



THE ROYAL SCHOOL OF CHURCH MUSIC

Report of Council and Accounts

for the year ended

31 December 2010

Founded by Sir Sydney Nicholson in 1927

Registered Charity Number 312828
A Company Limited by Guarantee, not having a Share Capital
Incorporated 1930, Company Registration Number 250031

Registered Office

19 The Close, Salisbury, Wiltshire SP1 2EB

Governing Document

Memorandum and Articles of Association dated 25 July 1930, most recently amended 5 July 2007

Charitable Objects

The Royal School of Church Music exists to promote the study, practice and improvement of music and other matters relevant to the conduct of Christian Worship.

Our main activities in pursuit of this object are the provision of programmes of education, training courses, resources, publications and advisory services to subscribing individuals, churches, colleges and other bodies, both in house and by working in partnership with other organisations.

Royal Patron

Her Majesty the Queen

Patrons

The Most Revd and Rt Hon. The Lord Archbishop of Canterbury
The Right Revd The Moderator of the Church of Scotland
His Grace the Archbishop of Westminster
The Revd The Moderator of the Free Church Federal Council
Lord Carey of Clifton

President

The Most Revd and Rt Hon. The Lord Archbishop of Canterbury

Vice-Presidents

The Right Revd David Stancliffe
Brian Kay

Council

The Rt Hon Lord (Brian) Gill, FRSE, FRSAM (Chairman, appointed 1 July 2010)

Mark Williams BA, FRSCM, (Chairman, retired 1 July 2010)

The Revd Canon Mark Bonney MA (Cantab),
MA (Oxon) (retired 1 July 2010)

The Revd Dr Joseph Cassidy BA, MA, STB, MDiv,
STL, PhD, DTh, FRSA, FICPD

Ian Church BSc(Eng), ACGI, ARCO
(Vice-Chairman)

Katherine Dienes-Williams MA, BMus, FRCO,
ARSCM

Patrick Hodson BSc (Econ)

Alan Mitchell BA, MA, MSc (appointed 1 July
2010)

Andrew Murray BSc(Hons) (Applied Physics),
CGIA

Michael Perrier BA, ARCO, ARCM, MIITT, Aff
SWW (appointed 1 July 2010)

Dr David J C Price Hon DMus, GMus, Hon FASC
(retired 1 July 2010)

Nicholas Russell BSc, MSc

Ian Sharp MA, MPhil, PhD, FRCO(CHM), ADCM

Graham Wadley CEng

The Revd Canon Wendy Wilby MA (Oxon),
MA (Leeds), ARCM, LRAM

The Advisory and Consultative Panel

Professor Peter Aston DPhil, GBSM, FTCL,
 ARCM, Hon RCM, FRSCM, Hon FGCM, FCI
 Michael Chamberlain Hon LLD, FCA
 The Revd Dr Maggi Dawn MA, PhD(Cantab)
 David Elvin QC
 Trevor Ford FRSCM, ARAM, Hon RCM, Hon
 RCO, FRSA, Dip RAM
 Revd Douglas Galbraith MA, BD, BMus, MPhil,
 ARSCM
 Dr Simon Lindley HonDUniv (Leeds Met),
 FRCO(CHM), FTCL, GRSM(Lond), ARCM,
 LRAM, FRSCM

The Revd Pearl Luxon BA, CQSW
 The Revd Dr Timothy Macquiban MA, PhD
 The Revd Peter Moger MA, BMus
 Richard Morrison
 Patrick Russill MA(Oxon), HonRAM, HonFRCO,
 HonFGCM
 Dr John Rutter CBE, DMus(Lambeth), MA, MusB
 (Cantab), FGCM, FRSCM
 Professor Peter Toyne DL
 Dr Noël Tredinnick DMus, GGSM, PGCE, FRSCM

The Voluntary Forum

Ian Church (Chairman)

Matthew Beetschen (Scotland)
 Chris Cowell (North East Yorkshire)
 Jerry King (Somerset)
 David Leeke (Lichfield)
 Mick Perrier (Birmingham)

Dr David Price (Portsmouth)
 David Ricketts (Chester)
 Martin Van Bleek (North West Europe)
 John Wardle (Sussex)

The Chairman of the Voluntary Forum is appointed by Council. All other members are Area Committee Chairmen, elected for one year at the Annual General Meeting on 1 July 2010.

Senior Officers and Managers

Director	Lindsay Gray MA(Cantab), ARCO, PGCE
Bursar	Julia Harrison Place BA, ACA, HonRSCM
Head of Education	Sue Snell BA, MCIPD
Head of Publishing	Tim Ruffer BMus
Head of Communications, Marketing & Development	Catherine Clark

Advisers

Bankers	The Royal Bank of Scotland plc, 38 Park Street, Croydon CR9 1YS
Auditors	Kingston Smith LLP, Devonshire House, 60 Goswell Road, London EC1M 7AD
Investment Managers	Speirs & Jeffrey, 36 Renfield Street, Glasgow G2 1BR
Solicitors	Russell-Cooke, 2 Putney Hill, London SW15 6AB
Insurance Advisers	Marsh Brokers Limited, Education Practice, Rockwood House, 9-17 Perrymount Road, Haywards Heath, West Sussex, RH16 3DU

Report of Council

Council submits its Report and the Audited Accounts of the Charitable Company
for the year ended 31 December 2010

OUR MISSION AND APPROACH

The RSCM is an ecumenical Christian charity with education as its core purpose. Our mission is to encourage and inspire

- the good use of music, especially in Christian worship;
- the highest standards achievable in each individual church or community;
- people of all ages, especially children and young people, to become involved in church music;
- a culture of learning through practice, experience and reflection, to develop both skills and understanding.

Our mission is ambitious for an organisation with a small staff and limited resources. In order to deliver it effectively, we rely on our own network of local volunteer committees, and we work with other organisations whose purposes can support our own. Our membership of affiliated churches and schools, individual church musicians of all ages and supporters are also our partners; they not only contribute to their own churches and communities, but also fulfil the RSCM's mission in their own work and worship. Common to everyone involved with the RSCM is the belief that music, and specifically music in worship, matters.

We aim to provide effective support for the church music of the present; to achieve a deeper understanding amongst both clergy and lay people of how music can enhance worship and build community in churches of all traditions; and to provide education and training that enables directors, singers, players and all who contribute to music in worship to serve their churches well.

In pursuing these activities, the Council confirms that it has complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commission General Guidance on Public Benefit. In particular, the RSCM's training programmes, publications and associated resources serve to promote the charitable purposes of the advancement of education, religion, arts, culture, heritage or science. Our work is of significant public benefit, not only to the individuals, especially children and young people, who are directly engaged with us, but, indirectly, to the congregations and communities in which they serve.

REVIEW OF CHARITABLE ACTIVITIES

We provide programmes of education, stand-alone training courses, educational and musical resources, publications and advisory services, both to our membership and to other interested groups and individuals.

Our objectives for 2010, our progress towards them, and our plans for the future are described in detail in the relevant sections following, particularly those for Education, Serving Our Membership, the Voluntary Network, Publishing, Finance and Governance.

EDUCATION

We pursue our educational mission chiefly through our core singing and musical skills programmes, which act as a framework for all our teaching, outreach and publishing. We also deliver the mission

in partnership with our volunteers, who aim to meet the educational needs of their local members and affiliates by organising training days, workshops, festivals and networking and outreach events.

Voice for Life continues to be an important support for those who train and direct church, school and community choirs; the training scheme and materials have now been downloaded or purchased by more than three thousand choir trainers. The programme develops both choristers' singing and musical skills and their sense of responsibility as members of their choir, and again, over 900 candidates participated in the award scheme, with a 97% success rate. As well as facilitating local training, we run training choirs and residential courses for all ages, which complement the Voice for Life training scheme.

A key objective for 2009 was to produce the White Level of Voice for Life, to enable younger children and absolute beginners to participate in the scheme. In March 2010, six months after its launch, we surveyed the 700 users of the White Level and received very positive feedback:

It neither belittled the advanced choristers, or demanded too much from the newest recruits.

White level VfL is just what we needed to get the children involved in a structured programme of learning about music while also rehearsing their repertoire for the Sunday services. We are impressed.

It's great!! Brilliant for new trebles.

The White Level was our first widely used online resource for Voice for Life, and a key objective for 2010 was to develop this support for choir directors by producing an online newsletter. This was achieved with the production of *Gold Dust*, a quarterly resource of training and seasonal repertoire ideas, which has achieved well over 500 registered subscribers.

Twelve **Young Voices Events** were held, several of which were based on our 2010 festival service *All God's People*. Over 1,000 young singers took part and the services were also attended by hundreds of parents and friends. We continue to encourage our volunteer committees to use these festivals for outreach to their local schools and churches.

Our residential courses and singing breaks in a variety of locations continued to allow children and adults to develop their practical music-making skills in the context of a Christian community, learning and worshipping together. Feedback from these courses was positive, and enables us to continue to respond effectively to the needs of the churches and their musicians of all ages.

The **RSCM Millennium Youth Choir (MYC)**, directed by David Ogden, enjoyed another successful year of services, live and recorded broadcasts and concerts. The singers are aged between 16 and 23; core membership has increased to 72, with 22 new singers joining during 2010. We believe that many of them will be the church music leaders of the future. The MYC celebrated its tenth anniversary in 2010 and we are looking actively for new ways of maintaining the commitment of young adults to the RSCM and their own contribution to church music when they leave the choir.

We also run **Regional Choirs**. RSCM Voices North (directed by Gordon Appleton), South (directed by Jason Edge) and Midlands & South West, (directed by Matthew Hamilton), all concentrate on training children and providing in-service training for the many choir directors who are also members. With around twelve services and other events each year, plus training days, these choirs offer the opportunity to sing new and challenging repertoire in high profile venues. Over 300 singers, including 120 children are involved in these choirs.

Church Music Skills is a practical programme aimed at developing the skills and confidence of practising church musicians and those who lead music in their local churches. This flexible programme is delivered primarily through distance learning, combining reflective private study at home with practical experience in the student's own church. It is designed to meet the varied needs of organists, choir trainers, instrumentalists, and those who lead congregational singing as cantors, in the varied worship settings and musical backgrounds in which they work. During 2010, we began

piloting an introductory module for Music Group Leaders. The programme assists musicians not only with their musical skills, but also provides supporting studies such as the selection and use of music for a variety of worship services and the practical aspects of organising the musical life of the church. Participants may enter the programme with the objective of achieving an RSCM award or simply progressing towards their own personal development goals. They can study alone or with their own music teacher, and may complement their study with attendance at short residential courses or workshops; during 2010 we introduced skills training days in major regional centres, working with the Royal College of Organists and the Association of British Choral Directors. Recruitment to this new venture was encouraging and we are continuing with this model of training delivery in 2011, having received very positive feedback from participants:

I came back with more confidence and it was great meeting others who were experiencing the same problems...

The course has been so relevant to my needs

The course gave me confidence to try conducting and showed me I can do it

Both recruitment to the Church Music Skills programme and completion rates are improving. We expect participation to grow as we expand the topics available for study, and as our new regional support staff encourage local musicians who could benefit from the programme to engage with it.

We also continued to run our popular organ skills courses, which have a particular emphasis on supporting volunteer organists – those who have not been trained as organists but are transferring their other musical skills to the instrument in order to assist in the worship of their local church.

Church Music Studies is the strand of our educational provision designed for those who want or need to develop their knowledge and understanding of music and worship, particularly as it relates to their work in their own churches. Topics include the basic theology of worship and ministry, aspects of worship for different groups and purposes, the nature and role of music ministry and liturgy, and the use of music in worship. Unfortunately, our original partnership with Prifysgol Bangor University to deliver a Higher Education Certificate in Sacred Music Studies ended because of funding constraints. We are delighted to announce that our negotiations with Christ Church Canterbury University were successful, and a proposed course, to be delivered in partnership with the RSCM has completed the academic validation procedure; CCCU will be admitting the first students to a Foundation Degree in Church Music in September 2011. Students will combine short residential blocks with distance learning and practical work in their own church, supported by an RSCM mentor. On completing the course, they will be able to transfer to a BA course if they wish. Similar themes of study are reflected in new initiatives from our Regional Music Advisers who are able to offer support and learning opportunities within post-ordination training schemes, clergy groups and theological colleges.

RSCM Area committees organised more than 240 **local education events** in 2010, which were attended by almost 11,000 people. These ranged from micro-events meeting a particular local need to major festivals, taking in the presentation of Voice for Life Awards, training days, workshops for volunteer organists and worship bands, sessions on vocal technique, and getting started as a music leader and combining traditional and contemporary music in the liturgy. Local members have the chance to explore new RSCM publications and music for particular seasons and special occasions such as harvest festivals, to network in the always popular 'Eat Meet & Sing' events and to come together to sing major works such as *Messiah*. The variety of events on offer reflects not only the range of local needs but also the many possibilities for enhancing the music of the churches.

Staff changes The pilot of the Area Music Facilitator post, in the north of England continued during the year, and has informed the model for a renamed post of Regional Music Adviser. We have been very fortunate in obtaining funding from the Liz and Terry Bramall Charitable Trust to appoint three Regional Music Advisers to cover the whole of England. These posts and those of a full-time on-site Programmes Manager and a part-time Education Assistant were filled in the first

months of 2010. A key objective for 2010 was the thorough induction of the post-holders to establish modes of working that will maximise the educational impact of the new structure, and this was achieved. In 2011, it is a key objective to enable the RMAs to build on the good start that they have made in supporting our volunteer committees, and to expand their contact with member churches and their links with clergy and educational partners in their regions.

Our choir has been, for various reasons, lacking in morale recently... and you certainly boosted our enthusiasm and cheered us up. This was the first 'Choir workshop' we have ever had and we all enjoyed your methods of working as a choir.... we would be very pleased to welcome you back.

PUBLISHING

RSCM Press has continued to offer churches and schools a valuable range of liturgical and musical resources. In 2010, we published *The Word Revealed*, a festival service to celebrate the 400th anniversary of the King James Bible. We plan to publish an Epiphany Carol Service during 2011. For young people, the Young Voices Festival Service, *All God's People* took diversity as its theme; in 2011 *The Water of Life* will be of general appeal but will be particularly helpful for the many churches which support the charity Water Aid.

We will also add to our range of choral leaflets and congregational music, and will produce a new photocopiable resource for choirs, *Songs, Psalms and Spirituals*, edited by John Barnard and David Iliff. All the works will also have 3 part arrangements for choirs with limited forces.

We have produced our first publications in support of the Church Music Skills programme. *The Complete Church Organist* gives particular attention to the needs of pianists new to the organ and organists who are inexperienced at playing for church services; Volume One was published during 2010 and the series of three should be completed during 2011.

During the year, we upgraded our web shop, improving the design, security and finally enabling our individual members to access discounts online. The Publishing department also significantly increased its production of high quality festival booklets for use by our volunteer Committees.

SERVING OUR MEMBERSHIP

At 31 December 2010, the total membership comprised 5,254 Affiliates (5,277 in 2009), 1,821 Individual Members (1,783 in 2009), 1068 Friends (1,088 in 2009) and 57 Student and Junior Members (60 in 2009). Direct memberships in the UK and other countries totalled 4,287 Affiliates (4,352 in 2009), 1,434 Individual Members (1,385 in 2009) and 777 Friends (805 in 2009). Membership via RSCM International was as follows: 967 Affiliates (925 in 2009), 387 Individual Members (398 in 2009) and 291 Friends (283 in 2009). Overall membership income was maintained, despite the financial difficulties faced by many churches, but recruiting and retaining affiliated churches and individual members is a high priority for both staff and volunteers.

The new format of our membership magazines continued to be successful. *Church Music Quarterly (CMQ)* provides RSCM and more general church music news, real-life stories about music and worship, thought-provoking articles on a wide variety of church music issues, and the much loved Hymn Meditation. *Sunday by Sunday* combines our indispensable liturgy planner with articles to help with practical music-making in church, whatever the style of music used by the worshipping community and whatever resources they have available. *The Network* keeps our membership informed about the centrally and locally organised educational events around the UK.

The reach of our email newsletter grew to nearly 10,000 subscribers. A key objective for 2010 was to extend email newsletters to Voice for Life users and our volunteers. This was achieved by the development of *Gold Dust* and a newsletter which gives our volunteers regular updates.

We see our membership magazines and the email newsletters as important ways of carrying out our educational mission, and membership of the RSCM also helps church musicians by making our

publications and educational events more affordable for churches, schools and individuals. We also work on behalf of our members through partnerships with other organisations:

- We are the official music agency for the Church of England, and we also work with the Catholic Bishops' Conference of England and Wales Music Committee, the Church in Wales and the Church of Ireland.
- The Director is a consultant to the Liturgical Commission and serves on the Councils of Praxis, the Cathedral Organists' Association and Friends of Cathedral Music.
- We have important operating partnerships with Hymns Ancient & Modern, Sarum College, and Christ Church Canterbury University.
- We also work with the Association of British Choral Directors, the Royal College of Organists and the BBC.
- We have active links with the Music and Worship Foundation, the Choir Schools' Association, the Guild of Church Musicians, the Hymn Society, the National Network of Pastoral Musicians, TONSIL (The Ongoing Singing Liaison Group), and the Incorporated Society of Musicians.

VOLUNTARY NETWORKS

UK, Ireland and Continental Europe

Council is enormously grateful for the dedication and hard work of our 610 volunteers in the UK, and the staff who support them. There are 44 Area committees in England, six in Wales, and one each in Scotland, Northern Ireland, Eire and North West Europe. Committees are also being developed in Nigeria – which was launched in November with a week of educational events – and France. The Regional meetings in Liverpool, London, and Bristol were attended by around 120 committee members. The highlight of the 2010 meetings was a series of talks about ways of getting children singing in church and at school, but the meetings are also opportunities to share good practice, and are valued by both staff and volunteers as much for the informal contacts made as for the formal discussions.

Volunteer development is a key priority for the RSCM; our volunteers are our presence on the ground, both in the delivery of educational work and as part of the local network of church musicians. Volunteers who are in touch with their church music colleagues, and respond to their needs with high quality and relevant events, are a key factor in keeping our existing membership engaged and attracting new members. The work of the Regional Music Advisers is crucial, as is regular contact with the Centre. The Director spends a significant proportion of his time visiting local committee meetings and events, and all staff are encouraged to provide as much support as possible to our volunteers.

The Voluntary Forum, comprising up to twelve Area Chairmen elected by the members of the Association and chaired by a member of Council, met three times during the year, covering a wide range of topics of concern to our volunteers, which will be addressed in more depth in the coming months. One issue covered by the Forum in 2009 was the distribution of Area Funds. It was agreed that committees should only hold funds which they are able to apply to the RSCM's mission within a reasonable time, and that more funds should be available to less wealthy committees to develop the RSCM's work in their area. Council therefore amended the reserves policy to the effect that a local committee should not normally hold more than £2,000 in reserves. A key objective for 2010 was to implement this policy. Progress has been made; enough Areas handed over surplus funds to enable Council to designate an Area Development Fund, as planned. The policy has encouraged several Committees to think more proactively about how to use their resources and improve their planning of educational activities. Monitoring progress against these plans and working with other committees to ensure that they are not holding funds over and above their ability to use them constructively is a key objective for 2011.

The Forum has also discussed ways of improving the effectiveness of committees in such matters as recruitment and communication with the membership. It has agreed that each committee member should have a defined role, and that terms of service should be limited to ensure that there is room for new members to refresh the group and that committees do not become dependent on too few people who bear an unfair share of the burden. Committees are encouraged also to have associated volunteers who help with particular events or activities as and when needed but are not required to attend every meeting. This approach will need sensitive and probably gradual implementation; beginning the process is a key objective for 2011.

RSCM International

The RSCM's membership extends to over 40 countries worldwide. In Australia, Canada, New Zealand, South Africa and the USA, groups of volunteers organise events, festivals and courses. These groups are now all regulated as not-for-profit organisations in their own jurisdictions and work within a Memorandum of Understanding to ensure mutual accountability and to protect the RSCM's values and reputation. The Director is in regular telephone and email contact with the National Chairs, and visited the USA and South Africa in 2010. In 2011, visits are planned to Canada, Australia and New Zealand.

Among other events, Australia and New Zealand held a joint summer school in Adelaide, and RSCM America held a week-end festival in Millington New Jersey. The regular RSCMA King's College Course, directed by Barry Rose, attracted 185 singers. In South Africa, a Songs of Praise event in Johannesburg attracted 300 singers and raised funds to support young people to attend the RSCM South Africa National Summer School.

CELEBRATION DAY AND HONOURS

The annual RSCM Celebration Day took place at Durham Cathedral in May 2010. The Cathedral Choir took part, together with over 400 singers from 34 RSCM-affiliated choirs and the Northern Cathedral Singers. The Director was James Lancelot and the Organist was Keith Wright. We celebrated the work of the Cathedral and its choir and the work of the RSCM in the UK and throughout the world. Honorary awards were presented by the Chairman.

In 2010 the RSCM made honorary awards to the following:

FRSCM Cindy Dedakis, Jeremy Dibble, Philip Duffy, Trevor Ford, Paul Hale, Richard Lloyd

ARSCM John Catterall, Edward Darling, Peter Dyke, Robert Prizeman, Jeremy Suter, Roy Tankersley

Hon RSCM John Hume, Aled Jones

Certificates of Special Service were awarded to Sue Bartholomew, John Clisset, Keith Downie, Roger Gay, Ann Jolly, David McAdam and Trevor Tipple.

OPERATIONS, FINANCE, STRATEGY AND GOVERNANCE

THE FUTURE

The RSCM exists to meet the huge variety of needs experienced by church musicians and their worshipping communities. Every church faces a different challenge of musical and financial resources, and clergy and congregations are increasingly experimenting with new styles and patterns of worship. We aim to sustain the tradition which still serves many churches well, and also to support and enrich music in churches with other requirements. Most importantly, we are working to secure the future of church music by encouraging and inspiring more people to get involved, especially the young, and by educating both current participants and future leaders. As a small charity, we have to ensure that we identify and prioritise their needs, and respond appropriately to

change. Sometimes the greatest impact can be achieved by working in partnership with other organisations, and we rely on our volunteers' knowledge of their local conditions and challenges to target education and training effectively. Our priorities for the future therefore remain: to ensure that our programmes meet the needs of the churches and their musicians, to develop our volunteers as the local face of the RSCM, and to secure the funding that will enable our work to thrive rather than merely survive.

The first two of these priorities have been in place for some time; 2010 has seen new attention given to the third. We are steadily improving communication with our members and volunteers, who, both in cash and in kind, are our existing supporters. We are also working successfully to increase external awareness of our work and to raise our profile as a charity; our media coverage doubled during the year. Better recognition and stewardship of our donors is reflected in the new Friends scheme and the Legacy Society, and in 2010 we continued this process with an event hosted by the Archbishop of Canterbury at Lambeth Palace to launch an Annual Fund for donors. Presentations were given about the importance of church music and the work of the RSCM, and there was an encouraging response in terms of both goodwill and financial support. Our first Annual Appeal also prompted new donations from a number of our members and contacts. Music Sunday, which encourages our member churches to raise money for their own music and the RSCM, was piloted in 2009. In 2010, we increased the number of participating churches and some services were broadcast on BBC Radio. With all these activities, the challenge is to maintain the momentum and enthusiasm that we have built up so far, and this will require further investment of staff time.

FINANCIAL REVIEW

The financial outcome of normal operations considerably exceeded the budget. Shortfalls in education and publications income were largely offset by reductions in the corresponding costs, and overheads were very well controlled. Some staff costs were budgeted to provide for possible needs which did not arise, particularly with regard to the re-shaping of the Church Music Studies programme. Voluntary income benefited from a back-claim of gift aid, enabled by improvements to our supporter database; the outlook is challenging for 2011, given the difficult economic climate. However, we have little scope for further reductions in expenditure without risk to our charitable activities and administrative stability; it is imperative that we increase income generation and the larger part of the improvement is likely to come from voluntary income. The budgeted deficit for 2011 is greater than that for 2010, due mainly to cautious income targets in the continuing adverse economic environment; however, we are hopeful that we will improve on the budget.

INVESTMENT POLICY

The RSCM's investments are currently structured in order primarily to protect the real value of the portfolio over time, with the secondary objective of generating as high an income as possible. These objectives are to be pursued with a medium degree of risk. Council outsources the management of such assets to independent investment managers (currently Speirs & Jeffrey). Compared with our benchmarks, the total return in 2010 was +10.7% against +12.9% for the WM Income Constrained Charities Index, +14.5% for the FTSE All Share Index, and +12.7% for the bespoke RSCM benchmark. This was not entirely satisfactory; however over the five years 2006-10, the total return was marginally ahead of all these benchmarks. Council will continue to keep the situation under review.

RESERVES POLICY

Council has reviewed the reserves policy as part of the Business Plan. Based on a risk management approach, with the aim of enabling the organisation to respond appropriately to an actual or foreseeable reduction in membership income (which finances most of our overhead costs), the RSCM maintains a level of reserves sufficient to cover 6 months of budgeted employee costs, currently in the region of £284,000.

Following the transfer of Area funds to the centre, Council has designated £30,000 as an Area Development Fund which will be used to support local activities which cannot prudently be resourced by the committee concerned. It is hoped that this will enable improved local education and training, and also innovations which committees might be reluctant to undertake without central support.

Total reserves amount to £1,079,870 of which £160,944 is held in endowment funds, £221,986 in the Arts Council fund for future rental costs and £113,836 in other restricted funds. Of the unrestricted funds, £48,014 is designated to represent the amount of funds tied up in fixed assets, £30,000 is designated for the development of local voluntary educational activity, and £185,108 is held by local committees. The General Fund, or 'free reserves', stands at £319,982. This is a little in excess of the policy, but the 2011 budget predicts a draw on the General fund to within 6% of the policy amount.

RISK ASSESSMENT

The major operating risks facing the organisation were evaluated by a feasibility study in 2001, and our Business Plan, revised in 2010 to cover 2011-13 in detail, was shaped with the relevant risks in mind. We continue to develop our operating policies and procedures in order to mitigate those risks which can appropriately be addressed by such means.

We believe that child protection issues are the most challenging risk that we face, and we keep our policy, procedure and practice in this area under constant review. During 2009 we began preparing for the Vetting and Barring Scheme (VBS) and the Independent Safeguarding Authority, but some of our revised procedures have been put on hold while the new Government undertakes a review of the VBS, in response to public concern. Although it was a key objective to complete this task during 2010, further developments await legislation due to come into force in 2012. Our over-riding aim remains: to have robust and workable safeguards for the children in our care while ensuring that they continue to benefit from the rich experiences that so many have enjoyed at RSCM courses and events.

GOVERNANCE

Council and Advisory Board

The members of Council are the Trustees of the charitable assets and activities of the Company, and are the Directors of the Company for the purposes of Company Law.

The number of Council members is limited to thirteen. Of the current members, three were elected by the membership of the Association, the remainder having been appointed by Council and reported to the Annual General Meeting. The Memorandum and Articles of Association were revised in 2007. The Council and staff are supported by the Advisory and Consultative Panel, which comprises the members of the Forum (see the next paragraph), and eighteen members appointed by Council, to include two members nominated by the General Synod of the Church of England.

The revised Memorandum and Articles of Association also recognises the existence of local voluntary committees, and established a representative Forum to enable direct two-way contact between them and Council. The Forum consists of twelve Chairmen of voluntary committees, elected at the Annual General Meeting, and has met three times a year. Following the departure of Professor Tony Culyer from Council, the Vice Chairman, Ian Church, who is also a member of our Guildford Area Committee, now chairs the Forum, deputising for the Chairman of Council. The minutes of these meetings are circulated to Council and a report is made to the Council meeting. This arrangement appears to be achieving its aim of informing Council of volunteers' concerns and improving the communication of Council strategy to volunteers.

Council continued to meet every eight to ten weeks, and to use smaller ad hoc groups consisting of appropriately skilled members of Council and Senior Officers to consider specific issues in preparation for Council meetings. Members of Council are recruited with a view to Council's overall balance of skills and interests, and under the new governing document, three members will be directly elected from among the active volunteers and the Advisory and Consultative Panel. New members of Council are supplied with the Charity Commission's *The Essential Trustee*, the RSCM's Memorandum and Articles of Association, and the current business plan and published accounts, and have an informal briefing meeting with the Director or Chairman. Continuing training is provided by Charity Commission updates and the auditors' management letter.

As permitted under the charity's Memorandum and Articles of Association, members of Council are covered by the RSCM's indemnity insurance, subject to normal exclusions, in the event of a personal liability arising to them in their capacity as trustees of the Charity. This cover is provided as part of a combined insurance policy and the amount of the premium applicable to Trustees' indemnity cannot be quantified.

Changes to the membership of Council are listed on page 2.

At 31 December 2010 there were 208 registered members of the company entitled to attend and vote at General Meetings (201 in 2009). Membership of the Association comprises the President and Vice-Presidents, the members for the time being of Council and the Advisory and Consultative Panel, the Chairmen for the time being of the overseas branches, and the Chairmen, Secretaries and Treasurers for the time being of the voluntary committees in the UK and Europe.

Auditors

Kingston Smith LLP have indicated their willingness to continue in office and in accordance with the provisions of the Companies Act it is proposed that they be re-appointed auditors for the ensuing year.

Audit information

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

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

Statement of Council's Responsibilities

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

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

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

Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of Council

A handwritten signature in black ink that reads "Brian Gill". The signature is written in a cursive style and is centered on the page.

Lord Gill
Chairman of Council

5 May 2011

INDEPENDENT AUDITORS' REPORT TO THE COUNCIL OF THE ROYAL SCHOOL OF CHURCH MUSIC

We have audited the financial statements of The Royal School of Church Music for the year ended 31 December 2010 which comprise the Statement of Financial Activities, the summary Income and Expenditure Account, the Balance Sheet, the Statement of Total Recognised Gains and Losses and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). These financial statements have been prepared in accordance with the accounting policies set out therein.

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

Respective Responsibilities of Trustees and Auditors

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements.

Opinion on the financial statements

In our opinion:

- the financial statements give a true and fair view of the state of the charitable company's affairs at 31 December 2010 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been prepared in accordance with the Companies Act 2006.

Opinion on other matters prescribed by the Companies Act

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remunerations specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Kingston Smith LLP
.....

James Cross, Senior Statutory Auditor

25 May 2011
.....

Date:

for and on behalf of Kingston Smith LLP, Statutory Auditor, Devonshire House, 60 Goswell Road, London EC1M 7AD

The Royal School of Church Music

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2010

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2010 £	Total Funds 2009 £
Incoming Resources						
Incoming resources from generated funds:						
Voluntary income		126,546	128,585	306	255,437	97,321
Investment income		25,060	10,441	-	35,501	35,843
Incoming resources from charitable activities:						
Membership Income		517,750	3,570	-	521,320	510,296
Income from Education & Outreach		316,273	7,680	-	323,953	323,371
Publications Sales & Royalties		392,917	-	-	392,917	411,764
Other incoming resources:						
Other income	3	8,356	-	-	8,356	8,474
Total Incoming Resources	2	1,386,902	150,276	306	1,537,484	1,387,069
Resources Expended						
	1(k)					
Costs of generating voluntary income	4(d)	55,979	2,907	-	58,886	62,072
Investment management fees		2,142	-	-	2,142	2,408
Costs of charitable activities:						
Membership Benefits & Services	4(a)	272,425	9,975	-	282,400	282,335
Education, Outreach & Resource Development	4(b)	555,206	163,852	-	719,058	679,385
Publications	4(c)	418,018	7,564	-	425,582	425,409
Governance costs	4(e)	43,748	1,941	-	45,689	41,941
Total Resources Expended		1,347,518	186,239	-	1,533,757	1,493,550
Net incoming / (outgoing) resources before other recognised gains & losses		39,384	(35,963)	306	3,727	(106,481)
Realised Losses on sale of Investments		(666)	(139)	(528)	(1,333)	(1,458)
Unrealised Gains on Investments		15,199	3,192	12,964	31,355	41,581
Net Movement in Funds		53,917	(32,910)	12,742	33,749	(66,358)
Fund Balances Brought Forward at 1 January 2010		529,187	368,732	148,202	1,046,121	1,046,121
Fund Balances Carried Forward at 31 December 2010		583,104	335,822	160,944	1,079,870	979,763

The Royal School of Church Music

BALANCE SHEET AT 31 DECEMBER 2010

		2010 £	2009 £
ASSETS and LIABILITIES			
Fixed Assets			
Tangible Fixed Assets	5	48,014	57,451
Investments	6	512,760	484,588
		<u>560,774</u>	<u>542,039</u>
Current Assets			
Stock	7	133,161	118,502
Areas' Net Assets		185,108	197,694
Debtors	8	179,216	202,118
Cash at Bank and in Hand		244,265	230,898
		<u>741,750</u>	<u>749,212</u>
Creditors			
Amounts Falling Due Within One Year	9	222,654	245,130
Net Current Assets		<u>519,096</u>	<u>504,082</u>
TOTAL NET ASSETS		<u><u>1,079,870</u></u>	<u><u>1,046,121</u></u>
FUNDS			
Endowments	10(a)	160,944	148,202
Other Restricted Funds	10(b)	335,822	368,732
Unrestricted Income Funds			
General Fund	10(c)	319,982	274,042
Designated Funds	10(d)	78,014	57,451
Area Funds		185,108	197,694
TOTAL FUNDS		<u><u>1,079,870</u></u>	<u><u>1,046,121</u></u>

Approved by Council and authorised for issue on
5 May 2011



Lord Gill (Chairman of Council)

The Royal School of Church Music is Registered Charity 312828 and a Company Limited by Guarantee, not having a Share Capital, Company Registration Number 250031

The Royal School of Church Music

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2010

	2010 £	2009 £
Gross Income of Continuing Operations	1,537,178	1,387,069
Total Expenditure of Continuing Operations	1,533,757	1,493,550
Net Surplus / (Deficit) for the Year Before Transfers & Investment Asset Disposals	<u>3,421</u>	<u>(106,481)</u>
Losses on Sales of Investments	(1,333)	(1,458)
Net Surplus / (Deficit) for the Year	<u><u>2,088</u></u>	<u><u>(107,939)</u></u>

All operations during the year ended 31 December 2010 were continuing operations

Total income comprised £1,386,902 for unrestricted funds, £150,276 for restricted funds and £306 for endowment funds.

A detailed analysis of income is provided in the Statement of Financial Activities, and a reconciliation of Gross Income and Total Incoming Resources is provided in Note 2.

Detailed analyses of expenditure are provided in the Statement of Financial Activities and Note 4.

The summary Income and Expenditure Account is derived from the Statement of Financial Activities on page 15, which, together with all the Notes to the Accounts on pages 18 to 23, provides full information on the movements on all funds during the year.

STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES FOR THE YEAR ENDED 31 DECEMBER 2010

	2010 £	2009 £
Net Surplus / (Deficit) for the Year	2,088	(107,939)
Incoming Resources for Endowment Funds	306	-
Gains on Revaluation of Investments	31,355	41,581
Total recognised gains / (losses) for the Year	<u><u>33,749</u></u>	<u><u>(66,358)</u></u>

The Notes on pages 18 to 23 form part of these Accounts

The Royal School of Church Music

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2010

1) ACCOUNTING POLICIES

(a) Historical Cost Convention

The RSCM prepares its accounts on the Historical Cost Basis of Accounting, under which assets are recorded at the value at which they were acquired and liabilities at the value when they were incurred, except that investments are revalued at market value .

(b) Format of Financial Statements

The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP 2005) Accounting and Reporting by Charities, applicable accounting standards and the Companies Act 2006. A Statement of Financial Activities provides detailed information on income, expenditure, realised and unrealised gains on investment assets and movements on each class of fund. A summary Income and Expenditure account shows total income and expenditure for all income funds. Details of funds are given in note 10. The net assets of the Area committees, most of which are held in cash, are shown separately on the balance sheet. Council believes that this method is the closest to a true and fair view of the Charity's overall financial activities and asset holdings.

(c) Fixed Assets

Tangible assets costing over £100 are capitalised if their useful life is expected to exceed the depreciation periods below. They are stated at cost and are not revalued.

Depreciation is calculated to write off the cost of assets over their estimated useful lives:

Major software packages 4 years, other computer hardware and software 3 years

Other Furniture, Plant and Equipment 5 years

The Balance Sheet does not include the RSCM's collection of rare books and manuscripts which is valued for insurance purposes at £130,000.

(d) Donations and Legacies

Donations and legacies are accounted for on the accruals basis, and are recognised when the Charity's entitlement has been ascertained, the conditions for receipt have been met, and the amount can be quantified with reasonable accuracy.

(e) Operating Leases

Expenditure incurred in respect of operating leases is written off as a charge to the Income and Expenditure Account in the year in which it is incurred.

(f) Investments and Investment Income

Investments are shown at market value, and realised and unrealised gains and losses are recognised in the relevant funds in the Statement of Financial Activities. Investment Income is taken into account when due.

(g) Stocks

Stocks are valued at the lower of cost and net realisable value.

(h) Translation of Foreign Currencies

Balances denominated in foreign currencies are translated at rates of exchange ruling at the Balance Sheet date.

(i) Affiliation Fees and Subscriptions

Affiliation fees and subscriptions are received annually in advance. The portion not earned at the Balance Sheet date is carried forward as deferred income.

(j) Pension Scheme

The RSCM Group Personal Pension Plan is administered by Scottish Equitable. The RSCM contributes a minimum of 5% of each member's gross salary into the Personal Pension Plan. In order to qualify for this contribution, each member must contribute a minimum of 3% of gross salary. The RSCM's contributions are charged to the Income and Expenditure account as incurred.

(k) Income and Expenditure Analysis

Wherever possible, costs are attributed directly to a particular activity. Management and support staff costs and overheads are charged between activities on the basis of estimated transaction volumes or staff costs as most appropriate.

The Royal School of Church Music
Notes to the financial statements for the year ended 31 December 2010 (continued)

	2010 £	2009 £
2) INCOME RECONCILIATION		
Gross Income of Continuing Operations per Income & Expenditure Account	1,537,178	1,387,069
Incoming Resources for Endowment Funds	306	-
Total Incoming Resources per Statement of Financial Activities	<u>1,537,484</u>	<u>1,387,069</u>
3) OTHER INCOME		
General Fund		
Commission	4,681	4,533
Administration fees from organisations with similar objects	3,665	3,664
Sale of fixed and other assets	10	277
	<u>8,356</u>	<u>8,474</u>
4) RESOURCES EXPENDED		
(a) Membership Benefits & Services		
Church Music Quarterly, Liturgy Planner and The Network	83,158	97,875
Distribution Costs	45,169	39,516
Premises Costs	10,232	10,570
Postage & Stationery	4,218	4,228
IT & Telecommunications	5,667	4,605
Travel & Subsistence	2,856	1,107
Depreciation	5,919	6,846
Finance Costs	6,815	6,307
Contracted Staff Costs	110,846	101,603
Other Staff Costs	427	5,630
Other	7,093	4,048
	<u>282,400</u>	<u>282,335</u>
(b) Education, Outreach & Resource Development		
Central Course Venue Costs	96,558	120,667
Contracted Staff Costs	283,486	238,167
Central Sessional Staff Costs	70,609	92,251
Other Staff Costs	2,555	4,474
Costs of local educational activities	138,135	120,746
Publicity Costs	11,377	5,169
Premises Costs	26,168	24,778
Postage & Stationery	10,787	9,911
IT & Telecommunications	14,494	10,794
Travel & Subsistence	37,680	24,353
Depreciation	15,138	16,048
Finance Costs	2,387	2,506
Other	9,684	9,521
	<u>719,058</u>	<u>679,385</u>

The Royal School of Church Music
Notes to the financial statements for the year ended 31 December 2010 (continued)

	2010 £	2009 £
(c) Publications		
Cost of Sales	286,535	298,726
Publicity Costs	13,932	13,947
Contracted Staff Costs	84,062	73,323
Other Staff Costs	10,225	9,885
Premises Costs	7,759	7,628
Postage & Stationery	3,199	3,051
IT & Telecommunications	4,298	3,323
Travel & Subsistence	2,205	2,219
Depreciation	4,489	4,941
Finance Costs	5,137	5,089
Other	3,741	3,277
	<u>425,582</u>	<u>425,409</u>
(d) Cost of generating voluntary income		
Publicity Costs	6,751	10,413
Direct Mail costs	5,316	-
Event costs	3,419	-
Contracted Staff Costs	32,303	36,341
Sessional Staff Costs	-	899
Other Staff Costs	138	814
Premises Costs	2,982	3,781
Postage & Stationery	1,229	1,512
IT & Telecommunications	1,652	1,647
Travel & Subsistence	832	1,586
Depreciation	1,725	2,449
Other	2,539	2,630
	<u>58,886</u>	<u>62,072</u>
(e) Governance		
Contracted Staff Costs	21,571	16,210
Other Staff Costs	7,724	10,388
Professional Fees	10,526	10,417
Premises Costs	1,991	1,686
Postage & Stationery	821	675
IT & Telecommunications	1,103	735
Travel & Subsistence	556	453
Depreciation	1,152	1,092
Other	245	285
	<u>45,689</u>	<u>41,941</u>
(f) Total Outgoing Resources include the following:		
Audit Fee for the year	9,500	9,500
Underprovision for the previous year's audit costs	555	466
Leasing Costs	824	2,007
Rental costs of premises	42,579	42,620
Depreciation of Tangible Fixed Assets	28,423	31,376

The Royal School of Church Music
Notes to the financial statements for the year ended 31 December 2010 (continued)

(g) Annual financial commitments under operating leases

	2010	2009
	£	£
Equipment		
Which expire within 1 year	-	-
Which expire after more than 5 years	940	940
Premises		
Which expire within 1 year	6,463	6,325
Which expire after more than 5 years	36,915	36,915

5) TANGIBLE FIXED ASSETS

Furniture & Equipment	Total 2010	Total 2009
	£	£
Cost		
At Beginning of Year	179,834	186,896
Additions	18,986	2,923
Disposals	(22,847)	(9,985)
At End of Year	<u>175,973</u>	<u>179,834</u>
Depreciation		
At Beginning of Year	122,383	100,992
Charge for the Year	28,423	31,376
Eliminated on disposals	(22,847)	(9,985)
At End of Year	<u>127,959</u>	<u>122,383</u>
Net Book Value	<u>48,014</u>	<u>57,451</u>

6) INVESTMENTS

	2010	2009
	£	£
Market Value at Start of Year	484,588	446,959
Less: Disposal Proceeds	(56,402)	(120,918)
Net Gains on Disposal	(1,333)	(1,458)
Acquisitions at Cost	50,888	124,430
Increase / (Decrease) in Investment Cash	3,664	(6,006)
Net Gains on Revaluation at End of Year	31,355	41,581
Market Value at End of Year	<u>512,760</u>	<u>484,588</u>
Cost at End of Year		
Quoted Investments	380,044	375,400
Investment Cash	12,725	9,061
Cost at End of Year	<u>392,769</u>	<u>384,461</u>

Investments at 31 December 2010 consisted of a portfolio with a market value of £499,929 managed by Speirs & Jeffrey and quoted investments with a market value of £12,831 held specifically for two endowment funds. The portfolio is held for various funds, and all investment assets are based in the UK. No individual investment formed a material element of the total portfolio.

7) STOCKS

	2010	2009
	£	£
For resale	<u>133,161</u>	<u>118,502</u>

The Royal School of Church Music
Notes to the accounts for the year ended 31 December 2010 (continued)

8) DEBTORS	2010	2009
	£	£
Debtors Due Within One Year		
Trade Debtors	35,251	38,900
Other Debtors	17,955	22,613
Prepayments and Accrued Income	126,010	140,605
	<u>179,216</u>	<u>202,118</u>

9) CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade Creditors	49,588	62,385
Other Creditors, Including Taxation & Social Security	41,862	35,571
Accruals	62,075	65,000
Deferred Income – Membership	64,022	76,535
Deferred Income – Courses	5,107	5,639
	<u>222,654</u>	<u>245,130</u>

10 FUNDS

(a) Endowments

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

	2010	2009
	£	£
Overseas Development Fund (For overseas travel by staff and overseas development work)	22,436	20,895
Hymns Ancient & Modern Lectureship Fund (To help pay for lecturers on RSCM Courses)	22,327	20,882
Harold Smart Competition Fund (To fund an annual competition for composers)	7,550	6,935
To provide grants to students attending RSCM courses:		
Hubert Crook Memorial Fund	75,058	68,557
Other funds: (Geoffrey Barber Memorial, Ronald Cooling, RL Cann, JH Dunn, G Loughborough, JS Newman, Ida Raven, EM Wilson & TL Duerden)	33,573	30,933
	<u>160,944</u>	<u>148,202</u>

All funds benefitted from the rise in value of the underlying investments. Specific quoted investments with a market value of £12,831 are held for the R L Cann & Ida Raven funds. The remaining endowment funds of £148,113 at December 2010 are allocated part of the RSCM's general investment portfolio.

(b) Restricted Funds

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

	2010	2009
	£	£
To support regional development in specific areas	24,031	33,750
To provide grants to students on RSCM Cathedral Courses	14,914	14,700
Overseas Development Fund Income	-	1,385
Hubert Crook and other Bursary Funds Income	30,551	28,328
Harold Smart Fund Income	2,167	1,948
To support the Cathedral Singers and RSCM Voices	1,200	1,200
To support the Cathedral Organists Association	7,975	2,457
To support the Millennium Youth Choir	9,000	9,000
To assist adults with fees for RSCM programmes of study	6,080	6,080
The Norman Kirkham for organ scholarships for young people	506	-
The Liz & Terry Brammall Charitable Trust fund for education	17,412	-
Arts Council Fund for future rental costs	221,986	269,884
	<u>335,822</u>	<u>368,732</u>

The Royal School of Church Music
Notes to the accounts for the year ended 31 December 2010 (continued)

(c) General Fund

The General Fund is the main operating fund of the RSCM. It is represented by all net assets of the RSCM not allocated to other funds.

(d) Designated Funds

At 31 December 2003, Council created a fund designated to represent fixed assets. In 2010, all fixed asset additions were transferred to this fund, and depreciation of £28,423 was charged to it, leaving a balance of £48,014 (£57,451 in 2009). At 31 December 2010, Council created a fund designated for Area Development. £30,000 was transferred from the General Fund, to provide underwriting or grant support for Area education and outreach programmes where the necessary funds are not available locally.

11) INFORMATION REGARDING EMPLOYEES

	2010	2009
	Number	Number
Average number of employees	<u>21</u>	<u>20</u>
Average number of Full Time Equivalent Staff:		
Membership Benefits and Services	3	3
Education, Outreach and Resource Development	9	8
Publications	3	2
Governance & Fundraising	1	1
Total Full Time Equivalent Staff	<u>16</u>	<u>14</u>
	2010	2009
	£	£
Gross Salaries	447,717	385,995
Social Security Costs	43,154	37,710
Pension Costs	21,537	19,730
Redundancy & Relocation	-	3,432
Other Staff Costs	19,860	18,777
	<u>532,268</u>	<u>465,644</u>

There was one employee with emoluments between £60,000 and £70,000. Pension contributions of £3,149 were made in respect of this employee.

Ten members of Council were reimbursed a total of £1,614 in travel and subsistence expenses during the year. (In 2009, eight members of Council were reimbursed a total of £1,130.)

Members of Council receive no remuneration for their activities as charity trustees, other than the reimbursement of their out-of-pocket expenses. As permitted by the revised Memorandum and Articles of Association, Dr Ian Sharp was paid £120 for an article in Church Music Quarterly and the Revd Canon Mark Bonney was paid £245 for services as a tutor on the Sacred Music Studies programme. Katherine Dienes-Williams was paid £100 for examining Gold Award candidates, and £800 for directing a Cathedral Course.

The programme of courses and other events could not take place without the goodwill of many sessional and occasional staff. Local activities are organised by several hundred volunteers who give their time and skills free of charge.

12) TAXATION

As a registered charity, the Royal School of Church Music is exempt from Corporation Tax in so far as its income is applied for charitable purposes.

13) CHARGES

In 2006 RSCM increased its overdraft facilities and granted the bank a floating charge over the charity's investment portfolio. The charity has no overdraft facility at present, but the charge has been left in place in case a need for overdraft finance should arise in the future.

We are grateful for the support of our many donors in 2010. Payments received for 2011 Friends subscriptions will be shown in next year's report. We apologise for any omissions or inaccuracies.

Guardian of the RSCM (£100,000+)

The Liz and Terry Bramall Charitable Trust

Chairman's Circle (£25,000+)

Mr Mark S Williams FRSCM

Director's Circle (£5,000+)

Anonymous Mr John F Buckley Hymns Ancient & Modern The John Pilling Trust

Sir Sydney Nicholson Founder's Circle (£1000+)

Anonymous (2) Mr Andrew G Balfour Mr Peter R Bassett The Revd Canon Dr Joe Cassidy
Ian Church CMPA Ltd David Willcocks Music Trust

Best Friend (£500+)

Canterbury Cathedral Mr Edward Kisby Peter Read
Sir David Harrison CBE FREng FRSCM London, St Paul's Cathedral *in memory of Sir Walter Alcock*
in memory of Tony Harrison Sir John Margetson KCMG FRSCM Christopher and Emma Scott, The Lindeth Charitable Trust
Alastair and Sue Hunter G. M. Morrison Charitable Trust York Minster
in memory of Jonathan Leonard

Great Friend (£100+)

Anonymous (14) Peter Clifford and Margaret Rolfe The Gloyn Family Gordon Lucas
Adrian Adams Dr Lindsay T Colquhoun BDS FRSCM *in thanks for the joy of church music* T A Newton
Gregory and Angela Andrews Professor A J Culyer Dr Margaret E Graham Dr C Eve Poole
Anonymous Bishop Edward Darling ARSCM Mr Lindsay Gray Canon H I G Ragg
Judith Arnold Mr Charles E Dumas Simon Haslam Mrs Janet Reddish (representing St Giles
Mrs Gillian E Bates Margery Emery Patrick Hodson Junior Choir Codicote)
Mr Frank S Brown Christopher Field Martin J R How MBE FRSCM Ann Robinson HonRSCM
Mr M J Burns *in thanks John Arthur Field* Alan Knight *in memory of Leonard Robinson*
Caligraving Ltd Mrs Jessica A Giles Mrs Louise Landman Mr and Mrs R J Wilson
Dr Gordon Campbell Dr Richard Godfrey John Lester

Friend (£25+)

Anonymous (162, including the following dedications)
In memory of Wendy Brennan *In memory of Keith Daniels* *In thanks for Janette Cooper (Reluctant Organist Course)*
In memory of my son, Paul *In memory of Douglas Guest* *In memory of Alan Harwood* *In memory of Joe Kendrick*
In memory of Ron and Molly Moody *In thanks for John Pears* *In memory of Mr J Robinson* *In thanks for a happy marriage of 58 years*
In thanks for St Cuthbert's Darlington Church Choir
In thanks for 68 years as a chorister
Dr L Abrams Mr Lionel Davis Mr R Jarvis Christopher J Rogers
Mrs Dora O Aburrow Geoffrey Dawe C J Jenkins Mr Martin Rogers
Mr D Acock Mr N W F Dawson Dr D Jenkins David Rollinson
Dr T Adams Mr Brian Muir De Looze Sir Brian Jenkins Mr David Rooke
Mr B R Adams Mr J G Deane Major J Jennings Martin J Root
Mrs Juliette C Adams John C Deavin Mrs Vivien M John Mr David Roscoe
Dr Philip J Agg Mr and Mrs J D Demack Mr Roland Johnson Canon Paul Rose
John Akroyd Mr B J Den Ouden Mr D Johnson *in memory of Stanley Vann & Alan Wicks*
Mr A R Alcock Miss Patricia Dening Mr M W Johnson Mrs Daphne J Rose
Mr George Allcock Denmead, All Saints Church Mr Philip Johnson Mr D A Ross
Mrs Susan Allen Mr John M Dennes Mr B A Johnston Mrs P A Ross
Ralph Allwood FRSCM Mr Gordon Denney Mr P N Johnstone Mr I D J Row
Mr R F Allwright Mrs Mary M Denning Martin Jones Mr M S Rowling
Canon Geoff Almond Mr A Dewhurst Mr G Jones Dr Desmond Ryan
S P Anderson Mr Fred Dewhurst Mr Graham B Jones Mrs M A Ryder Richardson
Mr R V Angell Dewsbury Minster Church of All Saints Miss A K Jones Organist, Saltcoats, St Cuthbert's Church
Mr John W Anson Miss S C Dex Frederick B Jones B N Sampson
Mr Ian Appleby The Revd and Mrs B J Dickson John Jordan Mr M Sargent
Gordon Appleton ARSCM Mr C N Diplock Mrs Anne Jordan Salisbury Cathedral
Mr David Archer Justin Dix Mrs J E Keay Mr Roger K Saville
Mr K A Argent All Saints Doddinghurst Malcolm Keeler Mr P B Scott
Mr C Arnold *in thanks for our choir members* Martin Keffer Mr F W Sellens
Mr David Arthur Miss S J Dollemore Miss Isabella W Kelly Sharnbrook PCC
Mr Robert H C Ascott Miss J P Dorey Mrs S R Kemp Dr Ian Sharp
Mr Michael D Ash The Revd John Draper Mr E J Kemp-Luck Graham F Sharp
Mrs Josephine A Ash Drayton, St Peter's Church Maurice Kench OBE *in thanks for over 50 years' association*
Mrs Anna Ashbee Mr P G Drew Miss L M Kendrick *with church music, chorister, choir*
Ashingdon, Essex, St Andrew's Choir Mr R Dunn Mr R A Kenworthy *master and organist*
Frank Ashton Mr P M Dunning Mrs Lilian Kermode Mr S D Shaw
David Aspinall Alan Durand Hilary Kerr Archie Shearer
The Revd Audrey Atkinson Mr L A F Durant *in memory of Sidney Free OBE* Mr James Shore
Mr and Mrs J M D Atterbury Mr D A Dytor Mr Stephen P King Mr Graham Shorter
Mr and Mrs C Attree Eardisland, St Mary Mr D Kings Audrey Silke
Mr J E Attride Mr K F Earl Mr H A Kirby *in thanks for music of all kinds*
Mrs G B Aubrey Mrs M F Earl Mr J G Kirk Mrs M M Simmance
Auchterarder, St Kessog's Church B R Eastick Mr Peter H Kirk Christopher Simmance
Mr John D Austin Timothy J Eaton Mr Peter W J Kirk Dr G J S Simpson
Baerenreiter Ltd Mr David T Edwards Mrs J Kirkland Mr R Simpson
Mr Keith Bailey Mr E M Edwards *in memory of Bruce Robertson Kirkland* Mr Rayner A Skeet

The Royal School of Church Music

Mr Kenneth Baker *	Roy Edwards	Miss R Knight	Mr D J Skipper
Mr Alan Baker	Mr Robert B Ellerby	Dr Bernard Knowles HonRSCM	Mr T P Slack
Mr R J Baker	Mr Brian S Elliott	Mrs J Lambert	Mr R W Slogrove
John Lawson Baker	Meg Elliott	Mrs Brenda Large	Mr Angus G Smart
Karen E Barber	Ely Cathedral Evensong	Mr G W Larkman	Mrs Margaret Smith
Mr and Mrs C P Barber	Mr R England	Mr D M Latham	Mr A H Smith
Ian Barber	The Revd Ronald T Englund	Mr J H D Lawrence	<i>in memory of my dad, Norman Smith</i>
Mr and Mrs A Barnaby	Jackie Etheridge	Bridget Le Huray	David G Smith
David Barnes	Euxton Parish Church	Mrs F Le Masurier	Gordon C Smith
David Barradell	John Evans	Dr Douglas Lee	Mr Andrew Smith
Christopher Barton ARSCM	Mrs S Fairall	Miss R Lees	Mrs Elizabeth J Smith
John Batt FRSCM	Mr Keith Fairfax	Dr R Leslie	Thrs J Smith
Mr J Philip Baxter	Mrs D E P Farrant	Mr and Mrs J Levett	The Revd L S Smith
Mr Alan A Bayliss	Mr G D Fearnough	Mr David Liddle	Mr R J E Sparkes
Miss R Beasley	Mr Paul D Fearnley	John Linney	Mr N Spence
Mr J H Beastall	Mr E Featherstone	Mr J Little	Mrs Spencer-Jones
Mr T Beck	Mr D R Ferns	Miss Claire Littlejohn	Mr T B Spire
Trevor Beeson	G R Fife	The Parish of Llansamlet	Sproughton, All Saints Church Choir
Miss E Bell	Mrs K Filby	Captain Sir Norman Lloyd-Edwards	Miss Hilary Spurgeon
Mr C D L Bell	Dr D Firth	Mr R D Loat *	Peter Stainsby *
Robin Bell ARSCM	Vivien Fisher	Mrs Laura Lockwood	Stanford-le-Hope, St Margaret
Mr A B Bennett	<i>in memory of Allan Bamber</i>	Mr Stephen Lomas	<i>in memory of Eileen Taliadorus,</i>
Mr C Bennett	J E Fleming	Mr H Lovell	<i>organist, who passed away August 2008</i>
Mrs Alison B Bennett	Miss B E Fleming	Dr C R Lovell	Jennifer Stankley
Miss M Anne Benson	Professor A T Florence	Mr M R Lovett	Miss K Starr
Mrs M M Berry	Tom Flynn	Mrs Janet C L Low	Mrs R J Steel
Mrs J Bettenson	Miss K E Foale	Bryan G Lowe	Evelyn Stell
Miss N M Beveridge	Mr Robert S Forrest *	Mr Alan D Lowe	Dr W Stevenson
R N Birkbeck	Mr D Fouracre	The Revd Canon John B Lowe	Mr N Stevenson-Watt
Mrs Christine Birch	Dr R A Fowler	Mr D J Lowton	Miss Gloria Stewart
Mrs Enid Bird	Sylvia Fox	Mr R G T Lucas	Miss Gail Straker
The Revd H J J Bird	Mr Frank Foxen	Mrs Kay Lucas	Mr John Straw
Kay Blackford	Mr J A K Frampton	John Lumsden	All Saints Streetly Choir
Mr R A Blackman MBE	Robert Frier	Mr G Mabon	Derek Sutton HonRSCM*
Mr Paul V Bloomfield	Mr R Frost FRSCM	Mrs Eileen R Macdougall	<i>in memory of Edwin J Twigg, past Area</i>
Mrs A F Bloor	Derek D Fry	Prof Michael K C MacMahon	<i>Secretary, N.E. Yorks</i>
Mr Ian M Boddington	<i>in memory of Jean Fry</i>	Mr Ian J Macpherson	Mrs P A Swann
Mr C D Bodkin	Fryerning PCC	Revd Tim Macquiban	Mr M Sykes
Michael Bond	Mr C R Fuller	<i>in memory of Gordon Macquiban</i>	Elly L Symonds
Mrs Ann Bond	Mr John Gale	Mr D K Magraw	Miss W M Tagg
Revd D Bond	Mr G J Gammon	Mr Rodney M Mahon	Mr K Talbot *
Mr K G Boulton	Mrs Anne H Garcia	Mrs Fiona Major	David Taylor
Mr J G Bowden	The Revd Michael Garland	Manchester, St Ann's Church	Mr A C Taylor
Mr R A J Bower	Mr C F Garman	Mrs D C Mansfield	The Revd Brian Tetley
Dr R Bowers	Mr Peter J Garner	Mr E John Mansfield	The Revd H J Theodosius
Mrs H F Braddock	Mr John A Garratt	Miss Una Markey	Mr G S Thomis
Mr G H W Bramhall	Mr John Gascoigne	Mr H T Marlow	Mr David M Thompson
Mr and Mrs A Brett	Anne Gelston	Mr Derek Marsden	Mrs E Thompson
Mrs Patricia W Brewer	Mr Geoffrey W Gent	Mr Richard Marshall	The Revd Andrew Thomson
Mr L H Brice *	Dr G N Gibbons	Mrs Shelagh A Marston	Mrs Gillian A Thornhill
Mr E W R Bridgwater	Mr Jonathan Gibbs	Miss Elizabeth M Martin	Mrs M Thornhill
Mr C M Britton	Mr M R K Gibson	Phillip Mason	Dr J M Thresh
Mr P W Broadhurst	Ms Ruth Gibson	Andrew Massey	Dr Alan J Thurlow FRSCM
Canon Grant Brockhouse	Mr A A Gillott	Miss C E P Matthews	Ticehurst, St Mary's Church
Mr Granville Brook	Mr T W Goddard	Miss Margaret Mayell	The Revd R G Tidmarsh
Mrs Suzanna J Brooks	Mr R F I Goodgame	<i>in thanks for all my happy singing in</i>	David Tiley
Mr Gerard Brooks	Mr Donald Goodwin	<i>Salisbury Cathedral in the Adult Singers</i>	Mr M G Tomkins
Mrs Jennifer Brooks	Mr C G Gosling	Mrs Rachel M Mayers	Mrs Silvia Tomlinson
Mr A G Brown	Mr A Gould	Mr Ralph Mazzone	A J Tomsett OBE
Mr N H Brown	The Rev Prebendary D Walter Gould	Miss Janet M McCleery *	<i>in memory of Edith Tomsett</i>
Mr R T Brown	Mr Peter D Gould HonMMus	Mr T F McCombie	Mrs June F Tooley
Mrs B Brown	Mr G P Gower	<i>in memory of Carol McCombie</i>	Dr Adam Towler
Nigel Brown	Mr J M Graham	Mr Basil A Mcdonald	Mr Christopher Town
The Very Revd Dr A W G Brown	Mr Paul W Grant	Mrs Nancy McGiveron	Prof Peter Toyne
Gavin Brown	Mr Peter Graper	Mr A A McInnes	Mr Stephen Trahair
Mrs H Brown	Grasmere, St Oswald's Parish Church	Mr W J Mckee	Mr Alan Treloar
Mr L R N Bruford	Mr and Mrs H G Gray	Mrs Mary S McNicol	Mr R W Truman
Mr D G Bryan	Mr G W Gray	S Megan Mead	Mrs C A Tucker
Mr Paul Bryan	Mr J A Green	<i>in memory of John Mead</i>	Sheila Tucker
Mr J Bryden	Andrew Green	Mr Peter Mence	Mrs J Turner
Christine Susan Buchan	Mr P W Green	Mrs K M Merigold	Mr J M Tyler *
Mrs R A S Buchanan	Miss E Greenfield	Methwold Parochial Church Council	Mr Frederick R Umpleby
Mr G D Budd	Keith G Greenwood	Mr E M J Miller	Mr G P Uphill
John Bullock	Mr S H J Gregory	Mr Douglas Milsom	Mr John A Utting
Mr P Bullock	Dr H R Gribbin	Mr D C Mitchell	David Veasey
Mr L Jack Burns *	The Revd Canon B B Gribbin	Mrs Enid Mitchell	Mrs Patricia Venn
Mr S L Burrell	Mr D H Griffin	Mrs Carina Moffat	Mr G A Viney
Dr Helen Burrows	Philip Griffin	Mr Martin J Monkman	Mr Peter Vokes
Mrs V G Burwell	Kay Griffiths	Mrs S A Moon	Mr Ashley J Vowles
Mr G F Butcher	Dr Harry Grindle	A E Moore	Mr R W Wady
Margaret Butler FRSCM	Dawson Guest	Sir Michael and Lady Moore	Mrs Lucy Walker
<i>in memory of Roger Butler</i>	Shirley Haines	Mr J C Morgan	Mrs F R Wallace
Bob Butler	Mr Paul Hale FRSCM	Mr H S Mortimer	Hugh Wallace
Mrs B Butts	Mr A G Hall	Peter R Moss	Mr A D Wallis
Miss M Byford	Mr and Mrs P R Hall	The Revd Fred C Muir ARSCM	Judith Walton

Mrs A E Calf	Mr J Hall	Moulton, All Saints Church	Mrs S E M Wanty
Mr M T Campbell	Mr K R Hall	<i>in thanks for our choir</i>	Mrs J K S Ward
Norman Caplin	Mr W M Hall	Mr F G Munday	Mr L C Ward
Carlton in Lindrick, St John the Evangelist	Mr W S Hall	Mr J T Newton	Christopher Wardle
The Revd F A Carroll	Mrs E A Hall	Nidarosdomens Guttekor, Norway	Mr R O Warmington
Miss J A Carson	Mr M Halls	Miss Margaret E Nightingale	J I Watson, Esq
Freda Carson	Ham, the Choir of St Richard's Church	Mr Iain D Nisbet	Mr H D Watson
Mr D Carter	Mrs Anne Hambleton	The Revd Michael O'Hara	Mrs E Weavin
Mr G H Carter	Mr J C Hammond	Mr Peter Onslow	Miss F A Webb
Mr J N Carver	Terrence Hancock	Peter B Overton	Mr John Webber
Mr D T Catling	Mr L R Hanson	Roy Taylor	Mr P W G Webber
Mr and Mrs L Chadwick	Mrs Sophie I Harber	Dr Victoria F M Owens	Dr Michael Wells
Philip Chadwick	Miss Mary Hardman	David E Palmer	Mrs H E Wells
Canon Janet Chapman	Mr S P Hardy	Mr A T Parish	Mr J B Wellstead
<i>in thanks for Choir of St Mary, Banbury</i>	Mr P D Harris	Charles Parker	Mr B J Welsh
Mr Andrew B Chapman	Llywela V Harris FRSCM	Dr David L Parker	Welton Parish Church
Mr Peter J Chester	<i>in memory of and in thanks for Mary C</i>	Mr J Parkhill	Mr Anthony R West
Katy Christopher	<i>Rowland</i>	Mr Richard J Parry	Mr Robert A West
<i>in memory of my dad Frank Massey</i>	Anthony Harrow	Mr B Parsons	Mr D J West
<i>Semper and in gratitude to many people</i>	Mr P S Hart	Kathleen Patrick	<i>in memory of Leslie West</i>
<i>who've supported my ministry as a</i>	Mrs Diana M Hart	Mr A G Patton	The Revd C D Westbrook
<i>church musician</i>	Maurice Hartless	Mr J A Peacham	Mr P J Westwood
Ms Fiona Chrissydes	<i>in memory of and thanks for Joan Hartless</i>	Kenneth Peggs	Mr R T Wheeler
Chumleigh, St Mary Magdalene Church	Ms Jeannette A Hartley	The Right Revd Michael Perham FRSCM	Mr J E Whetton
Mr D J Clark	Miss Margaret Harvey	The Revd B L Pickett	Christopher White
Mrs J F M Clark	Mr Roy Harvey	Miss Tak Poon	Mr P J White
Mrs P C Clarke	Haverfordwest, St Martin's PCC	Lieutenant-Colonel A J Powell MBR	Mr P White
Mr J N Clarke	Mrs D Hawkins	Mrs Shirley Powell	Mrs G M Whitelock
Mr P J Clarke	Mr Peter Hawksley	Mrs V J Powell	Everson Whittle
David Clarke	Mrs N Hayden	Mr David Power	Mr E S Whitworth
<i>in memory of Jeff Carter</i>	Mrs J A Hayes	Dr David Price	Mary Wigney
Cleeve and Claverham PCC	Mrs Margaret Hayes	Mr D J Price	Prof Philip Wilby FRSCM
Mr K G Clemson	Mrs Rosemary E Hayward	Christopher A Price	<i>in memory of L and D Wilby</i>
Dr Janet Cochrane	Jon Heath	Mr D Pritchard	Mr Stuart G Wild
Mrs D M Coleridge	The Revd Canon N C Heavysides	Mr and Mrs I D Privett	Mrs Sheila Wilkin
Father Colin	Mr N A Hempstead	Mr Michael E Prosser	Mr Philip J Williams
John Collingbourne	Ian G Henderson	Mr J H Prowse	Mrs Helen Williams
Miss S L Collins	Miss M J Henshaw	Patricia Pugh	Willingdon, St Mary the Virgin
Mr L F Collins	Mr N Hensman	Jim Putterill	Mr H Wilman
Compton Greenfield, All Saints Church	Mr Anthony Hill	Mrs F C Quartly	Mr J Stuart Wilson
Mr D L Coombe	Histon, St Andrew	Mr Miles D Quick	Mrs M Winney
Susan Cooper	Mr C B Hobart	Mrs Christine P Quinton	Mrs J Winzer
J R Cooper	The Revd Christopher Hobbs	David C Radwell	Mrs Patricia A Wolsey
The Revd Canon M L Cooper	Mr A J E Hodges	Dr P G Rae	Mr Harry Wood
Mr Roger A Copestake	Brian Hogben	Colin Randolph	Neville B Wood
Miss R J Corteen	Mr J W Holl	John Ratcliffe	Mr Ian Woodrow
Mr R A Cotterill	Richard Hollingdale	The Revd Isobel Rathbone	Mr A J Woods
Mrs Katy M Coutts	Dr J Holloway	Mrs S A Raven	Mr D B Woods
Mr Paul S Covell	Mr Percy C Holloway	Miss Margaret I Rawling	Prof Martin J Woodward
Mr Brian E Cox	Mrs P D Holt	Mr A P Read	Mrs M Woodward
The Revd Eric Crabtree	Aidan C A Hopkins	John Read	<i>in memory of Angela, my sister</i>
Mr J E Craddock	Mrs J S Hopper	Mr C P W Regan	Miss E Woolmington
Mr Frank Cranmer	David C Horsfall	Brian Reid	Mr B E Woolnough
Mr D R Crick	Dr Robert Howard	Mrs Susan E Reid	Mr Geoffrey Wright *
Dr Anthony Crossland	Miss P A Howes	Mrs A P Rendell-Knights	Mr Peter E Wright
The Revd Prebendary D B Crowhurst	Mr V L Hoyle	Paul Renshaw	Mr R F J Wright
Mr David Crowther	Malcolm Hubble *	Mr E E Reynolds	Mr Stephen Wright
Mr Michael J S Cubbage	Mr David C B Hughes	Mr D F C Reynolds	Mrs Lesley Wright
Mrs Katharine L Cumberledge	Hull, St Mary's Church, Sculcoates	Mr Geoffrey D Ribbans	M J M Wright
The Revd M E Currah	Mr Jonathan R Hunt	Mr G B Richards	Dr J R S Wrightson
Elinor D'albiac	Dr R D Hyde	Mrs Joan Rigby	Mrs S Wyld
Mrs Margaret Dale	Mr David Iliff	Mr Michael J Rignall	Miss Verena Yandle
Darley, St Helen's Church Matlock	Miss S M J Iliffe	Mr P G Riley	P D Yeats
Mr E Davidson	Mr J C Islip	Mrs Anne Rippin	Mr E A Yeo
Mr J C Davies	Dr Grayston Ives	Sister Rita-Elizabeth	Miss E Yonge
Mr G D H Davies	Mr Andrew D Jackson	Mr Alastair M Ritchie	
Mr Graham Davies	Mr Howard M James	Mrs Margaret N Roberts	
D I S Davies	Prue James	Mr M Roberts	
Costessey, St Edmund's & St Helen's Churches		Jay Matthews, Choirmaster, Llantarnam, St Michael	
Canon Michael Swindlehurst		Leicester Cathedral Old Choristers Association	
<i>in thanks for Choir of St Mary's Saffron Walden</i>		Stapleford Abbotts, St Mary the Virgin Church	
Marjorie V Taylour		Jo Weir	
<i>in memory of my husband John Edgar Taylour</i>		<i>in thanks for 60 years of church choral singing</i>	

Memorial Gifts

<i>Eleanor Sherwood Clark</i>	<i>Jonathan Leonard</i>	<i>Alan L Runnicles</i>
Catherine Clark	David and Hazel Leonard	Dawn Runnicles, in memory of my husband
Barbara and Murray Nicolson	Alistair and Sue Hunter	Mark Powell
	North Cotswold Chamber Choir	RT Bishop
<i>Norman Kirkham</i>	Martha and Alan Proctor	Mr R F Eglin
Family and friends		Mr and Mrs I Freeman
	<i>Mrs M Woodward</i>	Andrew K Powell
<i>The Revd Canon Nigel Elbourne</i>	From her husband	

Legacy Society Members

Anonymous (8)	Catherine Clark	Aidan C A Hopkins	David Price
Dr John Bertalot FRSCM	Michael J S Cubbage	Trevor Jarvis ARSCM	Mr Peter Stainsby*
Dr James Burchill	John Deavin	Rev Dr Timothy Macquiban	Andrew Wells
Ian Church			

Legacy Gifts to the RSCM

James Henry Barron	Miss M Bowen	Mrs Mabel Jepson
Miss Wynne F Williamson	Arthur Edward Pickett	<i>in loving memory of my late husband, Albert Edward Jepson</i>

Participants in Music Sunday 2010

St Lawrence's Church, Appleby-in-Westmorland, Cumbria	St John's Church, Lacey Green, Buckinghamshire
St James the Great, Barrow-in-Furness	Lancashire RSCM Area
All Saints Church, Bedford	Lasswade Parish Church, Lasswade and Rosewell, Midlothian
Bishop's Cannings and Etchilhampton PCC, Bishop's Cannings, Wiltshire	St Michael's Church, Ledbury, Herefordshire
St Martin's Parish Church, Bradford	St Thomas' Anglican Church, Linden, Johannesburg, South Africa
Bradford Cathedral	All Saints Church, Lower Brixham, Devon
St Giles' Church, Bredon, Gloucestershire	St Luke's Church and RC Church of St Catherine of Sienna, Lowton, Cheshire
All Saints Church, Brixham, Devon	St John the Baptist Church, Marlton, Devon
St Mary's Church, Broughton, Edinburgh	Moulton Church, Moulton, Lincolnshire
Caerleon Parish Church, Caerleon, Newport	All Saint's Church, Mudeford, Dorset
Chalfont St Giles Church, Chalfont St Giles, Buckinghamshire	All Saints' Church, Northampton
St Mary the Virgin, Charlbury	Saint Michael & All Angels, Norton, Stockton on Tees
Cheltenham College Chapel	St John's Church, Osmotherley, Ulverston, Cumbria
St George's Church, Jumpers Road, Christchurch, Dorset	St Mary's Church, Ovingham, Northumbria
St John the Baptist, Cookham Dean, Berks	St John's Church, Palmer's Green, London
St Andrew's Church, Corbridge, Northumberland	Par Parish Church, Par, Cornwall
St Paul's Church, Craig y Don, Llandudno	St Peter's Church, Peterston-super-Ely, Glamorgan
All Saints Church, Crondall, Surrey	St Hugh's Church, Port Elizabeth, South Africa
St Kentigern's Church, Crosthwaite, Cumbria	St John the Baptist Church, Puttenham, Surrey
St Michael's Church, Cumnor, Oxfordshire	Holy Trinity Parish Church, Rayleigh, Essex
St Bartholemew's Church, Dublin, Republic of Ireland	First United Methodist Church, Rochester NH, USA
St Peter's Church, Ealing, London	St Mary's Church, Rolvenden, Kent
St Mary the Virgin, Elland	All Saints Church and the choir of Yarm, Kirklevington & Worsall, Rudby in Cleveland
Ely Cathedral, Ely, Cambridgeshire	St Asaph Cathedral, St Asaph, North Wales
St Mary Magdalene Church, Enfield	St David's Cathedral, St David's, Pembrokeshire
St Mary-at-Finchley, Finchley	St John the Evangelist Church, St Raphael, France
St Mary's Church, Fishponds, Bristol	Salisbury Cathedral, Salisbury, Wiltshire
Wesley Uniting Church, Forrest, ACT, Australia	St Andrew's Church, Shoterly, Warwickshire
St Alkeda's Church, Giggleswick	St Paul's Church, Sketty, Swansea
Godmanchester Parish Church, Godmanchester, Cambridgeshire	St Mary's Church, Standon, Hertfordshire
Churches Together in Upper Wharfedale, Grassington	St Thomas' Church, Stourbridge
Great Gransden Parish Church, Great Gransden, Cambridgeshire	Kingston St Mary Church, Taunton
St Nicholas Church, Guisborough, Cleveland	St Andrew's Church, Tiverton, Devon
St Mary's Church, Hadleigh, Suffolk	The Church of St Mary and St Michael, Trumpington, Cambridgeshire
St Faith and St Laurence Church, Harborne, Birmingham	St Mark's Church, Upper Hale, Farnham, Hampshire
St Michael's Church, Hathersage, Derbyshire	St Peter and St Paul Church, Upper Hardres, Kent
St Martin's Church, Heaton, Bradford	St Mary's Church, Wargrave, Berkshire
The Diocese of Hereford	All Saints Church, Wath upon Dearne, Yorkshire
Holy Cross Church, Hornchurch, Essex	Whitburn Parish Church, Whitburn, Sunderland
St Michael & All Angels Church, Houghton-le-Spring, Essex	St Mary the Virgin Church, Willingdon, East Sussex
St Mary's Church, Kettlewell	St Mary the Virgin Church, Wivenhoe, Essex
St John the Baptist Church, Kingsthorpe, Northamptonshire	St George's Church, Whyke, West Sussex
St Mary Magdalen Church, Knighton, Leicester	