courses, Oundle for Organists, etc.) and general support for tuition	14 recipients	£6,000
RCO Group B awards	To support undergraduate or postgraduate study	6 recipients	£7,700
Dr John Birch Scholarship	Supporting RCO examination preparation	1 recipient	£800
Other awards	Miscellaneous	20 recipients	£19,449

Renewed thanks are expressed to the United Grand Lodge of England, which agreed funding of £6,000 per annum for three years, from the College year 2017/2018, in order to provide bursaries for individual organ lessons and to enable attendance on short courses. This has been renewed

from 2020 for a further period. The Plaisterers' Company has kindly donated important funding in this College year to support the RCO-curated teaching programme #InspiringOrganists, which has been providing organ tuition in several state schools in London.

“To set and maintain proper standards in such arts for the benefit of the public.”

RCO Accreditation

Diploma Examinations

We were fortunate in that the completion of examination year 2019/2020 was sealed at the Conferment 2020, which took place just before the first national lockdown in March 2020. As we headed towards the examination year 2020/2021 it became clear that radical transformation would be needed in order to offer accreditation during the initial stages of the pandemic. To this end, interim regulations were agreed which allowed for remote assessment practical examinations (relying on AV submission) to take place in a reconfigured Summer 2020 session, which was postponed to early September. There were no written examinations in Summer 2020, and candidates were promised a joint session in Winter 2021. By November 2020 interim regulations for both the practical and written examinations (the latter based on an open-book methodology) were put in place for the January 2021 examinations. The response was positive and it was a testament to a collaborative, collegiate spirit that candidates, examiners, and administrators cooperated to deliver a programme. The College's approach was much valued in the sector. A Conferment of Diplomas was not possible in March 2021, but the examination successes deriving from the Summer 2020 and Winter 2021 sessions will now take place at Southwark Cathedral in March 2022.

It was pleasing to record the names of 65 members successful in RCO diploma accreditation in 2020/2021. In addition, there were five recipients of the Certificate of Accredited Membership (see below).

In 2020/2021, 12 RCO members were awarded the Colleague diploma (CRCO), 33 the Associateship diploma (ARCO), and 20 the Fellowship diploma (FRCO). 14 successful diploma candidates were in receipt of one or more examination prizes. Michael Stephens-Jones, as the highest-scoring Limpus prize-winner at Fellowship in 2020/2021, was awarded the annual Coventry Cathedral Recital Award, and was the College's nomination for a Worshipful Company of Musicians' Silver Medal in October 2021.

CRCO:

Statistics for complete year Summer 2020–Winter 2021 (comprising two practical sessions and one written paper session; Winter 2020 and Summer 2019 figures in brackets)

Total applications (full-entry and sectional applications, and incl. absentees): 12 (W20: 11) (S19: 16)

Aiming to complete (full-entry and sectional applications, and incl. absentees): 12 (W20: 10) (S19: 13)

Passes: 12 (W20: 3) (S19: 4)

Passes in one attempt: 2 (W20: 1) (S19: 4)

Candidates examined in Organ Pieces: 6 (W20: 6) (S19: 11)

Pass rate in Organ Pieces: 100% (W20: 50%) (S19: 73%)

Candidates examined in Organ Tests: 10 (W20: 9) (S19: 15)

Pass rate in Organ Tests: 80% (W20: 11%) (S19: 33%)

Candidates examined in the Written Paper: 6 (W20: 6) (S19: 9)

Pass rate in the Written Paper: 100% (W20: 67%) (S19: 78%)

ARCO:

Statistics for complete year Summer 2020–Winter 2021 (comprising two practical sessions and one written paper session; Winter 2020 and Summer 2019 figures in brackets)

Total applications (full-entry and sectional applications, and incl. absentees): 62 (W20: 46) (S19: 54)

Aiming to complete (full-entry and sectional applications, and incl. absentees): 50 (W20: 35) (S19: 40)

Passes: 33 (W20: 11) (S19: 16)

Passes in one attempt: 19 (W20: 3) (S19: 10)

Candidates examined in Organ Pieces: 40 (W20: 16) (S19: 35)

Pass rate in Organ Pieces: 88% (W20: 63%) (S19: 74%)

Candidates examined in Organ Tests: 43 (W20: 18) (S19: 34)

Pass rate in Organ Tests: 90% (W20: 56%) (S19: 59%)

Candidates examined in Written Paper I: 37 (W20: 19) (S19: 24)

Pass rate in Written Paper I: 76% (W20: 84%) (S19: 75%)

Candidates examined in Written Paper II: 40 (W20: 18) (S19: 25)

Pass rate in Written Paper II: 83% (W20: 50%) (S19: 52%)



RCO

FRCO:

Statistics for complete year Summer 2020–Winter 2021 (comprising two practical sessions and one written paper session; Winter 2020 and Summer 2019 figures in brackets)

Total applications (full-entry and sectional applications, and incl. absentees): 36 (W20: 24) (S19: 22)

Aiming to complete (full-entry and sectional applications, and incl. absentees): 29 (W20: 18) (S19: 19)

Passes: 20 (W20: 5) (S19: 8)

Passes in one attempt: 8 (W20: 3) (S19: 3)

Candidates examined in Organ Pieces: 23 (W20: 14) (S19: 13)

Pass rate in Organ Pieces: 78% (W20: 79%) (S19: 62%)

Candidates examined in Organ Tests: 21 (W20: 17) (S19: 12)

Pass rate in Organ Tests: 95% (W20: 76%) (S19: 50%)

Candidates examined in Written Paper I: 21 (W20: 11) (S19: 7)

Pass rate in Written Paper I: 76% (W20: 55%) (S19: 71%)

Candidates examined in Written Paper II: 18 (W20: 11) (S19: 6)

Pass rate in Written Paper II: 67% (W20: 55%) (S19: 67%)

The regulations for the examination year 2020/2021 were published in July 2019, and those for examination year 2021/2022 in July 2020. A new set of diploma repertoire lists was published in the Regulations 2020/2021, for first examination in Summer 2020. Comments were made above about interim regulations which specified variations to the standard regulations.

The College continues to be grateful to the United Grand Lodge of England for their generosity in donating annual funds to support the examination prizes at Colleague level, including a specially named award for the highest aggregate score called The Freemasons' Prize.

Certificate of Accredited Membership (CAM)

This Certificate award has marked an important step towards reforming the accreditation programme so that the RCO can provide opportunities to acquire awards from the early stages to postgraduate level. CAM offers the player a developmental route from foundation level (roughly equivalent to ABRSM/TCL Grade 2) via the intermediate level (around Grade 4) to advanced level (around Grade 6). Open to all, and with flexibility in its submission procedures, the Certificate scheme provides either an end in itself or a series of stepping stones towards

the diplomas, and it offers a discounted Year 1 membership fee for non-members.

To date (30 June 2021), 36 organists have been accredited through the CAM scheme. The majority of the applicants have used the audio-visual submission option, and this has proved attractive to a number of overseas candidates.

Accrediting Organ Teachers and Organ Teaching

The College runs a programme to accredit teachers of the organ. Following the untimely death of Catherine Ennis, the number of Accredited Teachers fell to 29. Two applicants are awaiting assessment and, despite the constraints on individual teaching during the Covid-19 pandemic, there are expressions of interest from six further teachers. Many of the existing teachers will undergo a process of reaccreditation during the College year 2021/2022.

In addition to the Accredited Teachers' scheme, an RCO programme for accrediting institutions for their organ teaching was launched in January 2020. This programme aims to consolidate collaborations and to encourage the sharing of ideas and approaches to teaching and learning, mainly in schools; it also encourages the co-branding of activities for marketing and fundraising purposes, and it provides benefits such as access for students of accredited institutions to the RCO's digital learning platforms and to RCO events at a discount. Students (pre-tertiary) of Accredited Institutions may join the College at a very favourable rate (as Affiliate Student Members), equivalent to half of the prevailing student membership fee. The first award of accredited status was made to the Royal Hospital School, Holbrook, in January 2020. Temporary measures were introduced in the summer of 2020 and during 2020/2021 the following schools/programmes have been added to the accredited list: Radley College, Eton College, and the Young Organ Scholars' Trust. At the end of 2020/2021 accreditation was in view for: Blue Coat School, Liverpool; City of London School; King Edward's School, Witley; and the Junior Royal Northern College of Music. Discussions are ongoing with other schools, state and independent.

“To educate musicians in such arts and practices.”

RCO Learning

Regional, National, and International Engagement

The College works for the recruitment and nurturing of the next generation of young organists; supports those seeking accreditation in organ playing, organ teaching, and choral directing; provides personal and professional development for organists of all ages, levels of attainment, and aspirations; and creates opportunities for the sharing

of common interests and the exploration of the organ and its associated repertoires.

In 2016, the College adopted a regionally conceived management structure. In tandem with this, engagement events and educational classes and courses have been planned and delivered on a regional basis, directors in each of the regions overseeing and delegating as appropriate to local consultants (Regional Consultants). The aims have been to grow RCO membership and increase take-up for both RCO accreditation (diplomas and the Certificate of Accredited Membership) and educational services.

The RCO regions are as follows:

RCO East/South/South-West England (Director: Simon Williams)

RCO Midlands, and Mid/South/West Wales (Director: Andrew McCrea)

RCO North of England/North Wales/Isle of Man (Director: Tom Bell)

RCO Scotland and RCO Northern Ireland (Director: Andrew Macintosh)

The reports of the regional directors on the activities in their areas follow below.

The College is grateful to all those who have agreed to act as supporting Regional Consultants in the RCO regions and for their professional expertise and support of the College's mission.

Since the introduction of the College's regional structure, activity has been divided between centrally organised events (including those with national and international reach), those organised locally, and those run by other organisations but with input from the College. The pandemic has meant adaptation of the regional structure in order to deliver online learning.

RCO East/South/South West England

Online learning

The Covid-19 pandemic prevented the holding of in-person events for the entire College year 2020/2021. Capitalising on the experience gained from running our first ever webinars at the end of the previous College year, a busy programme of online activity, much appreciated by members and non-members alike, took their place.

- TOSE (The Organ Student Experience) Online, directed by Daniel Moult, attracted over 50 teenagers for three days in July.
- The Summer Course Online, directed by Andrew

Cantrill-Fenwick, similarly attracted about 50 participants of 'all ages and stages' in August.

- The Winter Conference in February, directed by Andrew Cantrill-Fenwick, aimed to offer everything an in-person conference would but from the comfort of people's own homes. 260 people participated across three days, with a good number from overseas. The programme of pre-recorded recitals by top players from around the world, complemented by pre-recorded presentations from our Accredited Teachers and a Trade Show, generated much positive feedback.
- The Easter Course in March offered free-of-charge group tuition and paid-for individual lessons which nearly 30 members preparing for, or considering taking RCO organ-playing diplomas, took advantage of. The group sessions were recorded and uploaded to iRCO for the benefit of other examination candidates.

On a smaller scale the following sets of classes (usually of four or five weekly sessions) took place:

- Keyboard Musicianship—two sets
- Hymn Playing
- Improvisation Techniques—two sets
- Choral Directing
- Two evenings based around films hosted on iRCO

Frederick Stocken continued his webinars based on questions from the written papers for CRCO, ARCO, and FRCO, with a further seven sessions. With recordings of all the webinars and group sessions from the Easter Course available on iRCO, we now have a comprehensive set of learning materials in support of those preparing for the written papers of our diploma examinations.

Looking ahead

In January 2021, in order to give certainty in planning, the College's management team took the decision only to offer online learning until the beginning of the academic year commencing September 2021. The Organ Student Experience and the Summer Course will, for a second successive year, run online at the end of July and beginning of August respectively. In-person events are being planned for Dorset, Kent, London, Norfolk and Suffolk to take place in the autumn, along with four sets of online webinars covering CRCO and ARCO keyboard skills and aural, and FRCO written papers. Meanwhile, the Royal Hospital School, an RCO Accredited Institution, is promoting three organ learning opportunities in partnership with the College during the coming academic year.

RCO North of England/North Wales/Isle of Man

Tom Bell, the Director for this region, reports:

Last year's report was written in a positive tone, acknowledging the impact of the pandemic on the College's regional activities in 2019/2020 but focussing also on what had been achieved in the months before the first lockdown. Casting an eye on plans for the future, I had hoped that the year 2020/2021 might provide some scope for resuming physical events in the North of England, North Wales, and the Isle of Man. With physical events an impossibility, the efforts of all the Regional Directors often have been devoted to other projects encompassing the whole College. Much of my time has been devoted to considering outreach and engagement; some of the fruits of this consideration are likely to appear in 2022.

Yet regional activity did not stop entirely. As expected, and as mentioned in my report last year, Magnus Williamson wrote and presented an excellent iRCO video on Tudor music using the Wetheringsett Organ. This was produced in conjunction with the Newcastle and District Society of Organists – once again such willing and effective partners – and screened first at an NDSO event (via Zoom), before being made more generally available.

It is thrilling to report that the RCO Institutional Accreditation scheme has had an impact in the north. At the time of writing, the Liverpool Blue Coat School and the Junior Department of the Royal Northern College of Music have been accredited, with others likely to follow soon. My thanks to Sir Andrew Parmley for all his help on this front. Meanwhile, our northern Accredited Teachers continued to adapt their activities to suit the ever-changing situation, and to support one another in regular Zoom meetings. My thanks in particular to Prof. David Baker for his encouragement, and for hosting a teachers' meeting in my absence (paternity leave). 2020/2021 was also a year in which the future of the Halifax Organ Academy, founded by David Baker, was given much consideration. The resulting developments belong to 2021/2022 and will be reported upon next year. Beyond the HOA, other lines of thought, and possible projects and relationships whose continued development had been hampered by the pandemic, are beginning to come to life again.

Events postponed during the pandemic are starting to appear in the diary, in the real hope they may actually take place. Examples include the first of a series of hymn-playing classes with William Dore, and a masterclass at Leeds Town Hall with Darius Battiwalla: the last, in fact, before that organ is dismantled. We'll be back there in 2024 to experience the new organ as soon as we can!

RCO Midlands and Mid/South/West Wales

No events took place during 2020/2021 owing to the pandemic. Three RCO-nominated recitalists (chosen by the College on the basis of examination prizes) were chosen to represent the College at the Worcester Three Choirs Festival in 2020: Shanna Hart, Paul Greally, and Daniel Mathieson. They were able to play in the rescheduled Worcester Festival in the summer of 2021. The annual connection with the Three Choirs organisation is much valued, and it brings professional and developmental opportunities for our young professional players, most of whom are recent examination prize-winners. Events for 2021/2022 and beyond are being planned at the time of writing.

RCO Scotland and RCO Northern Ireland

No physical events took place in either part of the country during the pandemic. However, planning work continued on the College's partnership with SCOTS (the Scottish Churches Organist Training Scheme) in preparation for the relaunch of the scheme as part of the RCO's learning programme in autumn 2021. Two very successful virtual workshops were held for members of SCOTS and others during the winter lockdown.

RCO Library Collections

The RCO works in collaboration with two institutions to provide access to the RCO's collections: Birmingham City University (the Curzon Library, in conjunction with the collections of the Royal Birmingham Conservatoire) and the Royal College of Music in London. The RCO warmly welcomes the links to these institutions. During 2020/2021 both institutions have been closed to external visitors so College library services had to be suspended. Some limited postal borrowing from the Birmingham collection became possible again in the summer of 2021. Various library related projects have also been delayed by the pandemic.

Tudor Organs

The Wetheringsett Organ has been situated at Newcastle and the Wingfield Organ at Fotheringhay Church. The Wetheringsett was used for a film about Tudor organ music (see RCO North report) and the Wingfield has been used in services and events.

RCO Journal

The *Journal of the Royal College of Organists* vol. 14 (2020/2021) was published in October 2021. Contributing to the College's long-standing commitment to commissioning original research, the *Journal*, and previous RCO scholarly publications, became available during 2016 in the full-text version of the International Repertory of

Music Literature (RILM). This issue and previous issues are also available on iRCO.

National Pipe Organ Register (NPOR)

As an entirely online service, NPOR continued to operate without disruption during the year. The level of usage, contributions, and editorial work has remained consistent, with well over 20,000 user searches every month. The College provides management and web hosting services to BIOS, the custodians of the Register. During the year work continued in conjunction with eSterling, our IT provider, to revamp the visual design of the site to meet modern standards of design and accessibility.

Financial Review

The detailed College accounts follow this report. The Trustee Council reviews all aspects of the College's finances on a regular basis. The budgetary control and the attendant management information systems are satisfactory.

Reserves Policy

General Reserves

The College will draw on reserves as required to maintain its current level of activity. In the circumstances, the Trustees believe that they should maintain reserves at the present level to meet the current and future needs of the beneficiaries. Donations and Legacies are an essential element in our income. Income under this heading has varied from year to year; this year £325,347 was received (2020: £157,216).

Unrestricted Funds

The College amalgamated the investments from the General and Library funds into the Education Fund. The purpose of having a single managed fund is to make savings in fund management fees.

Restricted and Endowment Funds

These funds are in large part endowments and the income generated is restricted to a specific use.

The total funds of the College at 30 June 2021 were £3,852,810 of which £2,150,618 were Unrestricted, £973,428 represented Restricted Funds, and £726,764 represented Endowments for particular purposes as described in note 12 of the accounts.

The College will seek to ensure that the anticipated income stream from its investments is adequate for its day-to-day operational requirements. Wherever possible, surpluses will be reinvested in the fund.

Investment Policy

The College investment managers, Brewin Dolphin Limited, presented their review of the investment market and the College's portfolio at a Trustee Council meeting.

The College's investments have performed broadly in line with expectations in what has continued to be a very challenging economic climate.

Remuneration Policy

Key staff are paid in line with staff in similar charities. Salaries are reviewed annually and revised in line with changes to workload and responsibilities.

Legacies, donations, and support

The College is profoundly grateful for the generosity of those who make gifts or donate funds to assist us in our work.

For the twelfth year our annual appeal for additional donations was made alongside the request for subscriptions by the College President. This raised £5,962 net of Gift Aid.

In addition to those donating to the President's Appeal our work has been supported by the following individuals and institutions over the course of the year:

The estate of Mr Edmund Ralph Stow
Donation to the educational work of the College

The Estate of Prof. Michael John Waring
Donation to the educational work of the College

The estate of Mr Graham Ireland
Donation to the educational work of the College

The estate of Mr Jonathan Le Grice
Donation to the educational work of the College

The estate of Mr Philip Ernest Da Costa
Donation to the educational work of the College

The estate of Mr Leon Norman Bennett Jackson
Donation to the educational work of the College

Mrs Ann Esposito on behalf of her mother, Joyce Foster
Donation to the educational work of the College

The estate of Mrs Anne Maureen Swindells
Donation to the educational work of the College

The estate of Miss Margaret Mason
Donation to the educational work of the College

United Grand Lodge of England
Donation to the educational work of the College

Professor Christopher Wood
Support for the work of the College

The Garfield Weston Foundation
Grant toward the educational work of the College

The PF Charitable Trust
Support of Organ Forum (postponed 2020/2021)

GMC Trust
RCO Academy – supporting young organists

Bromley and Croydon Organists Association
Donation to the educational work of the College

The Percy Whitlock Trust
Donation to the library and to the educational work of the College

The College would like to record special thanks to Viscount Organs for their ongoing support and sponsorship of the educational work of the College.

Anniversary Circle and the new 'Friends of the RCO'

The College does not receive any state support and is dependent on member subscriptions, project funding from trusts, and ad hoc benefaction from individuals. In conjunction with the 150th anniversary in 2014, the 'Anniversary Circle' was launched in order to establish a new community of individual and corporate benefactors through which the College aims to build the strongest possible platform for its work long into the future. The Anniversary Circle has been revised to form the 'Friends of the RCO'.

In this transitional time, the following kindly donated to one or both initiatives in 2020/2021:

Sarah Baldock	John Higham
Annette Ball	Roger Hill
Peter Bassett	Sir David Lumsden
Canon John Berry	Gerald Malton
Mark Brafield	Roy Massey
Morwenna Brett	Hugh Mather
Brian and Pauline Caswell	Graham Matthews
Kathleen Duncan OBE	Philip Meaden
Frederick Dyer	Peter Owen
Eminent Organs	Andrew Parmley
Mary Evans	Wendy Parmley
Archibald Ewing	Lionel Pike
Christopher Fletcher-	David Price
Campbell	David Saint
Mark Ford	Graham Smallbone
Roger Gabb	Dean Spielmann
Sir Roger and Lady Gifford	Jennifer Stephenson
Kim Gilbert	The Rev John Tattersall
Gillett Charitable Settlement	Stephen Taylor
Stephen Gilling	Viscount Organs
Dr Peter Harland	David Wakefield
Rosalind Hedley-Miller	Professor Michael Waring

Stephen Wellington
John Scott Whiteley
Keith Winpenny

Christopher Wood
Richard Yarr
Edward Yendall

Support in Kind

Alan Baxter and Associates LLP
The Dean and Chapter of Southwark Cathedral
The Cavalry and Guards Club

The College wishes to thank the authorities and the staff of the many churches and academic institutions it has liaised with during the year. It is grateful for any unpaid assistance offered, and for the many instances of goodwill extended.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with the law applicable to charities in England and Wales. Law applicable to England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom accounting standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of incoming resources for that period and:

- select suitable accounting policies and apply them consistently; and
- observe the methods and principles in the Charities' SORP; and
- make judgements and estimates that are reasonable and prudent; and
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position and for ensuring that the financial statements comply with applicable law. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Public Benefit

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due

regard for the Charity Commission's general guidance on public benefit.

Audit Information

So far as each of the Trustees at the time the Trustees' report is approved is aware:

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

Auditors

Moore Kingston Smith LLP have indicated their willingness to continue in office and it is proposed they be re-appointed as auditors for the ensuing year.

Risks and Outlook

The Trustee Council and the management team have review processes in place which include a comprehensive assessment of the risks faced by the College, and the monitoring of a Risk Register which is reviewed frequently by Trustees and managers. The Register covers governance risks, operational risks, financial risks, and external/environmental risks. As in recent years, emphasis will be placed on keeping costs under control and managing income in order to ensure future stability.

The prosperity of the College and the achievement of its objectives are directly related to the prosperity, rituals, and facilities of a small number of institutions, many religious, served by its members. The College has little influence over these, but seeks to address this risk by the excellence of its achievements and plans for the future described earlier in this report. By promoting the highest professional and artistic standards and encouraging wide interest in organ playing and choral directing among the community generally, these activities are intended to support the continuing prosperity of these institutions.

The College's *opus operandi*, activities, and digital campus (iRCO) are heavily dependent on the College remaining at the forefront of relevant digital technology, and its proper implementation and adaptation to the College's requirements. This is updated and reviewed periodically.

The financial position of the College is greatly dependent on the valuation of, and income from, its investments; and also from the flow of donations and legacies. The bequests necessary to finance the College's operating deficiencies can be unpredictable and intermittent, and

for these reasons, and to secure bequests of sufficient size, the RCO Foundation has been set up. The Foundation will be addressing these issues as a matter of priority. Through a network of Individual and Corporate Friends, and of Creative Partners, the Foundation will be seeking to establish meaningful and lasting financial relationships and a significant increase in legacy giving.

Loss of key staff is mitigated by active succession planning, the review of recruitment processes, and staff training. The implementation of a regional management structure has reduced vulnerability through the devolution of responsibilities.

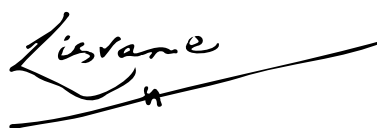
Budgetary control and financial reporting risks are mitigated by maintaining a link between budgets and business planning/objectives, the use of proper costing procedures for service delivery, and the regular review of reserves and investments.

Public perception of risk is mitigated by communications with supporters and beneficiaries using the website and print and digital publications, ensuring that good-quality reporting of the charity's activities and financial situation is in place.

Thanks to our staff

The College is fortunate to have a dedicated team of staff supported by a small, hard-working group of freelancers and contractors providing specialist services. The Trustees are grateful for their combined efforts.

By order of the Trustees



The Lord Lisvane KCB, DL

Date: 4 November 2021



Independent Auditor's Report to the Trustees of The Royal College of Organists

Opinion

We have audited the financial statements of the Royal College of Organists for the year ended 30 June 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice). In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 June 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 18 the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 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.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud are to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's Trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Date: 4 November 2021

Neil Finlayson (ACA, ICAEW)
Statutory auditor for and behalf of Moore Kingston Smith
LLP
Devonshire House
60 Goswell Road
London
EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Statement of Financial Activities For the year ended 30 June 2021

	Notes	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2021	Total 2020
		£	£	£	£	£
Income and endowments						
<i>Donations and legacies</i>	2	215,715	109,633	-	325,348	157,216
<i>Charitable activities</i>						
Annual subscriptions	3	173,055	-	-	173,055	170,510
Examination fees	3	38,063	-	-	38,063	43,505
Events	3	38,853	-	-	38,853	75,915
<i>Investment income</i>	4	57,753	37,900	-	95,653	107,834
Total income		<u>523,439</u>	<u>147,533</u>	<u>-</u>	<u>670,972</u>	<u>554,980</u>
Expenditure						
<i>Cost of raising funds</i>						
Fundraising and publicity		28,118	-	-	28,118	36,365
Investment Management Fees		8,028	4,787	3,948	16,763	13,549
<i>Charitable activities</i>		439,117	17,128	-	456,245	513,989
Total expenditure	5	<u>475,263</u>	<u>21,915</u>	<u>3,948</u>	<u>501,126</u>	<u>563,903</u>
Net operating income/(expenditure)		48,176	125,618	(3,948)	169,846	(8,923)
Net gain/(loss) on investments	9	<u>319,054</u>	<u>148,706</u>	<u>122,625</u>	<u>590,385</u>	<u>(175,180)</u>
Net income/(expenditure) and net movement in funds		367,230	274,324	118,677	760,231	(184,103)
Fund balances brought forward at 1 July 2020		<u>1,783,388</u>	<u>701,103</u>	<u>608,088</u>	<u>3,092,579</u>	<u>3,276,682</u>
Fund balances carried forward at 30 June 2021	12	<u><u>2,150,618</u></u>	<u><u>975,428</u></u>	<u><u>726,764</u></u>	<u><u>3,852,810</u></u>	<u><u>3,092,579</u></u>

All amounts related to continuing activities.

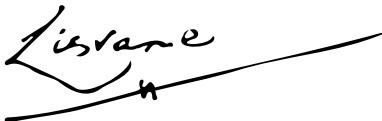
All recognised gains and losses are included in the Statement of Financial Activities.

Balance Sheet at 30 June 2021

	Notes	2021	2021	2020	2020
		£	£	£	£
Fixed Assets					
Investments	9		<u>3,714,520</u>		<u>2,987,461</u>
			3,714,520		2,987,461
Current Assets					
Debtors and advance payments	10	82,356		85,798	
Bank and cash		<u>205,332</u>		<u>145,688</u>	
		287,688		231,486	
Creditors: Amounts falling due within one year	11a	<u>(149,398)</u>		<u>(126,368)</u>	
Net Current Assets			138,290		105,118
Net Assets			<u><u>3,852,810</u></u>		<u><u>3,092,579</u></u>
Represented by:					
Funds					
Endowment funds	12		726,764		608,088
Restricted funds	12		975,428		701,103
Unrestricted funds					
- Designated	12		2,049,572		1,743,421
- General	12		<u>101,046</u>		<u>39,967</u>
			<u><u>3,852,810</u></u>		<u><u>3,092,579</u></u>

The financial statements were approved by the Trustee Council (trustee body) for issue on 4 November 2021.

The notes on pages 26 to 35 form part of these financial statements.



The Lord Lisvane KCB, DL

Chairman of Trustee Council

Statement of Cash Flows
Year end 30 June 2021

	2021 £	2020 £
Cash flow/(outflow) from operating activities		
Net cash provided by/(used in) operating activities	100,665	(173,140)
Cash flows from investing activities		
Investment income and interest received	95,653	107,834
Proceeds from disposal of fixed asset investments	918,284	413,501
Acquisition of fixed asset investments	(971,011)	(377,201)
Additions to cash held in investment portfolio	(83,947)	46,976
	<hr/>	<hr/>
Net cash (used in)/provided by investing activities	(41,021)	191,110
Net increase/(decrease) in cash and cash equivalents	59,644	17,970
Cash and cash equivalents at beginning of year	145,688	127,718
	<hr/>	<hr/>
Cash and cash equivalents at end of year	<u>205,332</u>	<u>145,688</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net income including endowments	760,231	(184,103)
Adjustments for:		
Investment income	(95,653)	(107,834)
Net gains on investments	(590,385)	175,180
Decrease/(increase) in debtors	3,442	(16,355)
Increase in creditors	23,030	(40,028)
	<hr/>	<hr/>
Net cash provided by/(used in) operating activities	<u>100,665</u>	<u>(173,140)</u>



RCO

Notes to the Financial Statements Year end 30 June 2021

1. Accounting Policies

a) Accounting Convention

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are applied consistently and are set out below.

b) Going Concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Trustees have considered the charity's forecasts and projections and have taken account of pressures on income and the

impact of Covid-19. The College has responded well to the restrictions in activities and whilst certain events had to be cancelled and examinations were postponed, other activities took place successfully online and plans are in place to continue with online tuition and events where necessary. After making enquiries, the Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

c) Fund Accounting – Unrestricted Funds

Reserves Policy and Fund Accounting

The Trustees have reviewed the College's need for reserves in line with the guidance issued by the Charity Commission. They have identified the future needs of the College and where appropriate have set aside funds or designated funds to meet those needs.

The balance of the funds, after the separation of restricted and designated funds, represent the College's general or free reserves. They can be used at the Trustees' discretion for the general running of the College. A statement of the Trustees' view of the necessary level of unrestricted reserves is made on page 17.

d) Restricted, Designated and Endowment Funds

The College's Restricted and Trust Funds consist of a number of different funds where the donor has imposed restrictions on the use of the funds which are legally binding. The accounting records separate these restricted funds from the unrestricted funds of the College.

A schedule of the movements on each individual fund during the year are set out in note 12.

The College's Designated Funds are funds set aside at

the Trustees' discretion for specific purposes. These purposes are set out in note 12.

Permanent endowment funds must be held permanently by the Trustees and income arising is separately included in restricted funds for specific use as defined by the donors.

e) Income

Subscriptions for 2020/2021 are shown in the accounts on a receivable basis with provision being made for those amounts considered irrecoverable. Subscriptions income received in April, May and June 2021 is assumed to relate to 2021/2022 and is therefore deferred. Exam fees income relating to exam sittings post year end and advance payments for the programme of RCO Academy classes and events taking place in 2021/2022 are treated as deferred income. Investment income and Gift Aid income relating to 2020/2021 is accrued. All other income, including recoverable tax creditors, is included in income when it is received.

Donations and gifts in kind include assets and resources received from many benefactors. Income is recognised as soon as there is probability of receipt and the value can be measured with reliability.

f) Heritage Assets

The College is the owner of a library of Organ and Choral music and books. Many precious works are contained in the library which is housed and managed on behalf of the College by Birmingham City University and the Royal College of Music, London. The collection is considered irreplaceable and as such it is not possible to attribute a reliable cost or value to it. It is additionally considered that the process of obtaining valuations of the collection would be disproportionate to any public benefit that might be derived and that it is impractical to apply conventional valuation techniques to the collection, due to the uniqueness of its nature.

g) Investments

Investments are included at market value as at the balance sheet date in accordance with the SORP. Realised and unrealised gains or losses on assets are accounted for within the particular fund of which the asset forms a part.

h) Apportionment of Expenditure

All expenditure is accounted for on an accruals basis and is analysed into the categories required by the SORP.

Notes 5 and 6 to the financial statements provide an analysis of each of the relevant categories according to function.

Staff costs are apportioned in accordance with time spent within each category.

Governance costs represent the institutional costs of the College.

i) Pensions

The College runs a non-contributory defined contribution scheme for its employees. Alternatively, the College will make a contribution to the personal pension schemes of employees. Contributions payable are charged in the Statement of Financial Activities.

j) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

k) Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 10 and 11 for the debtor and creditor notes.

l) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

m) Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the Trustees to have most significant effect on amounts recognised in the financial statements.

In the view of the Trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the Financial Statements

Year end 30 June 2021 (continued)

2 Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £
Donations (including gift aid)	107,028	-	-	107,028
Legacies and bequests	108,687	109,633	-	218,320
	<u>215,715</u>	<u>109,633</u>	<u>-</u>	<u>325,348</u>

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2020 £
Donations (including gift aid)	44,193	-	1,215	45,408
Legacies and bequests	111,808	-	-	111,808
	<u>156,001</u>	<u>-</u>	<u>1,215</u>	<u>157,216</u>

3 Charitable activities

All income from charitable activities in the current and prior year related to unrestricted funds.

4 Investment income

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £
Investment income	<u>57,753</u>	<u>37,900</u>	<u>-</u>	<u>95,653</u>

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2020 £
Investment income	<u>60,196</u>	<u>47,638</u>	<u>-</u>	<u>107,834</u>

Investment income is derived from listed securities, common investment funds and bank interest.

5 Total Resources Expended

	Activities Undertaken Directly £	Grants £	Support Costs (Note 6) £	Total 2021 £
Cost of raising funds				
Fundraising and publicity	-	-	31,801	31,801
Investment Management Fees	16,763	-	-	16,763
Charitable activities				
Examinations	57,146	-	54,820	111,966
Publications	33,846	-	32,468	66,314
Library and other	9,859	-	9,458	19,317
Scholarships and Prizes	-	38,175	36,622	74,796
Events	67,209	-	64,474	131,682
Membership Services	17,423	-	16,713	34,136
EEOP and NPOR	1,103	-	1,057	2,160
Governance	-	-	12,189	12,189
	<u>203,349</u>	<u>38,175</u>	<u>259,603</u>	<u>501,126</u>

Notes to the Financial Statements
Year end 30 June 2021 (continued)

5 Total Resources Expended (continued)

	Activities Undertaken Directly £	Grants £	Support Costs (Note 6) £	Total 2020 £
Cost of raising funds				
Fundraising and publicity	-	-	36,365	36,365
Investment Management Fees	13,549	-	-	13,549
Charitable activities				
Examinations	90,336	-	69,087	159,424
Publications	32,553	-	24,896	57,449
Library and other	9,693	-	7,413	17,106
Scholarships and Prizes	-	31,993	24,467	56,460
Events	101,494	-	77,621	179,115
Membership Services	15,286	-	11,691	26,977
EEOP Project	5,645	-	4,317	9,962
Governance	-	-	7,497	7,497
	<u>268,556</u>	<u>31,993</u>	<u>263,354</u>	<u>563,903</u>

6 Support Costs

	Cost of Raising Funds £	Charitable Activities £	Governance £	Total 2021 £
Advertising and publicity	31,801	-	-	31,801
Wages and salaries	-	100,501	-	100,501
Rent, rates, services and insurance	-	11,134	-	11,134
Other establishment expenses	-	163	-	163
Telephone and internet expenses	-	8,343	-	8,343
Bank charges	-	5,436	-	5,436
Legal and professional fees	-	57,661	-	57,661
Independent examiner's fees - current year	-	-	11,700	11,700
Printing, postage and stationery	-	2,364	-	2,364
Council travel and meeting costs	-	-	489	489
Sundry	-	29,601	-	29,601
Travel and accommodation	-	410	-	410
	<u>31,801</u>	<u>215,612</u>	<u>12,189</u>	<u>259,603</u>

6 Support Costs

	Cost of Raising Funds £	Charitable Activities £	Governance £	Total 2020 £
Advertising and publicity	36,365	-	-	36,365
Wages and salaries	-	101,906	-	101,906
Rent, rates, services and insurance	-	10,188	-	10,188
Other establishment expenses	-	427	-	427
Telephone and internet expenses	-	8,378	-	8,378
Bank charges	-	5,400	-	5,400
Legal and professional fees	-	54,255	-	54,255
Independent examiner's fees	-	-	5,935	5,935
Printing, postage and stationery	-	2,855	-	2,855
Council travel and meeting costs	-	-	1,562	1,562
Sundry	-	27,227	-	27,227
Travel and accommodation	-	8,856	-	8,856
	<u>36,365</u>	<u>219,492</u>	<u>7,497</u>	<u>263,354</u>

7 Staff Costs

	2021 £	2020 £
Wages and salaries	154,031	154,031
Social security costs	12,396	14,193
Pension costs	11,003	10,986
	<u>177,430</u>	<u>179,210</u>

The average number of staff employed during the year was:

	2021 No	2020 No
Direct charitable	<u>5</u>	<u>6</u>

No employees received emoluments of £60,000 or above in the year to 30 June 2021.

Key management personnel include the Trustees, Chief Executive and senior staff reporting directly to the Chief Executive. The total employee benefits of the charity's key management personnel were £181,429 (2020: £182,803). No trustee received any remuneration as part of this total.

8 Trustees' Expenses and Related Party Transactions

The following trustees received fees for assisting in the examination and tutoring of students, as permitted by the Royal Charter:

Trustees	2021 £	2020 £
Christopher Kent	525	-
Daniel Moulton	3,770	1,850
Tom Winpenny	100	-
Katherine Dienes Williams	100	-
Peter Wright	780	-
	<u>5,275</u>	<u>1,850</u>

Travel expenses amounting to £501 (2020: £350) were reimbursed to four (2020: One) trustees during the year.

At the year end no trustees were owed anything (2020: £nil).

Notes to the Financial Statements
Year end 30 June 2021 (continued)**9 Fixed Asset Investments**

UK Listed Investments	2021 £	2020 £
Market value at 1 July	2,987,461	3,245,923
Net Additions	971,011	377,201
Disposals at opening market value (proceeds £918,284 realised gain of £92,365)	(825,919)	(422,075)
Unrealised(losses)/gains	498,020	(166,612)
Movement in cash	83,947	(46,976)
Market value at 30 June	<u>3,714,520</u>	<u>2,987,461</u>
	2021 £	2020 £
Investments representing a significant proportion of the portfolio:	-	-

No investments comprise more than 5% of the portfolio in 2021.

10 Debtors

	2021 £	2020 £
All due within one year:		
Trade debtors	1,515	1,569
Other debtors	6,907	8,615
Prepayments and accrued income	73,934	75,614
	<u>82,356</u>	<u>85,798</u>

11a Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	45,138	36,873
Social security and other taxes	3,767	3,907
Deferred income (See 11b)	67,765	45,814
Accruals	32,728	39,774
	<u>149,398</u>	<u>126,368</u>

11b Deferred Income

	2021 £	2020 £
Balance as at 1 July 2020	45,814	90,348
Released during the year	(45,814)	(90,348)
Deferred during the year	67,765	45,814
Balance as at 30 June 2021	<u>67,765</u>	<u>45,814</u>

Deferred income relates to exam fees and subscriptions received in advance.

Notes to the Financial Statements

Year end 30 June 2021 (continued)

(Continued)

12 Analysis of Funds

	Balance Brought 01/07/2020 £	Income £	Expenditure £	Investment Gain/ Losses £	Transfers £	Balance Carried 30/06/2021 £
Unrestricted						
General	39,967	207,677	(146,598)			101,046
Designated:						
Library and Academic						
Development Fund	472,317	835	(19,317)			453,835
Education Fund	1,271,104	314,926	(309,347)	319,054		1,595,737
Total unrestricted	1,783,388	523,438	(475,262)	319,054	-	2,150,618
Restricted						
The Prize Fund	258,777	7,036	(1,621)	50,364		314,555
The Welfare Fund	46,398	110,702	(246)	7,655		164,509
Freestone Fund	205,655	7,896	(1,820)	56,528		268,259
The Scholarship & Award	165,273	4,772	(1,100)	34,160		203,105
Birch fund (salaries)	-	1,090	(1,090)			-
Birch fund (course fees)	-	6,122	(6,122)			-
The Wiles fund	-	2,647	(2,647)			-
The Minshall Jones fund	-	1,697	(1,697)			-
The Roger Gabb Bursary	-	5,572	(5,572)			-
The Phillip Mason fund	25,000					25,000
Total restricted	701,103	147,534	(21,916)	148,706	-	975,427
Endowment						
The Birch fund (salaries)	36,993		(251)	7,802		44,544
The Birch fund (course fees)	209,649		(1,411)	43,828		252,066
The Wiles fund	90,415		(610)	18,952		108,757
The Minshall-Jones fund	65,820		(391)	12,150		77,579
The Gabb Fund	205,211		(1,284)	39,891		243,818
Total endowment	608,088	-	(3,948)	122,624	-	726,764
Total Funds	3,092,579	670,972	(501,126)	590,385	-	3,852,809

Designated Funds

On 1 December 2010, 7 items from the RCO Library Collection were sold at auction. These items had been donated to the College by John Belcher in 1913 and were not germane to the RCO collection, therefore the Trustees elected to sell them and create a fund with the proceeds to support the running costs of the RCO Library.

The Education Fund is to be utilised for the purpose of supporting the educational programme of the College and assisting organ students.

Restricted Funds

For the purposes of administration and management of the charity, and with permission of the Charity Commission, the trusts already in existence are to be administered as on charity and as a result have been divided into the following areas:

The Prize Branch - to award prizes in the subject of organ music.

The Welfare Branch - to advance education in organ music to students in need.

The Freestone Fund - for the provision of an organ scholarship to be known as the "Leonard Freestone" scholarship

The Scholarship and Award Branch - to be awarded in the subject of organ music.

Birch fund (salaries) - to fund salaries and administration costs

Birch fund (course fees) - to fund Course Fees and other financial help for organ students.

The Wiles fund - to fund an Annual Scholarship.

The Minshall-Jones fund - to fund Awards and Scholarships.

The Phillip Mason fund - to fund Awards and Scholarships.

12 Analysis of Funds (continued)

Endowment funds

The Birch Fund (salaries) - In 2013 a £30,000 endowment was received and going forwards income derived from the endowment is to be used to fund administration costs and salaries of the College.

The Birch fund (course fees) - In 2014 a £176,643 endowment was received and going forwards income derived from the endowment is to be used to fund course fees and other financial help for organ students.

The Wiles fund - In 2014 a £75,293 endowment was received and going forwards income derived from the endowment is to be used to fund an annual scholarship.

The Minshall-Jones fund - In 2014 a £50,000 endowment was received and going forwards income derived from the endowment is to be used to fund awards and scholarships.

The Gabb fund - In 2018 a £175,000 endowment was received and going forwards income derived from the endowment is to be used to fund Awards and Scholarships.

Within the restricted funds there are also amounts relating to permanent endowments. The charity is in the process of identifying the actual value of the individual endowments but unfortunately the information is not available as at the year end.

Notes to the Financial Statements
Year end 30 June 2021 (continued)

12 Analysis of Funds (continued)

	Balance Brought 01/07/2019 £	Income £	Expenditure £	Investment Gain/ Losses £	Transfers £	Balance Carried 30/06/2020 £
Unrestricted						
General	116,968	256,994	(333,995)			39,967
Designated:	-					-
Library and Academic Development Fund	488,208	1,215	(17,106)			472,317
Education Fund	1,296,185	247,921	(182,617)	(90,385)		1,271,104
Total unrestricted	1,901,361	506,130	(533,718)	(90,385)	-	1,783,388
Restricted						
The Prize Fund	267,280	8,842	(1,606)	(15,739)		258,777
The Welfare Fund	47,690	1,344	(244)	(2,392)		46,398
Freestone Fund	215,201	9,924	(1,804)	(17,666)		205,655
The Scholarship & Award Birch fund (salaries)	171,042	5,997	(1,090)	(10,676)		165,273
Birch fund (course fees)	-	1,370	(1,370)			-
The Wiles fund	-	7,695	(7,695)			-
The Minshall Jones fund	-	3,327	(3,327)			-
The Roger Gabb Bursary	-	2,133	(2,133)			-
The Phillip Mason fund	-	7,003	(7,003)			-
	25,000					25,000
Total restricted	726,213	47,635	(26,272)	(46,473)	-	701,103
Endowment						
The Birch fund (salaries)	39,680		(249)	(2,438)		36,993
The Birch fund (course fees)	224,745		(1,399)	(13,697)		209,649
The Wiles fund	96,943		(605)	(5,923)		90,415
The Minshall-Jones fund	70,005		(388)	(3,797)		65,820
The Gabb Fund	217,735	1,215	(1,272)	(12,467)		205,211
Total endowment	649,108	1,215	(3,913)	(38,322)	-	608,088
Total Funds	3,276,682	554,980	(563,903)	(175,180)	-	3,092,579

For a description of the funds above, please see the previous two pages.

Notes to the Financial Statements
Year end 30 June 2021 (continued)

13 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2020 Total £
Fund balance at 30 June 2021 are represented by:				
Investments	2,170,976	845,957	697,587	3,714,520
Net current assets/(liabilities)	<u>(20,358)</u>	<u>129,470</u>	<u>29,178</u>	<u>138,290</u>
	<u>2,150,618</u>	<u>975,428</u>	<u>726,764</u>	<u>3,852,810</u>
	-	-	-	
	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2020 Total £
Fund balance at 30 June 2020 are represented by:				
Investments	1,697,804	706,812	582,845	2,987,461
Net current assets/(liabilities)	<u>85,584</u>	<u>(5,708)</u>	<u>25,242</u>	<u>105,118</u>
	<u>1,783,388</u>	<u>701,103</u>	<u>608,088</u>	<u>3,092,579</u>



RCO

The Royal College of Organists
PO Box 7328
New Milton BH25 9DU

Tel: 020 3865 6998
E-mail: admin@rco.org.uk
www.rco.org.uk