

**THE CATHEDRAL CHURCH OF THE
BLESSED VIRGIN MARY**

ANNUAL REPORT AND ACCOUNTS

YEAR ENDED 31ST MARCH 2023

Charity No: 1202770

ANNUAL REPORT AND ACCOUNTS

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OUR PURPOSE, VALUES & AMBITION

Our Purpose

Our purpose is to make a difference for God through exceptional worship and outreach.

Our Values

We are committed to developing a culture of faith and hope which is joyful, deeply serious and quietly confident. How we do things is as important as what we do, and we focus on three values in particular:

- Integrity, reflected in transparent, fair and consistent actions.
- Generosity, which generates a warm, open welcome to all.
- Compassion, which promotes social justice, equality, diversity, dignity, consideration and respect for all.

Our Ambition

Our ambition is to be a beacon of confident, open Christianity with a reputation for warmth of welcome and willingness to engage with others.

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

CATHEDRAL DIRECTORY

The full name of Salisbury Cathedral is *The Cathedral Church of the Blessed Virgin Mary*.

The Cathedral began the 2022/23 financial year with a corporate body comprising the Chapter, the College of Canons and the Cathedral Council. During the year this changed, following implementation of the Cathedrals Measure 2021. From January 2023, Chapter became the corporate body. The Cathedral Council ceased to exist, and the governance functions of the College of Canons were brought to a close. The Cathedral became fully registered with the Charity Commission in April 2023, charity number 1202770.

The Cathedrals Measure requires each cathedral to produce its own constitution and statutes which introduce the requirements and apply the principles of the Measure according to local or historic use, and in particular specify the functions and responsibilities of individuals, both clerical and lay, and establish the governance and administrative framework.

The governing statutes of the Cathedral are the *Salisbury Cathedral Constitution and Statutes* dated 11th November 2022. Under these statutes, the governing body of the Cathedral is the Chapter, which is supported by a number of other bodies and individuals as set out in this directory. Further information about the governance of the Cathedral is given in the Report of Chapter.

The address of the Cathedral is *6 The Close, Salisbury, Wiltshire, SP1 2EF*.

The Cathedral's website is at <http://www.salisburycathedral.org.uk>

Chapter

Dean	The Very Revd Nicholas Papadopoulos
Executive Members	The Revd Canon Anna Macham (Precentor)
Canons Residentiary	The Revd Canon Edward Probert (Chancellor)
	The Revd Canon Kenneth Padley (Treasurer) <i>from June 2022</i>
Senior Non-Executive Chapter Member	Mr Nigel Salisbury (<i>from January 2023</i>)
Non-Executive Members	The Ven Sue Groom
	The Revd Canon Tim Daykin
	Mrs Jane Barker
	Mrs Lucinda Herklots
	Mr Jonathan Leigh
In attendance:	
Chapter Clerk (Chief Operating Officer)	Mrs Jackie Molnar

SALISBURY CATHEDRAL
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Cathedral Council - (until January 2023)

Lord Colin Sharman (Chair)
The Bishop of Salisbury
The Dean of Salisbury
The Revd Canon Anna Macham (Precentor)
The Revd Canon Edward Probert (Chancellor)
The Revd Canon Kenneth Padley Treasurer) *from June 2022*
Mrs Jane Barker
The Revd Dr David Coulter
Judge Keith Cutler
Mrs Susanna Denniston
Mr John Glen MP
Lady Laura Phillips
Mrs Sonia Woolley
Mrs Lucinda Herklots

Finance Committee - (formerly Finance Advisory Group)

Mrs Jane Barker (Chair) - *left January 2023*
Mr Nigel Salisbury (Chair) - *from January 2023*
The Dean of Salisbury
Mr Robin Creswell
Mrs Beatrice Hollond
Mr Stephen Lamdin
Mrs Emma Osborne

In attendance:

Mrs Jackie Molnar - Chapter Clerk (Chief Operating Officer)
Mr Steve Smith - Chief Financial Officer -*left August 2022*
Mrs Lisa Morriston - Chief Financial Officer - *from February 2023*

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Audit and Risk Committee - (new from April 2023)

Mr Alastair Hunter (Chair)
The Dean of Salisbury
The Revd Canon Tim Daykin
Mr David James
The Revd Dr David Neaum

In attendance:

Mrs Jackie Molnar - Chapter Clerk (Chief Operating Officer)
Mrs Lisa Morriston - Chief Financial Officer

Nominations Committee

Mrs Lucinda Herklots (Chair)
The Revd Canon Tim Daykin
The Ven Sue Groom
The Revd Canon Edward Probert

In attendance:

Mrs Jackie Molnar - Chapter Clerk (Chief Operating Officer)

Fabric Advisory Committee

Sir Hayden Phillips (Chair)
The Dean of Salisbury
The Revd Canon Kenneth Padley *from June 2022*
Mr Ptolemy Dean
Dr John Goodall
Mrs Wendy James
The Revd Canon Bruce Saunders
The Revd Canon Andy Trenier
Ms Anna Eavis (in advisory capacity)

In attendance:

Mrs Jackie Molnar - Chapter Clerk (Chief Operating Officer)
Mr Gary Price - Clerk of Works
Mr Izaak Hudson - Cathedral Architect
Mr Graham Keevill - Cathedral Archaeologist

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Lay Managers

Chapter Clerk (Chief Operating Officer)	Mrs Jackie Molnar
Chief Financial Officer	Mr Steve Smith - <i>left August 2022</i> Mrs Lisa Morriston - <i>from February 2023</i>
Director of Music	Mr David Halls
Director of External Relations & Visitor Services	Ms Jane Morgan
Director of Community Engagement	Vacant
Human Resources Manager	Ms Nicola Stafford

Professional Advisers

Bankers	Lloyds plc, 38 Blue Boar Row, Salisbury, SP1 1DB
Solicitors	Parker Bullen, 45 Castle Street, Salisbury, SP2 7JR
Auditors	Haysmacintyre LLP, 10 Queen Street Place, London EC4R 1AG
Investment managers	CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET
Land agent	Strutt & Parker, 41 Milford Street, Salisbury, SP1 2BP
Architect	Izaak Hudson, Dittrich Hudson Vasetti Architects, Studios 12-13, 9 Bath Buildings, Montpelier, Bristol, BS6 5PT
Archaeologist	Graham Keevil, 85 Kynaston Road, Didcot, Oxon, OX11 8HA

REPORT OF CHAPTER

Chapter are pleased to present their report and the Cathedral's audited accounts for the year ended 31st March 2023. This will be the last year in which the information provided aligns with the 2017-2022 Strategic Plan. A new Strategic Plan is being developed and will be implemented during the next financial year.

Overall the year has been one of consolidation and renewal following the Covid-19 health pandemic. The year began with a degree of uncertainty as the pandemic still necessitated some restrictions remaining in place for the safety of staff, volunteers, our congregation and visitors. However as the year progressed, it was extremely rewarding to see a strong return to more normal ways of public worship, being able to invite visitors in and reduce the constraints that were necessary in the previous two financial years.

Worship & Prayer

The pattern of public worship and prayer is central to the Cathedral's life and it was therefore a joy to be able to offer public worship and prayer without any restrictions in this year. However the innovative ways of offering the opportunity to worship continued with the provision of live-streamed services.

The Liturgy and Music team were also able to return to the pre-pandemic range of services which included Easter Services, the Advent Service "From Darkness to Light" and took the opportunity to offer new opportunities for public worship. This included the introduction of a Sunday morning Family Service led by the Minor Canon for Young People. This was particularly pleasing given the office holder took up the post in the days immediately before the first national lockdown. The Family Service has been well attended and is one which encourages diversity of age and different people attending.

In June 2022 the Cathedral hosted the inauguration of the 79th Bishop of Salisbury, the Rt Revd Stephen Lake. The Cathedral was full; there was wide representation from across the Diocese, including from the Channel Islands, which became attached to the Diocese in 2022.

In September 2022 the Cathedral provided support to the local community during the mourning period for her late Majesty Queen Elizabeth II. Although the Cathedral suspended its regular activities between the 8-19 September, it was open for those who wished to pay their respects. During this time we held a Thanksgiving Service which was attended by 1500 people, with approximately 900 in person and 600 watching as the Service was live-streamed. In addition, we live-streamed the State Funeral of the Queen with around 700 people attending including children and their families. We were very pleased to offer the Cathedral space at this time and to be a place where so many felt they could come and pay their respects.

The year has also included a number of musical highlights. The delayed Organ Concert series commenced in May 2022 with a concert each month through to October. A range of notable musicians were involved including Thomas Trotter, Colin Walsh, Katherine Dienes and Anna Lapwood.

The Cathedral hosted the Southern Cathedrals Festival in July 2022, coming together with the choirs of Winchester and Chichester Cathedrals. In March 2023 the Cathedral Choir toured the Channel Islands of Jersey and Guernsey. This was the first time the Choir had toured since 2019 and was a cause of much enjoyment and celebration.

This year has also seen significant progress in the designs for new liturgical furniture for the Trinity Chapel and Spire Crossing. The project was originally identified by the Cathedral in 2014 and is noted in the 2016 Liturgical Plan. After many years therefore, and the inevitable delays due to the pandemic, it has been possible to trial mock-ups of the preferred designs. This took place early in 2023. The final designs, approved by the Fabric Advisory Committee and endorsed by Chapter, will come into the Cathedral during 2023/2024.

Reaching Further

The Cathedral is committed to reaching into the local community in a range of ways. This is expressed through relationships with partner organisations in the city as well as the activities and events that are offered during the year.

The Cathedral has continued to work closely with the city and wider local community over the course of the year. The Dean and Director of External Relations and Visitor Services are part of the Salisbury Place Partnership and involved in a number of the strands of work, in particular development of a Cultural Strategy for the city. Other key partners in this work include The Salisbury Museum, Wiltshire Creative, Salisbury City Council and Salisbury Business Improvement District. We continue to value the relationship with Salisbury NHS Trust that developed during the pandemic and were pleased to host a service '*We Reflect*' at the end of March 22 and to host the Trust's staff awards and 'thank you' events in September. We value all these partnerships and the contribution we can make to the local community through them.

In May 2022 we were delighted to hold *Celebration, a Festival of Flowers* in the Cathedral, the first flower festival since 2015. In total 15,225 people visited, enjoying the creations of 450 flower arrangers from across the diocese and region, with displays that celebrated the anniversaries missed because of Covid, including the Cathedral's 800th anniversary and the Queen's Platinum Jubilee. Residents of local care homes helped create one of the main displays through an outreach project, led by our education team and flower volunteers.

Visual art, and the opportunity it creates for connection with a wider community and for enrichment of the experience we offer, continues to be an important aspect of the Cathedral's work. During the year the Cathedral appointed a new Visual Arts Curator to develop and curate its exhibition programme for the next few years. We were also pleased to be the first ecclesiastical setting for "*The Vanity of Small Differences*", a touring exhibition of work by Grayson Perry, curated by The Arts Council Collection. This attracted more diverse audiences, the majority of whom found the exhibition themes of identity and belonging both thought-provoking and an enhancement of their visit.

As noted earlier, September saw the Cathedral mark the mourning following the death of her Majesty Queen Elizabeth II. During this period the Cathedral was open to everyone who wished to pay their respects. Around 7,000 messages were entered in the books of condolences with messages from people from countries around the world and nearly 4,000 votive candles were lit. The Cathedral's public screening of the funeral of Her Late Majesty was attended by around 700 people many of whom had not previously visited the Cathedral.

In July, the Cathedral hosted the Southern Cathedrals Festival, the first since the pandemic, collaborating with the choirs of Winchester and Chichester Cathedrals. Other events in the year included welcoming 500 children from 22 schools through the *I Sing Pop* event by the Diocese of Salisbury Academy Trust, hosting Wiltshire College's Graduation Services, a performance of *Peter and the Wolf*, narrated by Toyah Wilcox, and an exhibition of work made from found and recycled materials by the artist David Batchelor. A particular highlight was a unique performance of Holst's *The Planets*, played on the Father Willis organ and including poems by Martin Figuera, inspired by children's responses to the music. Four local schools, including Exeter House special school, were involved and over 600 people attended the concert.

In November, we held a week of spectacular light and sounds shows: *Sarum Lights - Renaissance*, which attracted nearly 11,000 people across five nights, most of them local people and families. Footfall in the city was up 17% across the week compared to other weeks, demonstrating the event's positive impact on local hospitality businesses, as well as on the Cathedral. As with all such major events, we are grateful for the hard work of our staff and volunteers in helping us welcome so many of our local, and wider, communities into the Cathedral.

Another important relationship within our wider life is with Salisbury Cathedral School. The School educates the Cathedral's Choristers, and Chapter is keen to support a good relationship with the Headmaster and Governing Body of the School with which the Cathedral has a longstanding connection. For historic reasons, the Chapter appoints the School's Governors and exercises this right to ensure the continuance of the Christian and specifically Anglican ethos of the School. Except in this one regard, the Cathedral does not have responsibility for the running or management of the

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School, which is financially independent of the Cathedral. The School's results are not included within the accounts of the Cathedral.

Sustaining Heritage

An important aspect of our life is to care for the fabric of the Cathedral, its heritage, treasures, and the Cathedral Close. The Cathedral retains its aspiration to significantly improve and make better use of the space to the South Side of the Cathedral Close, although plans to submit an application in support of this to the National Lottery Heritage Fund remain on hold following the pandemic.

As the final elements of the longstanding Major Repair Programme continued to be worked on during the year, work has also progressed on a scheme for the conservation and restoration of the eight unrepaired bays on the north arcade of the Cloisters. Approval for the work has been obtained from the Cathedral's Fabric Advisory Committee and endorsed by Chapter. This will be a major project for the next few years. During the year we were very grateful to receive a number of legacies and donations. Donations and legacies remain very important to us. Those which are given for the fabric are so important in helping to secure the future of the Cathedral.

We have also received pledges and grants from the Kirby Laing Foundation, the BGS Cayzer Trust and the Benefact Trust which together, ensure that our new glazing apprenticeship will be fully funded.

The Friends of Salisbury Cathedral have given £136,500 in the year towards a number of Cathedral projects including LED lighting, and TV screens for use in services. We are very grateful for this support and the ongoing work of the Friends.

Significant progress has been made during the year in relation to our plans for the restoration of Leaden Hall. In April 2022 the Dean and Chapter Clerk (Chief Operating Officer) facilitated information sessions on the proposed plans for the site with staff and volunteers along with representatives from the Friends of Salisbury Cathedral, the Close Residents Association, Salisbury Civic Society and the Close Preservation Society. Subsequently a second preplanning application was submitted, and work is now progressing towards the submission of a full planning application. It remains the Cathedral's aspiration to use the historic building as the location of its education work and for all its office-based staff. Additionally, in due course, it is hoped the site will provide a purpose-built Archive to house the Cathedral's archive collection.

The Cathedral has also progressed a number of smaller projects relating to vacant property within the Cathedral Close, in particular Nos. 17 and 20 the Close which need restoration before they can be used. Inevitably the pandemic delayed this work, but progress has been made. This has been supported by the appointment of a Property Manager (previously property services were contracted out).

The Cathedral uses its financial resources to support a regular, planned repairs and maintenance programme for Close properties. The Cathedral continues to undertake its responsibilities in full as a landlord and as a provider of service occupancy accommodation, by monitoring, repairing and enhancing its properties, and to manage its income and historic assets in line with charity law and in support of our long term goals. In addition to routine expenditure on properties we have also identified finances to assist with the restoration and reuse of larger property projects which will take more than a year to complete. A systematic review (Quinquennial Inspection) of the public parts of the Close informs the prioritisation of future repairs and upgrades to the street furniture and amenities which we provide for all.

We continue to develop our action plan to reduce our consumption of carbon. We have, with the financial assistance of the Friends of Salisbury Cathedral, replaced 141 lamps with LED fittings outside the Cathedral, saving over 6 tonnes of carbon p.a. from the national grid. In order to inform decision making on alternative heating sources for the Cathedral building itself, we have commissioned specialist consultants to assess potential options and their feasibility, and are also working with another specialist partner towards electric vehicle charging on our car park and potentially other locations in the Close.

The Cathedral Close is a place where many like to gather and that presents opportunities and challenges. During the year under review, the Close continued to provide a welcome open and green space which was used by the local community and visitors from far and wide. The Cathedral has continued to retain a dedicated, trained security officer who has provided a welcome and reassuring

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presence. In addition, the Minor Canon for Young People, has developed our work and engagement with the young people who like to visit and spend time in the Close.

Working Better Together

Improving the effectiveness of the management and operation of the Cathedral is always an important area of work and one that continued to be addressed over the year under review.

Following on from introducing an online booking system for visitors in the previous year, we implemented an addition software module which facilitates reserved seating and ticketing for events. This has been a long-held aspiration, so it has been particularly pleasing to have the capability in place. It enables more effective ways of working and a better experience for those who come to events and wish to sit in a specific part of the Cathedral.

Having seen the benefits during the pandemic of having dedicated welcome staff, we have continued to employ seasonal staff to provide support during the times we are busier. This enables better working arrangements for our staff as well as ensuring visitors are responded to and helped when needed.

The changes in working practices that arose during the pandemic have become embedded in our operational working arrangements. We have a hybrid working policy and staff in suitable jobs are able, with the agreement of their manager, to work from home. Although our staff generally prefer to work on site, the option (and technical capability) to now work from home has been welcome.

The Cathedral was in the first tranche of all English cathedrals to implement the new Cathedrals Measure (2021). During the year we finalised and consulted on a new Constitution and Statutes. We are grateful to those who took time to provide comment and suggestions. The new documents were accepted and agreed by the Church Commissioners and Charity Commission in November 2022. The Cathedral reached the first date in registration with the Charity Commission in January 2023 and became fully registered in April 2023. It has been an important, but time-consuming piece of work resulting in the Cathedral Council ceasing to exist. We have been very grateful for their work over the years. In its place a new Audit and Risk Committee was established and a new Worshippers Forum was created.

The process of developing a new Strategic Plan for the Cathedral began in February 2020 following discussions with Chapter and the Executive. Although the pandemic initially posed significant challenges to progress, we have successfully made up for lost time throughout this year. The Chapter and Executive have worked together to develop a new vision, values and strategic objectives which will be discussed with staff and volunteers ahead of the new Strategic Plan being launched towards the end of 2023.

As has been the case in the last few years, 2022/23 has been another extraordinary year that the Cathedral has had to deal with. As always, the contributions of our staff was remarkable, unexpected events have been responded to with energy and professionalism as well as the day to day operational life of the Cathedral. We continue to be grateful for their commitment and resolve. We are also thankful for the continued support of all our volunteers without whom we could not offer the wide range of opportunities we do for all who come to the Cathedral, whatever their reason for doing so.

Public Benefit

As stated above, the Cathedral became fully registered with the Charity Commission in April 2023. Whilst this date is outside the timeframe of this report the Cathedral has reported in accordance with the Charity Commission for England and Wales' guidance on public benefit and the Charities Act 2011 for the year ended 31st March 2023.

The Cathedral not only serves the community daily in its religious and charitable work but is an active resource of national importance in the promotion of religion, music, education, history, and architecture. The earlier sections of this report describe the Cathedral's activities during 2022/2023 and the impact they have had.

Financial Review & Reserves

The strong return to more normal levels of activity following the Covid-19 pandemic was reflected in the financial outturn, which was better than anticipated at the start of the year. Income levels recovered well, resulting in a small surplus for the year on the Cathedral's day-to-day unrestricted funds. The Cathedral continues its commitment to closely manage expenditure across all areas. While income overall was up £1.7 million (+41%), the increase in overall expenditure was only £1.2 million (+23%). Thanks to the generosity of donors and grants received, both during the year and previously, the Cathedral was able to fund significant expenditure from its restricted funds given for specific purposes. These funds showed a deficit for the year, with expenditure exceeding current income by £481,000 as funds received in previous years were drawn on and spent in accordance with the wishes of the donors.

The Cathedral's accounts reflect movements in the value of its investments. Inevitably, these can fluctuate significantly from year to year. Investment markets had a difficult year in 2022/23 and this was reflected in a fall in the value of the Cathedral's investment portfolios of £742,000. Over the long term, values can be expected to recover and to grow. Investment income has not been affected by this fall in capital values. To set against the fall in investment portfolio values, the Cathedral made gains of £217,000 from lease extensions on some of its property investments.

The Cathedral's total funds were £1.3 million lower at the end of the year than at the beginning. As referred to above, however, this reflects market movements in investment values and the spending of restricted reserves. Day-to-day income and expenditure through unrestricted funds were in balance.

The increase in income year on year was driven by a number of factors. 2022/23 was the first year since 2019/20 not significantly impacted by Covid-19 closures. Visitor numbers, whilst not fully restored to pre Covid-19 pandemic levels, showed considerable improvement. Visitors are a major source of the Cathedral's income and although overseas visitors were slower to return, domestic visitors were almost back to pre-pandemic levels driving up, not just admissions income, but the trading income through the Cathedral shop and refectory too.

The Cathedral also played host to a number of successful events throughout the year. The flower festival returned for the first time since 2015. This event, usually held every 3 to 4 years, sees an influx of visitors throughout two weeks in July. In addition, the Close was used for some scenes in the recently televised BBC1 drama, Great Expectations, which generated additional income.

In 2021, Salisbury Cathedral became the first cathedral to receive a Gold Eco-Church Award from A Rocha UK. Notably, the installation of solar panels earned the cathedral the prestigious Alan Clark Award for Best Local/Community Energy Project at the 2021 Solar and Storage Live Awards. The commitment to environmental sustainability continues as we strive towards carbon neutrality. In the ongoing efforts, the Cathedral embarked on a project in 2022/23, generously supported by a grant from the Friends, to upgrade the exterior floodlights to energy-efficient LED lighting, ensuring substantial savings in the years to come.

Investment income held steady at the levels seen in the previous year, making a significant contribution of over £1 million.

As ever with expenditure, there were pluses and minuses in the overall cost base but generally increased expenditure was driven by the increased visitor numbers and events.

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Investments

No Cathedral properties have been disposed of in the year ended 31st March 2023. One property was returned to the Cathedral following the death of a longstanding leaseholder. During the year the Cathedral completed the process of extending leases within Sarum St Michael and the realised gains on investment properties for the year include the monies received as a result of this.

The capital value of the Cathedral's investment portfolio fluctuates from year to year. At 31st March 2023, this gave rise to an unrealised loss of nearly three quarters of a million pounds in line with the fluctuations on the global stock markets. The Chapter also considered the market valuation of the properties held for investment and decided that no changes in the valuations were necessary.

The primary purpose of the investment portfolio is to generate income to support the mission and activities of the Cathedral. The Cathedral adopts a balanced approach to investment, seeking real growth in capital and income, with an objective of achieving an overall annual return over the long term of 5% above inflation whilst generating predictable and sustainable income from the portfolio.

The investment objectives are achieved through a balanced portfolio of equities, alternatives, property, and cash. Given the long-term horizon of the Cathedral, the investments are held in diversified multi-asset portfolios with an emphasis on equities and other real assets, designed to target both growth and income. A fluctuation in the capital value of the fund holdings may lead to unrealised gains or losses but will not necessarily change their ability to generate income.

Our portfolio is managed by professional investment managers, CCLA Investment Managers, and their performance is monitored on behalf of Chapter by the Cathedral's Finance Committee. The Cathedral has set an ethical investment policy (which draws on guidance given by the Church of England). The CCLA funds are fully compliant with the Church of England's ethical investment policy.

Funds

The majority of the Cathedral's funds are held as endowment funds. Chapter complies with the restrictions imposed by the Cathedrals Measure 2021, in respect of the permitted investments for the Cathedral's funds. In particular, the capital of the endowment funds cannot be used for the improvement or development of the Cathedral or its ancillary buildings without the express authority of the Church Commissioners. Only the income, not the capital, can be used to meet ordinary expenditure, to fund the repair of the Cathedral itself or the repair of its investment properties. A significant part of the endowment funds consists of properties in the Close, a number of which are let on long, tenant-repairing leases. The balance of the endowment is held in the investment portfolios and in cash.

Expenditure during the year from the endowment funds was incurred on the investment properties and on managing the investment portfolios. These transactions resulted in a net cost to the endowment funds of £273,792, before the realised gains on properties and unrealised loss on the revaluation of the investment portfolio were taken into account.

The Cathedral holds a range of individual funds that are restricted as to their use. Further detail on these is given in Notes 16 to 19 to the Accounts. The income from various sources into these funds has been matched in most cases by expenditure during the year, although it must be noted that the Cathedral records gifts in the year in which they are received even where the expenditure that they are intended to fund is incurred and therefore recorded in subsequent years. Inevitably this accounting requirement leads to swings in income and expenditure. One of the most important restricted funds is held for the maintenance of the fabric of the Cathedral. This funds the fabric repair programme that continues.

The balance of the funds of the Cathedral are unrestricted both as to capital and income and can be used to further any of the purposes of the Cathedral. At 31st March 2023, the Chapter had designated funds for certain purposes within the unrestricted funds and these are set out in Notes 18 and 19 to the Accounts.

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Policy for Unrestricted Funds

The Cathedral's unrestricted funds are available to carry out its day-to-day ministry, education, and outreach activities together with the basic upkeep of its buildings and precincts. The income is principally derived from visitors, congregations, property rents, investments, and trading activities.

Given the potential for fluctuations in these income streams that are largely outside of its control, Chapter has agreed a policy of seeking to maintain in unrestricted funds an amount at least equivalent to eight months-worth of annual expenditure charged to the unrestricted funds in the previous year. At 31st March 2023, the Cathedral had unrestricted, undesignated funds of £3,636,471 which would be sufficient to meet over nine months' worth of annual expenditure of £4,557,393.

This gives the Cathedral some back-up resources in order to maintain necessary activities in times of income shortfall. It has stood the Cathedral in good stead through the time of the Salisbury poison attack in 2018 and the Covid-19 pandemic. Only unrestricted expenditure is taken into account on the basis that any expenditure in respect of the restricted funds and the endowed funds is only incurred if funds are available for that specific purpose.

The Current Challenges

The financial year 2022/23 marked a significant phase of recovery, witnessing a return to more typical ways of working. We have been very pleased to see visitor numbers return strongly and continue to do so.

As in the preceding years of the pandemic, careful budget planning and scenario modelling informed preparation of the budget and monitoring throughout the year. It has therefore been rewarding to reach the financial year-end on 31st March 2023 with a smaller deficit than had been expected at the start of the financial year.

Regular reviews of financial performance allowed proactive measures as needed. A higher number of visitors returning than had been projected, together with being able to offer large scale events again, the Cathedral's life and financial position were effectively managed.

As we move forward into the current year, the diligent monitoring of our position remains crucial. This approach, under the direction of Chapter and the Executive, ensures the continued success and future priorities of the Cathedral.

Governance & Key Risks

Under the Cathedral's statutes, the governing body of the Cathedral is the Chapter. Historically Chapter has been supported by the Cathedral Council and the College of Canons, established in accordance with the Cathedrals Measure (1999). However, changes have occurred due to the enactment of a new Cathedrals Measure in 2021, impacting the governance arrangements for Church of England cathedrals.

Now, in response to the new Measure and as detailed elsewhere in this report, the Cathedral has undergone changes in order to comply with the new legislation. As a result, the Cathedral Council has been disbanded, the functions of the College of Canons have changed and Chapter holds sole responsibility for the governance of the Cathedral. The Cathedral achieved registration with the Charity Commission in the first quarter of 2023.

Cathedral Chapter

The Cathedral's Chapter is currently made up of the Dean, the three Residentiary Canons (Precentor, Chancellor and Treasurer) and a number of non-executive members. Membership of Chapter was reviewed, and appointments made in January 2023 in accordance with the new Constitution and Statutes and Cathedrals Measure 2021. With the exception of the Dean and Residentiary Canons, non-executive Chapter members hold office for four years but are eligible for re-appointment. In

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January 2023 the Bishop of Salisbury appointed Nigel Salisbury as the Cathedral's first senior non-executive member of Chapter.

Induction and training of new members are the responsibility of the Chapter Clerk (Chief Operating Officer) who produces a programme of briefings and visits to ensure familiarity with the administration, management, and finances of the Cathedral. New members of Chapter attend the training programme provided by the Association of English Cathedrals, which also provides the opportunity to meet with colleagues from other cathedrals.

Chapter has adopted the Governance Framework developed by the Association of English Cathedrals, which was updated in 2021.

Chapter meets on a monthly basis; there is an established schedule of reports and matters for consideration. Decision making is informed by reports and information provided by the Chapter Clerk (Chief Operating Officer), the Cathedral's Executive team and Advisory committees.

Cathedral Council

Originally established under the Cathedrals Measure (1999) to "further and support the work of the Cathedral, spiritual and temporal, pastoral, evangelistic, social and ecumenical, reviewing and advising upon the direction and oversight of that work by the Chapter". Members were appointed by Chapter, the Community Forum, College of Canons and by other Council members.

The Cathedrals Measure (2021) dissolved Cathedral Councils. The Council of Salisbury Cathedral met for the last time in 2022. Thanks were expressed by the Dean and by the Chairman to all who had contributed to its work over many years.

College of Canons

Originally established under the Cathedrals Measure (1999), the Cathedral's College of Canons consisting of every Canon of the Cathedral, including the Bishop, the Dean, the suffragan bishops, and every archdeacon in the Diocese. In its membership the College expresses the close relationship between the Cathedral, the Bishop, and the Diocese of Salisbury.

The Cathedrals Measure (2021) amended the functions of the College, and it is no longer part of the corporate body of the Cathedral. Nevertheless it met twice during the year, welcoming new members and receiving presentations on a variety of matters. This included considering the work being undertaken by the Minor Canon for Young People alongside the Diocesan focus on young people. The College also received a presentation from the Dean on the emerging elements of a new Strategic Plan for the Cathedral. A discussion session also took place involving representatives from within the College on the matter of Equality, Diversity and Inclusion.

Key Management Personnel

Key Management Personnel at the Cathedral are the The Dean, the Residentiary Canons and the Chapter Clerk (Chief Operating Officer).

The Dean chairs both Chapter and the Executive. Chapter leads and directs, and the Executive implements the Cathedral's strategic plan and objectives. The Executive ordinarily meets on a monthly basis, receiving reports on regular items such as the Cathedral's financial position and visitor numbers, and other matters that arise during the course of the year. During the year Executive and the Chapter worked together on an emerging Strategic Plan, benefiting from external facilitation provided by the Church Commissioners senior leadership training team.

The pay of the Lay Managers is set following a benchmarking exercise both internally and externally when recruiting and is ratified by the Remunerations Committee. Salaries are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment.

SALISBURY CATHEDRAL YEAR ENDED 31ST MARCH 2023

The Church Commissioners pay the stipends of three clergy at each Cathedral - the Dean and two residentiary Canons. The stipends for all members of the clergy these are set by the Church Commissioners.

Finance Committee

The Finance Committee is required by the Cathedrals Measure (2021) and its responsibilities are defined within the Cathedral's Constitution and Statutes (2022). It is chaired by a non-executive member of the Chapter and has responsibility for ensuring the monitoring and reviewing the overall financial strategies and financial policies of the Chapter, including investments, and making recommendations as appropriate to Chapter.

The Cathedral's Finance Committee (formerly Finance Advisory Group) was established in January 2023 and has met twice in the year.

Audit and Risk Committee

The Audit and Risk Committee is also required by the Cathedrals Measure (2021) and its responsibilities are detailed in the Cathedral's Constitution and Statutes (2022). It is independently chaired, although a member of Chapter is a committee member. It is responsible for providing independent oversight of the Cathedral's systems of internal control, risk management and financial reporting.

The Cathedral's Audit and Risk Committee was established in 2023 and committee members formed the Audit Tender Group which was responsible for recruiting new Auditors during the year.

Key Risks and Uncertainties

The Cathedral's risk register records the principal risks to which the Cathedral is exposed. The risks are assessed under the following categories: financial resilience, visitor numbers, people, Cathedral development, regulatory compliance, major physical disaster, IT and operations, reputation and standing. The risks are reviewed on a quarterly basis by the Executive and Chapter and systems are in place to mitigate risks as they are identified.

In the year there were a number of particular risks, in addition to the recurring matters regularly recorded. For the first half of the year there continued to be a high degree of uncertainty as to the return in visitor numbers and therefore the associated risk to budgeted income from visitor-related activities. However, the level of risk reduced after the summer months due to the better than projected return and tickets bought for specific events. This continued for the rest of the financial year and has been very reassuring.

There were changes within the Finance team during the year which carried potential risks, including the need to recruit new staff with the necessary skills and expertise. This was particularly in relation to the pivotal roles of Chief Financial Officer and Cathedral Accountant. It has been extremely pleasing to have appointed strong, experienced staff into both of these roles by the close of the financial year. All financial information was up-to-date and produced on time before the close of the year. In light of the national inflationary increases, there was much uncertainty about the likely level of utility costs. The Cathedral is part of the Parish Buying Scheme and therefore has benefited from the price levels the scheme has secured. However, perhaps inevitably, utility costs have been the most difficult area of expenditure to assess, and this is reflected in the higher than anticipated level of spending in the year-end figures.

Controls are well established to ensure the Cathedral's financial activities are properly managed. These include budgetary control, authority levels, and monthly management accounts reports to Executive and Chapter, as well as meetings of the Finance Committee

The Cathedral has advanced its plans for the restoration of three large properties within the Close. However, these had to be put on hold during the pandemic and each of them poses individual and substantial challenges so are not as far advanced as we would have been hoped. In addition to this

SALISBURY CATHEDRAL

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there are a number of diverse external consents required which mean progress is, at times, frustratingly slow.

An ongoing and significant challenge for the Cathedral is that of working towards the Church of England's Net Zero Target date of 2030. The Cathedral has undertaken effective work in relation to EcoChurch, having been one of only two Cathedrals which has achieved the Gold Award. However, the challenge ahead is significant given the historic fabric of the Cathedral, its size together with the land and properties the Cathedral holds within the Cathedral Close. We have an Environmental Action Plan which incorporates the requirements of the national Church and during the year we appointed a Property Manager rather than contracting in professional property services. However, we know that major change will be needed if the Cathedral is to realise a step change towards Carbon Net Zero and this remains a major challenge.

In other principal risk areas, the Cathedral has continued to maintain the work of its Health and Safety Committee. The Cathedral's fire evacuation policies and procedures are reviewed annually by the Committee. Operational oversight in this area is provided by the Chapter Clerk (Chief Operating Officer) and strategic oversight by the Canon Treasurer. The Cathedral continues to be mindful of risks associated with security breaches.

The Cathedral's safeguarding policy and procedures are kept under regular review by Chapter. At each meeting of the Executive Team and Chapter there is an agenda item specifically for safeguarding and appropriate updates are provided. A small number of safeguarding matters have been raised during the year in relation to past cases of alleged abuse in the 1970s and the 1980s at the Cathedral School. The School and Cathedral have worked together, to respond to these concerns and ensured that within this support is offered to those concerned.

The Cathedral has an independently chaired Safeguarding Advisory Group; members include representatives from the Diocesan Safeguarding Advisory Panel, the Cathedral School and the congregation, as well as Cathedral staff. The Cathedral works closely with the Diocesan Safeguarding Officer and Training Officer to ensure compliance with Church of England safeguarding practice guidance and policies. The Cathedral benefits from the dedicated support of a Diocesan Safeguarding Officer, under a service level agreement with the Diocese for safeguarding matters.

These accounts have been prepared on the assumption that the Cathedral will be able to continue to operate as a going concern which can meet its liabilities as they fall due. Chapter has assessed whether the use of this going concern assumption is appropriate. This assessment has been made in respect of a period of at least one year from the date of approval of the accounts.

Despite the uncertainties that have continued to present themselves, Chapter is of the opinion that the Cathedral will have sufficient resources to meet its liabilities as they fall due and that the current circumstances do not impact on its ability to operate as a going concern at the present time.

Statement of Chapter's responsibilities for the preparation of the Accounts

The members of Chapter are responsible for preparing the annual report and accounts in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Under the provisions of the Cathedrals Measure 2021 and the Constitution of Salisbury Cathedral, Chapter is required to prepare accounts, for each financial year, which give a true and fair view of the state of the Cathedral's affairs and of its financial activities during the year. In preparing those accounts members of Chapter are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- comply with applicable accounting standards, namely the Charities SORP and in accordance with the Accounting and Reporting Regulations for English Anglican Cathedrals specified by the Church Commissioners under Section 30 of the Cathedrals Measure 2021, subject to any departures disclosed and explained in the accounts;
- state whether accounting standards and the Regulations referred to above have been followed; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Cathedral will continue to be financially viable.

The members of Chapter are responsible for ensuring that the Cathedral keeps proper accounting records which disclose with reasonable accuracy the financial position of the Cathedral, and which enable them to ensure that the accounts comply with the provisions of the Cathedrals Measure 1999 and the Regulations referred to above.

The members of Chapter are also responsible for safeguarding the assets of the Cathedral and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Conclusion

Fifteen months after the last of 35,000 Covid vaccinations were administered in the South Transept Salisbury Cathedral once again became a major focus of public attention and activity. In the ten days following the death of Her Late Majesty Queen Elizabeth II on 8 September 2022, 7,000 messages were recorded in the Cathedral's books of condolence. They were written in twelve languages by people from five of the world's continents. The state funeral was shown live on the big screen in the nave, and more than 700 people attended to watch it.

It was a moment of significance nationally and internationally. But it was also a moment of significance locally, reminding us that the very heart of the Cathedral's vocation is to worship God, and to serve its community. If this appears at odds with other preoccupations which dominate the Chapter's agenda, and which are arguably urgent but unarguably less important, then it was a privilege to see the Cathedral respond effectively and efficiently to the pastoral, practical, liturgical, and presentational demands that arose once Buckingham Palace had announced the news.

During the year the Chapter worked hard on the implementation of the Cathedrals Measure 2021. The mammoth task was completed in April 2023. Salisbury was the seventh Cathedral to be registered with the Charity Commission. We have a slimmed-down mode of governance: all oversight is now vested in the Chapter, the composition of which has been changed. In one consequence of the change, we were pleased to welcome Nigel Salisbury as a non-executive member. His appointment by the Bishop of Salisbury to the role means that he is our first *senior* non-executive member.

Key changes have also been made to the Chapter's committee structure. Canon Jane Barker has chaired the Financial Advisory Group for many years and has served on Chapter too. Salisbury Cathedral has many reasons to thank her. The work of the FAG is now held by a Finance Committee (chaired by Nigel) and an Audit and Risk Committee (chaired by former FAG member Alastair Hunter). The Chapter will be well served by these committees' attention to financial detail in the years ahead.

At the same time as embedding these changes the Chapter and the Executive Team have worked together on the creation of a new Strategic Plan for the Cathedral. The final form of this will be agreed shortly, but it will make clear that our mission is to advocate liberty, encourage creativity, and seek the eternity revealed in Jesus Christ, and that we are called to exercise this mission with boldness, fairness, and kindness.

Plans and structures will serve a purpose only if they enable the Cathedral to fulfil its mission. 55% of Cathedral visitors in 2022 self-identified as Christian; but nearly 90% of Cathedral visitors in 2022 described their visit as having a spiritual or reflective character. What an encouragement!



The Very Revd Nicholas Papadopoulos
Dean of Salisbury
14 November 2023

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF SALISBURY CATHEDRAL CHAPTER

Opinion

We have audited the financial statements of Salisbury Cathedral for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Cathedral Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charity's affairs as at 31 March 2023 and of the group's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the Accounting and Reporting Regulations for English Anglican Cathedrals dated December 2018 as specified by the Church Commissioners under Section 30 of the Cathedrals Measure 2021 and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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. 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 groups 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 Chapter's members are responsible for the other information. The other information comprises the information included in the Report of the Chapter. 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.

SALISBURY CATHEDRAL YEAR ENDED 31ST MARCH 2023

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 in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charity; or
- sufficient accounting records have not been kept; or
- the parent charity 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 15, 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 group's and the parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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:

Based on our understanding of the Charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to safeguarding vulnerable beneficiaries, health and safety, and employment (including taxation), and 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 Act 2011 and the Cathedral's Measure 2021 and other factors such as income tax, payroll tax and sales tax.

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 were related to fund accounting, including transfers between funds, and revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP

Haysmacintyre LLP
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

5 December 2023

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

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INFORMATION OVERLEAF DISPLAYS ON FACING PAGES.**

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Consolidated Statement of Financial Activities

	Note	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2023 £000	Total 2022 £000
Income & endowments from:	1					
Donations and legacies		459	698	-	1,156	736
Grants in support of mission		-	146	-	146	317
Charges and fees arising in the course of mission		68	0	-	68	69
Trading and fundraising		3,122	-	-	3,122	1,802
Investments		916	225	-	1,141	1,059
Other income		29	5	-	34	30
Total income		4,593	1,074	-	5,667	4,013
Expenditure on:						
Costs of raising income	2	2,454	38	246	2,738	2,140
Charitable activities	3					
Ministry		1,002	472	-	1,473	1,308
Cathedral and precincts upkeep		818	1020	28	1,866	1,499
Education and outreach		283	25	-	309	241
Total expenditure		4,557	1,555	274	6,386	5,188
Net income/(expenditure) before gains/losses on investments		36	(481)	(274)	(719)	(1,175)
Gains/(losses) on investment assets						
Investment properties: realised		-	-	217	217	736
Investment properties: unrealised		-	-	-	-	5,472
Other investments: unrealised		-	(87)	(655)	(742)	2,348
Net gains/(losses) on investments		-	(87)	(438)	(525)	8,556
Net income/(expenditure)		36	(568)	(711)	(1,244)	7,381
Reconciliation of funds						
Brought forward at 1 st April 2022		3,974	7,699	58,180	69,853	62,472
Balances at 31st March 2023		4,010	7,131	57,468	68,610	69,853

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Consolidated Statement of Financial Activities
Comparative information

	Note	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2022 £000
Income & endowments from:	1				
Donations and legacies		313	351	72	736
Grants in support of mission		113	204	-	317
Charges and fees arising in the course of mission		69	-	-	69
Trading and fundraising		1,802	-	-	1,802
Investments		853	206	-	1,059
Other income		30	-	-	30
Total income		3,180	761	72	4,013
Expenditure on:					
Costs of raising income	2	1,576	41	523	2,140
Charitable activities	3				
Ministry		900	408	-	1,308
Cathedral and precincts upkeep		1,037	435	27	1,499
Education and outreach		241	-	-	241
Total expenditure		3,754	884	550	5,188
Net income/(expenditure) before gains/losses on investments		(574)	(123)	(478)	(1,175)
Gains/(losses) on investment assets					
Investment properties: realised		-	-	736	736
Investment properties: unrealised		-	-	5,472	5,472
Other investments: unrealised		-	335	2,013	2,348
Net gains/(losses) on investments		-	335	8,221	8,556
Net income/(expenditure)		(574)	212	7,743	7,381
Reconciliation of Funds					
Brought forward at 1 st April 2022		4,548	7,487	50,437	62,472
Balances at 31st March 2022		3,974	7,699	58,150	69,853

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

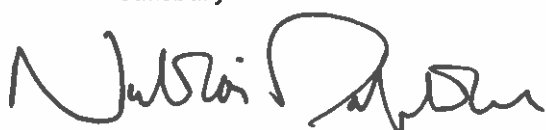
Consolidated Balance Sheet

	Note	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2023 £000	<i>Total 2022 £000</i>
Fixed assets						
Tangible assets						
Non-investment properties	6	-	-	12,964	12,964	12,992
Other tangible fixed assets	7	72	-	-	72	99
		<u>72</u>	<u>-</u>	<u>12,964</u>	<u>13,036</u>	<u>13,091</u>
Heritage assets		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Investment assets						
Investment properties	8	-	-	19,495	19,495	19,495
Other investments	9	2,443	6,662	24,080	33,185	34,652
		<u>2,443</u>	<u>6,662</u>	<u>43,575</u>	<u>52,680</u>	<u>54,147</u>
Total fixed assets		<u>2,515</u>	<u>6,662</u>	<u>56,539</u>	<u>65,716</u>	<u>67,238</u>
Current assets						
Stock	11	119	-	-	119	105
Debtors	12	624	-	-	624	584
Cash at bank and in hand		1,379	469	929	2,777	2,435
Total current assets		<u>2,121</u>	<u>469</u>	<u>929</u>	<u>3,519</u>	<u>3,124</u>
Creditors: amounts falling due within one year	13	(622)	-	-	(622)	(505)
Net current assets		<u>1,500</u>	<u>469</u>	<u>929</u>	<u>2,897</u>	<u>2,619</u>
Creditors: amounts falling due after one year	14	(4)	-	-	(4)	(4)
Total net assets		<u>4,010</u>	<u>7,131</u>	<u>57,468</u>	<u>68,610</u>	<u>69,853</u>
Funds						
Endowment funds	15	-	-	57,468	57,468	58,180
Restricted funds	16	-	7,131	-	7,131	7,699
Designated						
unrestricted funds	17	374	-	-	374	408
General unrestricted funds	17	3,636	-	-	3,636	3,566
		<u>4,010</u>	<u>7,131</u>	<u>57,468</u>	<u>68,610</u>	<u>69,853</u>

Approved by Chapter on 24 November 2023 and signed on their behalf by:

The Very Revd Nicholas Papadopoulos
Dean of Salisbury

Nigel Salisbury
Chair, Finance Committee




SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Consolidated Balance Sheet
Comparative information

	Note	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2022 £000
Fixed assets					
Tangible assets					
Non-investment properties	6	-	-	12,992	12,992
Other tangible fixed assets	7	99	-	-	99
		<u>99</u>	<u>-</u>	<u>12,992</u>	<u>13,091</u>
Heritage assets		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Investment assets					
Investment properties	8	-	-	19,495	19,495
Other investments	9	2,936	6,744	24,972	34,652
		<u>2,936</u>	<u>6,744</u>	<u>44,467</u>	<u>54,147</u>
Total fixed assets		<u>3,035</u>	<u>6,744</u>	<u>57,459</u>	<u>67,238</u>
Current assets					
Stock	11	105	-	-	105
Debtors	12	584	-	-	584
Cash at bank and in hand		759	955	721	2,435
Total current assets		<u>1,448</u>	<u>955</u>	<u>721</u>	<u>3,124</u>
Creditors: amounts falling due within one year	13	(505)	-	-	(505)
Net current assets		<u>943</u>	<u>955</u>	<u>721</u>	<u>2,619</u>
Creditors: amounts falling Due after one year	14	(4)	-	-	(4)
Total net assets		<u>3,974</u>	<u>7,699</u>	<u>58,180</u>	<u>69,853</u>
Funds					
Endowment funds	15	-	-	58,180	58,180
Restricted funds	16	-	7,699	-	7,699
Designated					
unrestricted funds	17	408	-	-	408
General unrestricted funds	17	3,566	-	-	3,566
		<u>3,974</u>	<u>7,699</u>	<u>58,180</u>	<u>69,853</u>

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Cathedral Balance Sheet

	Note	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2023 £000	<i>Total 2022 £000</i>
Fixed assets						
Tangible assets						
Property	6	-	-	12,964	12,964	12,992
Other tangible fixed assets	7	54	-	-	54	71
				12,964	13,018	13,063
Heritage assets						
		-	-	-	-	-
Investment assets						
Investment in subsidiaries		100	-	-	100	-
Investment properties	8	-	-	19,495	19,495	19,495
Other investments	9	2,443	6,662	24,080	33,185	34,652
		2,443	6,662	43,575	52,680	54,147
Total fixed assets		2,497	6,662	56,539	65,698	67,210
Current assets						
Stock	11	3	-	-	3	5
Debtors	12	711	-	-	711	1,102
Cash at bank and in hand		916	469	929	2,314	2,003
Total current assets		1,630	469	929	3,028	3,110
Creditors: amounts falling due within one year	13	(542)	-	-	(542)	(463)
Net current assets		1,087	469	929	2,485	2,647
Creditors: amounts falling due after one year						
	14	(4)	-	-	(4)	(4)
Total net assets		3,580	7,131	57,468	68,179	69,853
Funds						
Endowment funds	15	-	-	57,468	57,468	58,180
Restricted funds	16	-	7,131	-	7,131	7,699
Designated						
unrestricted funds	17	374	-	-	374	408
General unrestricted funds	17	3,206	-	-	3,206	3,566
		3,580	7,131	57,468	68,179	69,853

Approved by Chapter on 24 November 2023 and signed on their behalf by:

The Very Revd Nicholas Papadopoulos
Dean of Salisbury

Nigel Salisbury
Chair, Finance Committee

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Cathedral Balance Sheet
Comparative information

	Note	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2022 £000
Fixed assets					
Tangible assets					
Property	6	-	-	12,992	12,992
Other tangible fixed assets	7	71	-	-	71
		<u>71</u>	<u>-</u>	<u>12,992</u>	<u>13,063</u>
Heritage assets		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Investment assets					
Investment properties	8	-	-	19,495	19,495
Other investments	9	2,936	6,744	24,972	34,652
		<u>2,936</u>	<u>6,744</u>	<u>44,467</u>	<u>54,147</u>
Total fixed assets		<u>3,007</u>	<u>6,744</u>	<u>57,459</u>	<u>67,210</u>
Current assets					
Stock	11	5	-	-	5
Debtors	12	1,102	-	-	1,102
Cash at bank and in hand		327	955	721	2,003
		<u>1,424</u>	<u>955</u>	<u>721</u>	<u>3,110</u>
Total current assets		<u>1,424</u>	<u>955</u>	<u>721</u>	<u>3,110</u>
Creditors: amounts falling due within one year	13	(463)	-	-	(463)
Net current assets		<u>971</u>	<u>955</u>	<u>721</u>	<u>2,647</u>
Creditors: amounts falling due after one year	14	(4)	-	-	(4)
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total net assets		<u>3,974</u>	<u>7,699</u>	<u>58,180</u>	<u>69,853</u>
Funds					
Endowment funds	15	-	-	58,180	58,180
Restricted funds	16	-	7,699	-	7,699
Designated					
unrestricted funds	17	408	-	-	408
General unrestricted funds	17	3,566	-	-	3,566
		<u>3,974</u>	<u>7,699</u>	<u>58,180</u>	<u>69,853</u>

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Consolidated Cash Flow Statement

	Note	2023 £000	2023 £000	2022 £000	2022 £000
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	A		(1,141)		(2,201)
Cash flows from investing activities					
Rents received net of expenses		(234)		26	
Interest and dividends received		799		745	
Purchase of plant and equipment		(25)		(29)	
Proceeds from sales of investment properties		217		981	
Proceeds from sales of other investments		265		302	
			1,021		2,025
Cash flows from financing activities					
Receipts of endowment			0		72
Change in cash & cash equivalents	B		(120)		(104)
Cash & cash equivalents at 1 st April 2021			10,953		11,057
Cash & cash equivalents at 31st March 2022	B		10,833		10,953

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT

A Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023	2022
	£000	£000
Net income/(expenditure)	(1,244)	7,381
Depreciation	80	83
Gains/(losses) on investments	525	(8,557)
Rents	(342)	(327)
Interest & dividends	(799)	(734)
Investment property expenses	577	301
Receipts of endowment	0	(72)
(Increase)/decrease in stocks	(14)	13
(Increase)/decrease in debtors	(40)	(20)
Increase/(decrease) in creditors	116	(271)
Net cash provided by/(used in) operating activities	<u>(1,141)</u>	<u>(2,200)</u>

B Analysis of movement in cash & cash equivalents

	Balance 1 st April 2022 £000	Net cash cash flow £000	Balance 31 st March 2023 £000
Cash at bank and in hand			
Unrestricted funds	759	619	1,379
Restricted funds	955	(487)	469
Endowment funds	721	209	929
	<u>2,435</u>	<u>341</u>	<u>2,777</u>
Investment deposits			
Unrestricted funds	2,912	(494)	2,418
Restricted funds	3,931	21	3,952
Endowment funds	1,675	12	1,687
	<u>8,517</u>	<u>(461)</u>	<u>8,056</u>
Total cash & cash equivalents	<u>10,953</u>	<u>(120)</u>	<u>10,833</u>
Comparative information	Balance 1 st April 2021 £000	Net cash cash flow £000	Balance 31 st March 2022 £000
Cash at bank and in hand			
Unrestricted funds	1,673	(913)	759
Restricted funds	959	(3)	955
Endowment funds	1,234	(513)	721
	<u>3,866</u>	<u>(1,430)</u>	<u>2,435</u>
Investment deposits			
Unrestricted funds	2,911	0	2,912
Restricted funds	3,930	1	3,931
Endowment funds	450	1,225	1,675
Debt due after one year	(100)	100	-
	<u>7,191</u>	<u>1,326</u>	<u>8,517</u>
Total cash & cash equivalents	<u>11,057</u>	<u>(104)</u>	<u>10,953</u>

SALISBURY CATHEDRAL YEAR ENDED 31ST MARCH 2023

Accounting Policies

The principal accounting policies adopted, significant judgements made and key sources of estimation and uncertainty in the preparation of the accounts are set out below.

Basis of accounting

The accounts are for the year ended 31st March 2023 with comparative information given in respect of the year ended 31st March 2022. They have been prepared under the historical cost convention, with items recognised at cost or transaction value except for the revaluation of investment properties and other investments. They have been prepared in accordance with:

- the Accounting and Reporting Regulations for English Anglican Cathedrals dated December 2018 as specified by the Church Commissioners under Section 30 of the Cathedrals Measure 2021; and
- the Charities SORP (FRS 102) and the Charities Act 2011

The Cathedral constitutes a public benefit entity as defined by FRS102.

Group structure

The accounts consolidate the results of the Cathedral's two wholly owned subsidiary companies, Salisbury Cathedral Works Department Limited and Salisbury Cathedral Enterprises Limited. Collectively, the Cathedral and its subsidiary companies are referred to as the Group.

The Cathedral-only balance sheet includes the Prebendal fund, the Choristers' Endowment Fund and the Choral Foundation as these charities are controlled and administered by the Cathedral for its charitable purposes.

There are three charities whose objects are to support aspects of the work of the Cathedral, but which are not controlled by Chapter. Accordingly, the accounts of these charities are not included in these consolidated accounts. Further information about these charities is given in note 22 to the accounts.

The accounts of Salisbury Cathedral School are also not included in these consolidated accounts. Although Chapter has the right to ratify the appointment of the Governors of the School, the purposes of the School and the Cathedral are distinct, and the School operates independently of the Cathedral. Accordingly, including the School in the Cathedral's consolidated accounts would not give a true and fair view. Further information about transactions between the School and the Cathedral are given in note 22 to the accounts.

SALISBURY CATHEDRAL YEAR ENDED 31ST MARCH 2023

Funds

The funds of the Group are divided into three categories, depending on the terms on which they have been received.

Endowment funds, whose capital cannot be spent, but the income from which may be used for either general or specific purposes, as laid down by the donor.

Restricted funds, whose capital and income are available for spending on specific purposes as laid down by the donor.

Unrestricted funds, which may be used for any purpose within the broad ecclesiastical and charitable purposes of the Cathedral or the objects of the other group entity holding them. These include amounts which have been designated by Chapter for particular purposes but where the designation may be varied or removed in the future.

Significant accounting estimates and areas of judgement

Preparation of the accounts requires Chapter to make judgements and estimates. Significant judgements and estimates have been made in relation to:

- estimating the likely amount of legacy income once the Cathedral is aware of its entitlement to receive a legacy;
- the valuation of investment properties
- the allocation of shared costs across activities; and
- estimating the useful economic life of tangible fixed assets.

Assessment of going concern

These accounts have been prepared on the assumption that the Group will be able to continue to operate as a going concern which can meet its liabilities as they fall due. Chapter have assessed whether the use of this going concern assumption is appropriate. This assessment has been made in respect of a period of at least one year from the date of approval of the accounts.

The Cathedral's financial position is discussed in the Financial Review and Reserves section on page 8. Chapter are of the opinion that the Group will have sufficient resources to meet its liabilities as they fall due and that there is no material uncertainty in relation to the Cathedral continuing as a going concern.

Income recognition

Income comprises:

- donations, grants & legacies;
- income arising in the course of mission;
- income from trading activities;
- investment income; and
- other income.

All income is recognised once the Group has entitlement to the economic benefit, it is probable that the economic benefit will be received, and the monetary value can be measured with sufficient reliability.

When a third party pays for goods or services on behalf of the Cathedral, the cost is recognised as income as well as being shown as expenditure in the statement of financial activities. Similarly, donated goods and services are valued on an arm's length basis and shown as income and either capital or revenue expenditure as appropriate. No monetary value, however, is placed on the services provided by the many Cathedral volunteers.

Donations and grants are recognised when the Group has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is recognised where the receipt is considered probable. In the event that a donation is subject to conditions that require a

SALISBURY CATHEDRAL YEAR ENDED 31ST MARCH 2023

level of performance before the Group is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Group and it is probable that the conditions will be fulfilled in the reporting period.

Legacies are recognised when the Group is entitled to the legacy, the amount of the legacy receivable can be reliably measured, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the Group. Entitlement is taken as the earlier of the date on which either:

- the Group is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the Group that a distribution will be made; or
- when a distribution is received from the estate.

In the event that the legacy is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the asset being reliably measurable with a degree of reasonable accuracy and title to the asset having being transferred to the Group.

Where legacies have been notified to the Group, or the Group is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income arising in the course of mission comprises income from education and other activities undertaken as part of the Cathedral's mission. Such income is recognised when the related activities take place.

The majority of investment properties are subject to long-term leases for which a premium is charged on the grant of the lease. In accordance with the provisions of the Cathedrals Measure 1999, the lease premiums, less associated costs, are credited to endowed capital on receipt. The net proceeds are therefore shown as realised gains of the endowment funds in the year in which the lease premiums are received.

Other investment income is recognised when it is receivable, as long as the amount can be measured reliably.

Expenditure

Expenditure is included in the statement of financial activities when incurred and includes irrecoverable VAT. Expenditure is recognised as soon as there is a legal or constructive obligation committing the Group to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably. Expenditure includes the cost of goods or services paid for by third parties on behalf of the Cathedral.

Expenditure comprises the direct costs of different activities, including the salaries of those employees directly involved, and support costs which support a number of activities. All expenditure, including support costs, is allocated or apportioned to the applicable activity headings within the following categories:

- costs of raising funds; and
- costs of charitable activities.

SALISBURY CATHEDRAL YEAR ENDED 31ST MARCH 2023

In order to carry out the primary purposes of the Group it is necessary to provide support in the form of staff development, office services and equipment, financial management, good governance and similar costs. Governance costs comprise audit fees and other expenditure relating to the public accountability of the Group and compliance with regulation and good practice, including expenditure relating to relevant meetings. Support costs, including governance costs, represent indirect charitable expenditure and are apportioned based on the full-time-equivalent numbers of staff time in the relevant cost centres.

Taxation

No corporation tax is payable by the Group as the Cathedral is a charity and its subsidiary companies surrender their profits to the Cathedral under Gift Aid. Income tax recoverable on donations and investment income is included as part of the corresponding income.

The Cathedral can recover only some of the Value Added Tax (VAT) incurred on its expenditure. Irrecoverable VAT is included as part of support costs.

Tangible fixed assets

Apart from the Cathedral Church itself, which is treated as a heritage asset, properties used for the Group's own activities are shown at their cost. This includes additions to the Cathedral to provide visitor facilities. These additions are depreciated on a straight-line basis over their anticipated useful economic lives at annual rates of 2% - 10%. The other properties used by the Group were acquired prior to 31st March 2015 and their existing use value at that date is treated as the deemed cost (as permitted by the changes to the Accounting Regulations in February 2015). No depreciation is charged on these properties on the basis that they are regularly maintained and therefore have an indefinite useful economic life and maintain their value. Accordingly, any depreciation would not be material.

Other tangible fixed assets (apart from heritage assets) costing more than £1,000 and with an expected useful economic life exceeding one year are capitalised at cost. They are depreciated on a straight-line basis over their anticipated useful economic lives at the following annual rates:

- | | |
|--------------------------------------|-----------|
| • Building improvements | 2% - 10% |
| • Workshop equipment & vehicles | 20% |
| • Office, shop & refectory equipment | 20% - 33% |
| • Cathedral furniture & equipment | 10% |

Heritage assets

The Cathedral Church of the Blessed Virgin Mary in Salisbury and its historic ornaments, vestments and other artefacts are regarded as heritage assets because of their contribution to knowledge and culture. Such assets are not generally recognised on the balance sheet as information about their cost or valuation is not available. Because of the incomparable nature of these historic heritage assets, conventional valuation approaches lack sufficient reliability and, even if valuations could be obtained, the costs of doing so would not be justified by the usefulness of the information to users of the accounts and the Cathedral.

Current additions to the Cathedral's ornaments, vestments and other artefacts which qualify as heritage assets are shown at their cost or, if donated to the Cathedral, their fair value on an arm's length basis at the time of donation. This value is treated as the deemed cost. If, because of their nature, donated items cannot be valued with sufficient reliability, they are not recognised on the balance sheet.

Heritage assets recognised on the balance sheet are not depreciated as they have indefinite lives. At each balance sheet date, a review is undertaken and the cost (or deemed cost) of recognised heritage assets is written down if the value of such an asset has been impaired for any reason.

The Cathedral's heritage assets are both extensive and of international significance. As well as the Cathedral Church itself, construction of which started in 1220, heritage assets include an original copy of

SALISBURY CATHEDRAL

YEAR ENDED 31ST MARCH 2023

the 1215 Magna Carta, the oldest working mediaeval clock in the world, significant works of art and an extensive library and archives. The Cathedral maintains a record of its heritage assets as part of its inventory of all the Cathedral's furniture, ornaments, vestments and vessels. The Cathedral Church is open to the public daily and there are also arrangements to allow access to the Cathedral's archives and other collections.

In accordance with the Care of Cathedrals Measure 2011, the Cathedral has established a Fabric Advisory Committee. No work may be carried out on the Cathedral Church that would materially affect its architectural, archaeological, artistic or historic character, nor may any object of architectural, archaeological or artistic interest be sold, lent or disposed of, without the approval of either the Fabric Advisory Committee or the Cathedrals Fabric Commission for England.

It is the responsibility of Chapter to ensure that necessary repairs, maintenance and conservation of the fabric of the Cathedral itself and other heritage assets are carried out. The related costs are reported as expenditure in the statement of financial activities. An independent architect makes a detailed quinquennial report on the condition of the fabric of the Cathedral and provides an annual update.

There have been no transactions relating to heritage assets within the last five years and the Cathedral does not currently recognise any heritage assets on its balance sheet.

The costs of caring for the Cathedral's heritage assets, including repairs to the Cathedral Church, are reported as expenditure in the statement of financial activities as the costs are incurred. The costs of routine maintenance and work on major repairs are each identified separately in notes to the accounts.

Fixed asset investments

Fixed asset investments, including investment properties, are shown at their fair value at the balance sheet date. Fair value is the open market value for investment properties, and the bid-market value reported by the respective fund managers for other investments. The Group does not acquire complex financial instruments such as options and derivatives.

Realised and unrealised gains and losses on investment assets are combined in the statement of financial activities and recorded in the year in which they arise.

Stock

Stock includes:

- materials held by the works and glazing departments;
- goods for resale held by Salisbury Cathedral Enterprises Ltd.; and
- work in progress under contracts for third parties.

All stock is recognised at the lower of cost and net realisable value.

Debtors

Debtors are recognised at the amount due to the Group, less any provision for non-recoverability. Prepayments are recognised at the amount prepaid. Debtors and prepayments are discounted to the present value of the expected future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents cash and bank balances that are available on demand or have a maturity of less than three months from the date of acquisition. Term deposits of more than three months but less than one year are disclosed as short-term deposits. Cash placed on deposit for more than one year is shown as a fixed asset investment. Bank balances held as part of investment portfolios are also included as part of fixed asset investments.

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Creditors and provisions

Creditors and provisions are recognised when there is an obligation to make a payment or other transfer of economic benefit as a result of a past event, and the benefit amount can be estimated reliably. Creditors and provisions are recognised at the amount the Group anticipates it will pay to settle the debt. They are discounted to the present value of the future cash payment where such discounting is material.

Pensions

The costs of retirement benefits provided to clergy employed by the Cathedral through a multi-employer defined benefit pension scheme, the assets of which are held independently of the Group, are accounted for as if this were a defined contribution scheme, as information is not available to use defined benefit accounting in accordance with the requirements of FRS 102. The Group's contributions to this scheme are recognised as an expense in the period in which the related stipends are payable. In addition, a liability is recognised at the balance sheet date for the discounted value of the expected future contribution payments under agreements to fund past service deficits.

The Group also contributes to pension schemes of other employees. These schemes are defined contribution schemes, and the assets are held independently of the Group. Contributions made by the Group are recognised as an expense in the period in which the related salaries are payable.

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

Notes to the Accounts

1. INCOME

	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2023 £000	Total 2022 £000
Donations & legacies					
Congregational collections	157	2		159	171
Other donations	168	381	-	549	380
Friends of the Cathedral	-	137	-	137	106
Cathedral Trust	-	75	-	75	75
Legacies	133	103	-	236	4
	<u>459</u>	<u>698</u>		<u>1,156</u>	<u>736</u>
Grants in support of mission					
Church Commissioners	-	142	-	142	135
Job Retention Scheme	-	-	-	-	4
Other grants	-	4	-	4	178
	<u>-</u>	<u>146</u>		<u>146</u>	<u>317</u>
Charges and fees arising in the course of mission					
Facilities and other fees	53	-	-	54	63
Education centre	15	-	-	15	6
	<u>68</u>	<u>-</u>		<u>68</u>	<u>69</u>
Trading and fundraising					
Cathedral Admission Fee	1,264	-	-	1,264	869
Other Charges to visitors	595	-	-	595	176
Shop, refectory and car park	935	-	-	935	557
Masonry and glazing contracts	328	-	-	328	200
	<u>3,122</u>	<u>-</u>		<u>3,122</u>	<u>1,802</u>
Investments					
Property	290	52	-	342	325
Investments	587	137	-	724	727
Interest on short-term deposits	39	36	-	75	24
	<u>916</u>	<u>225</u>	<u>-</u>	<u>1,141</u>	<u>1,059</u>
Other income					
Other income	29	5	-	34	30
	<u>29</u>	<u>5</u>	<u>-</u>	<u>34</u>	<u>30</u>
Total Income	<u>4,593</u>	<u>1,074</u>	<u>0</u>	<u>5,667</u>	<u>4,013</u>

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

1. INCOME

Comparative information

	<i>Unrestricted Funds £000</i>	<i>Restricted Funds £000</i>	<i>Endowment Funds £000</i>	<i>Total 2022 £000</i>
Donations & legacies				
Congregational collections	171	-	-	171
Other donations	142	238	-	380
Friends of the Cathedral	-	34	72	106
Cathedral Trust	-	75	-	75
Legacies	-	4	-	4
	<u>313</u>	<u>351</u>	<u>72</u>	<u>736</u>
Grants in support of mission				
Church Commissioners	-	135	-	135
Job Retention Scheme	4	-	-	4
Other grants	109	69	-	178
	<u>113</u>	<u>204</u>	<u>-</u>	<u>317</u>
Charges and fees arising in the course of mission				
Facilities and other fees	63	-	-	63
Education centre	6	-	-	6
	<u>69</u>	<u>-</u>	<u>-</u>	<u>69</u>
Trading and fundraising				
Charges to visitors	176	-	-	176
Admission Fee	869	-	-	869
Shop, refectory and car park	557	-	-	557
Masonry and glazing contracts	200	-	-	200
	<u>1,802</u>	<u>-</u>	<u>-</u>	<u>1,802</u>
Investments				
Property	274	51	-	325
Investments	572	155	-	727
Interest on short-term deposits	7	-	-	7
	<u>853</u>	<u>206</u>	<u>-</u>	<u>1,059</u>
Other income				
Other income	30	-	-	30
	<u>30</u>	<u>-</u>	<u>-</u>	<u>30</u>
Total income	<u>3,180</u>	<u>761</u>	<u>72</u>	<u>4,013</u>

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

2. COSTS OF RAISING INCOME

	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2023 £000	Total 2022 £000
Appeals and fundraising expense	2	5	-	7	56
Facilities for visitors	672	-	-	672	450
General marketing costs	96	-	-	96	79
Shop, refectory and car park	585	-	-	585	393
Masonry and glazing contracts	247	-	-	247	147
Property expenses	565	-	12	577	514
Investment management costs	-	31	234	265	303
Support costs	287	2	-	289	198
	<u>2,454</u>	<u>38</u>	<u>246</u>	<u>2,738</u>	<u>2,140</u>

3. CHARITABLE ACTIVITIES

	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total 2023 £000	Total 2022 £000
Ministry					
Clergy stipends and expenses	81	135	-	216	232
Clergy housing costs	71	-	-	71	31
Clergy support costs	13	3	-	16	18
Services and music	613	334	-	946	780
Support costs	223	-	-	223	247
	<u>1,002</u>	<u>472</u>	<u>-</u>	<u>1,473</u>	<u>1,308</u>
Cathedral and precincts upkeep					
Major repairs and restoration	-	922	-	922	351
Maintenance and interior upkeep	366	88	-	454	647
Cathedral insurance	85	-	-	85	81
Little Paradise development	-	-	28	28	27
Precincts, security and garden upkeep	97	10	-	107	132
Support costs	270	-	-	270	261
	<u>818</u>	<u>1020</u>	<u>28</u>	<u>1,866</u>	<u>1,499</u>
Education and outreach					
Educational activities	186	1	-	188	137
Archives and library	47	19	-	66	67
Art exhibitions and restoration	-	5	-	5	-
Charitable and other giving	-	-	-	-	15
Support costs	50	-	-	50	22
	<u>283</u>	<u>25</u>	<u>-</u>	<u>309</u>	<u>241</u>
Total expenditure on charitable activities	<u>2,103</u>	<u>1,323</u>	<u>28</u>	<u>3,648</u>	<u>3,048</u>

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

2. COSTS OF RAISING INCOME

Comparative information

	<i>Unrestricted Funds £000</i>	<i>Restricted Funds £000</i>	<i>Endowment Funds £000</i>	<i>Total 2022 £000</i>
Appeals and fundraising expenses	56	-	-	56
Facilities for visitors	446	4	-	450
General marketing costs	79	-	-	79
Shop, refectory and car park	393	-	-	393
Masonry and glazing contracts	147	-	-	147
Property expenses	259	-	255	514
Investment management costs	-	35	268	303
Support costs	196	2	-	198
	<u>1,576</u>	<u>41</u>	<u>523</u>	<u>2,140</u>

3. CHARITABLE ACTIVITIES

Comparative information

	<i>Unrestricted Funds £000</i>	<i>Restricted Funds £000</i>	<i>Endowment Funds £000</i>	<i>Total 2022 £000</i>
Ministry				
Clergy stipends and expenses	97	135	-	232
Clergy housing costs	31	-	-	31
Clergy support costs	15	3	-	18
Services and music	510	270	-	780
Support costs	247	-	-	247
	<u>900</u>	<u>408</u>	<u>-</u>	<u>1,308</u>
Cathedral and precincts upkeep				
Major repairs and restoration	-	351	-	351
Maintenance and interior upkeep	588	59	-	647
Cathedral insurance	81	-	-	81
Little Paradise development	-	-	27	27
Precincts, security and garden upkeep	107	25	-	132
Support costs	261	-	-	261
	<u>1,037</u>	<u>435</u>	<u>27</u>	<u>1,499</u>
Education and outreach				
Educational activities	137	-	-	137
Archives and library	67	-	-	67
HLF funded projects	-	-	-	-
Charitable and other giving	15	-	-	15
Support costs	22	-	-	22
	<u>241</u>	<u>-</u>	<u>-</u>	<u>241</u>
Total expenditure on charitable activities	<u>2,178</u>	<u>843</u>	<u>27</u>	<u>3,048</u>

SALISBURY CATHEDRAL
YEAR ENDED 31ST MARCH 2023

4. STAFF NUMBERS AND COSTS

The average weekly number and the average full-time-equivalent number of paid staff of the Group were as follows:

	2023		2022	
	No. FTE		No. FTE	
Cathedral and precincts	36	27	38	27
Visitors and education	27	12	33	17
Works and glazing departments	16	14	20	19
Administration	13	9	15	11
	<u>92</u>	<u>62</u>	<u>106</u>	<u>74</u>

The total staff costs were as follows:

	2023	2022
	£000	£000
Wages, salaries and stipends	2,340	2,173
Employer's national insurance	194	165
Employer's pension contributions	129	133
	<u>2,662</u>	<u>2,471</u>

The number of higher paid employees was:

Taxable emoluments band:	No.	No.
£60,000 - £70,000	2	2
£70,000 - £80,000	1	1

Total salary package paid to key management personnel (excluding clergy) totalled £92,836.01. Pay for the clerical members of key management personnel is shown below.

Included in the staff referred to in the tables above are the Dean and the three Canons Residentiary who are paid stipends and the related pension contributions in accordance with scales set annually by the Church Commissioners, the Archbishops' Council and the Church of England Pensions Board. The stipends of the Dean and two Canons Residentiary are funded by the Church Commissioners. The stipends (including employer's national insurance) and employer's pension contributions were as follows:

	2023		2022	
	Stipend	Pension	Stipend	Pension
	£	£	£	£
The Very Revd Nicholas Papadopoulos (Dean)	41,291	11,677	41,261	12,539
The Revd Canon Anna Macham (Precentor)	31,974	9,342	31,398	10,031
The Revd Canon Edward Probert (Chancellor)	31,819	9,342	31,351	10,031
The Revd Canon Robert Titley (Treasurer)			24,875	6,937
(to January 2022)				
The Revd Canon Kenneth Padley (Treasurer)	24,176	6,259		
(from June 2022)				

The clergy pension contributions are paid to the Church of England Funded Pensions Scheme. Further details of the Scheme are shown in note 20.

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5. SUPPORT COSTS

Support costs include:

	2023 £000	2022 £000
Remuneration of the auditors of the Group		
Audit services	29	20
Irrecoverable VAT	57	121

6. NON-INVESTMENT PROPERTIES

	Little Paradise £000	Shop and refectory £000	Offices £000	Staff houses £000	Total £000
COST OR DEEMED COST					
At 1 st April 2022	1,391	877	2,259	9,576	14,103
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Transfers from/(to) investment properties	-	-	-	-	-
At 31 st March 2023	<u>1,391</u>	<u>877</u>	<u>2,259</u>	<u>9,576</u>	<u>14,103</u>
DEPRECIATION					
At 1 st April 2022	234	877	-	-	1,111
Charge for the year	28	-	-	-	28
At 31 st March 2023	<u>262</u>	<u>877</u>	<u>-</u>	<u>-</u>	<u>1,139</u>
NET BOOK VALUE					
At 31 st March 2023	<u>1,129</u>	<u>-</u>	<u>2,259</u>	<u>9,576</u>	<u>12,964</u>
At 31 st March 2022	<u>1,156</u>	<u>-</u>	<u>2,259</u>	<u>9,576</u>	<u>12,992</u>

The offices and staff houses were acquired prior to 31st March 2015 and their existing use value at that date is treated as the deemed cost (as permitted by the changes to the Accounting Regulations in February 2015).

SALISBURY CATHEDRAL
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7. OTHER TANGIBLE FIXED ASSETS

GROUP	Building improvements £000	Workshop equipment & vehicles £000	Office equipment £000	Shop & refectory equipment £000	Cathedral furniture & equipment £000	Total £000
COST						
At 1 st April 2022	103	232	561	69	276	1,241
Additions	-	-	23	2	-	25
Disposals	-	-	-	-	-	-
At 31 st March 2023	<u>103</u>	<u>232</u>	<u>584</u>	<u>71</u>	<u>276</u>	<u>1,266</u>
DEPRECIATION						
At 1 st April 2022	102	192	505	67	276	1,142
Charge for the year	-	16	35	1	-	52
On disposals	-	-	-	-	-	-
At 31 st March 2023	<u>102</u>	<u>207</u>	<u>540</u>	<u>68</u>	<u>276</u>	<u>1,193</u>
NET BOOK VALUE						
At 31 st March 2023	<u>0</u>	<u>25</u>	<u>44</u>	<u>3</u>	<u>0</u>	<u>72</u>
At 31 st March 2022	<u>0</u>	<u>41</u>	<u>55</u>	<u>2</u>	<u>0</u>	<u>99</u>

7. OTHER TANGIBLE FIXED ASSETS

CATHEDRAL	Building improvements £000	Workshop equipment & vehicles £000	Office equipment £000	Cathedral furniture & equipment £000	Total £000
COST					
At 1 st April 2022	94	130	558	276	1,058
Additions	-	-	23	-	23
Disposals	-	-	-	-	-
At 31 st March 2023	<u>94</u>	<u>130</u>	<u>581</u>	<u>276</u>	<u>1,081</u>
DEPRECIATION					
At 1 st April 2022	-	114	502	276	987
Charge for the year	-	-	41	-	41
On disposals	-	-	-	-	-
At 31 st March 2023	<u>-</u>	<u>114</u>	<u>543</u>	<u>276</u>	<u>1,027</u>
NET BOOK VALUE					
At 31 st March 2023	<u>94</u>	<u>16</u>	<u>38</u>	<u>-</u>	<u>54</u>
At 31 st March 2022	<u>94</u>	<u>16</u>	<u>55</u>	<u>-</u>	<u>71</u>

SALISBURY CATHEDRAL
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8. INVESTMENT PROPERTIES

	General Endowment Fund £000	Choristers' Endowment Fund £000	Total £000
Valuation at 1 st April 2022 & at 31 st March 2023	18,485	1,010	19,495

The Cathedral does not have a record of the original cost of the investment properties.

The properties held for investment purposes are all within the Cathedral Close. They are held freehold, and the majority are let on long, tenant-repairing leases. A full property re-valuation was conducted at 31st March 2022 by Strutt & Parker LLP, Chartered Surveyors, on the basis of open market value. A review of the property valuations was conducted at 31st March 2023, whereupon it was agreed there was no material change to the March 2022 valuation.

9. OTHER INVESTMENTS

	Unrestricted Funds £000	Restricted Funds £000	Endowment Funds £000	Total £000
Market value at 1 st April 2022	2,936	6,744	24,972	34,652
Additions	-	-	-	-
Disposals	-	(28)	(23)	(52)
Increase/(decrease) in cash	(494)	21	12	(461)
Revaluation	-	(74)	(881)	(955)
Market value at 31st March 2023	2,443	6,662	24,080	33,185

The original cost of these investments was:

At 31 st March 2023	2,443	6,347	20,118	28,908
At 31 st March 2022	2,937	6,319	20,109	29,364

The market values comprise:

	2023 Total £000	2022 Total £000
Collective investments holding:		
UK listed investments	3,576	2,556
Overseas listed investments	15,341	16,236
Unlisted investments	1,827	5,224
Cash	4,358	2,094
Other unlisted investments	25	25
	<u>25,128</u>	<u>26,135</u>
Cash on deposit	8,056	8,517
Market value at 31st March	33,185	34,652

The collective investments are managed by CCLA Investment Management Ltd.

Other unlisted investments are shown at cost as Chapter does not consider that the market value is materially different.

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10. SUBSIDIARY COMPANIES

The consolidated accounts include the income, expenditure and net assets of the following two companies which are wholly owned by the Cathedral. In both cases, figures relate to years ended 31st March.

	Salisbury Cathedral Works Department Ltd		Salisbury Cathedral Enterprises Ltd	
	2023	2022	2023	2022
	£000	£000	£000	£000
Turnover	182	42	1,080	713
Expenditure	94	24	743	558
Net profit	<u>88</u>	<u>18</u>	<u>337</u>	<u>155</u>
Gift Aid donations and distributions				
Salisbury Cathedral - paid in year	93	22	341	160
Salisbury Cathedral - Deferred Gift Aid	(5)	(4)	(4)	(5)
Retained profit/(loss)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Gross assets	189	55	594	630
Liabilities	(189)	(55)	(594)	(630)
Net assets	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

Salisbury Cathedral Works Department Ltd (company number 02919446) is the trading arm of the Cathedral works department. It carries out outside contracts, principally repairs to historic buildings, by the works department.

Salisbury Cathedral Enterprises Ltd (company number 00556116) operates the Cathedral shop and car parking and receives commission from sales in the Cathedral Refectory restaurant (which is operated by an independent catering company). It also carries out outside contracts, principally repairs to historic buildings, by the glazing department.

In addition to the Gift Aid donations and distributions referred to in the table above, the following transactions took place at arm's length between the Cathedral and its subsidiary companies. The Cathedral incurs expenses which are recharged to the subsidiary companies. During the year, the total amount of such recharges to Salisbury Cathedral Works Department Ltd was £64k (2022: £nil) and to Salisbury Cathedral Enterprises Ltd was £409k (2022: £343k). Salisbury Cathedral Enterprises Ltd charged £8K (2022: £16k) to the Cathedral and £nil (2022: £0.1k) to Salisbury Cathedral Works Department Ltd for glazing repairs undertaken. Salisbury Cathedral Works Ltd charged the Cathedral £nil (2022: £8K).

11. STOCK

	GROUP		CATHEDRAL	
	2023	2022	2023	2022
	£000	£000	£000	£000
Raw materials	24	20	3	5
Goods for resale	87	75	-	-
Work in progress	7	10	-	-
	<u>119</u>	<u>105</u>	<u>3</u>	<u>5</u>

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12. DEBTORS

	GROUP		CATHEDRAL	
	2023	2022	2023	2022
	£000	£000	£000	£000
Trade debtors	191	151	51	61
Income tax recoverable	7	148	-	141
Investment income receivable	-	183	-	183
Other debtors	269	4	261	3
Prepayments	157	98	128	97
Due from subsidiary companies	-	-	271	1617
	<u>624</u>	<u>584</u>	<u>711</u>	<u>1,102</u>

13. CREDITORS: amounts falling due within one year

	GROUP		CATHEDRAL	
	2023	2022	2023	2022
	£000	£000	£000	£000
Trade creditors	340	106	319	88
VAT payable	13	19	13	19
PAYE & NIC payable	51	41	51	41
Due to Salisbury Cathedral Girl Choristers' Fund	-	36	-	36
Other creditors	4	5	4	4
Accruals	141	206	108	169
Deferred income	72	92	47	80
Due to subsidiary companies	-	-	-	26
	<u>622</u>	<u>505</u>	<u>542</u>	<u>463</u>

14. CREDITORS: amounts falling due after one year

	GROUP		CATHEDRAL	
	2023	2022	2023	2022
	£000	£000	£000	£000
Pension provision (see note 20)	4	4	4	4
	<u>4</u>	<u>4</u>	<u>4</u>	<u>4</u>

15. ENDOWMENT FUNDS

	Balance 1 st April 2022	Income	Expenditure	Transfers, gains and losses	Balance 31 st March 2023
	£000	£000	£000	£000	£000
Endowed capital	54,768	-	(253)	(311)	54,205
Prebendal fund	53	-	-	(1)	51
Choristers' Endowment Fund	2,809	-	(16)	(98)	2,696
Choral Foundation	550	-	(6)	(28)	516
	<u>58,180</u>	<u>-</u>	<u>(274)</u>	<u>(655)</u>	<u>57,468</u>

See note 19 for a description of the purpose of each fund.

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16. RESTRICTED FUNDS

	Balance 1 st April 2022	Income	Expenditure	Transfers, gains and losses	Balance 31 st March 2023
	£000	£000	£000	£000	£000
Prebendal fund	138	5	(4)	(4)	135
Choristers' Endowment Fund	366	115	(104)	(13)	364
Choral Foundation	296	261	(204)	(4)	349
General fabric legacy fund	1,884	126	(828)	-	1,099
Ivor Read fabric legacy fund	4,397	55	(109)	(66)	4,359
Willis organ fund	136	-	(13)	-	123
Other specific grants, legacies & donations	483	512	(293)	-	703
	<u>7,699</u>	<u>1,074</u>	<u>(1,555)</u>	<u>(87)</u>	<u>7,131</u>

See note 19 for a description of the purpose of each fund.

17. UNRESTRICTED FUNDS

	Balance 1 st April 2022	Surplus/ (deficit)	Gains/ (losses)	Transfers	Balance 31 st March 2023
	£000	£000	£000	£000	£000
Designated unrestricted funds					
Cathedral interior development fund	57	-	-	-	57
Property repair reserve	110	-	-	-	110
Safer environment fund	48	-	-	-	48
Organisation development fund	96	(33)	-	-	63
Visitor experience fund	61	(1)	-	-	60
Community & outreach projects	10	-	-	-	10
Library fund	26	-	-	-	26
	<u>408</u>	<u>(34)</u>	<u>-</u>	<u>-</u>	<u>374</u>
General unrestricted funds	3,566	70	-	-	3,636
	<u>3,974</u>	<u>36</u>	<u>-</u>	<u>-</u>	<u>4,010</u>

See note 18 for a description of the purpose of each fund.

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18. PURPOSES OF FUNDS

The endowment and restricted funds shown in notes 16 and 17 comprise, respectively, the capital and the unexpended income of funds given for the following specific purposes:

Endowed capital:	to improve the freehold properties owned by the Cathedral
Prebendal fund:	to meet expenditure incurred by non-residentiary and lay canons
Salisbury Cathedral Choristers' Endowment Fund:	to fund the fees of boy choristers
Salisbury Cathedral Choral Foundation:	to promote and enhance church music in the Cathedral
General fabric legacy fund:	repair and maintenance of the fabric of the Cathedral
Ivor Read legacy fund:	repair and maintenance of the fabric of the Cathedral
Willis organ fund:	maintenance of the Willis organ in the Cathedral
Covid related grants	Including: Heritage Emergency Recover Fund, Cultural Recovery Fund, Cultural Recovery Fund for Capital Projects, Church Commissioners for craft skills & lay vicars, the Cathedral Sustainability Fund grant and the Governments Job Retention Scheme
Other specific grants, legacies & donations:	various specific purposes including music, stipends, education & library projects, artwork and repairs & improvements to the Cathedral

Although separately registered charities, Salisbury Cathedral Choristers' Endowment Fund (charity no. 309485) and Salisbury Cathedral Choral Foundation (charity no. 1058899) are regarded as funds of the Cathedral as they are administered by the Cathedral for its charitable purposes. The Cathedral, through Chapter, is the trustee of both charities.

The designated funds shown in note 18 comprise income that has been designated by Chapter for the following purposes:

Cathedral interior development fund:	improvements to the interior of the Cathedral
Property repair reserve:	repairs to properties (other than the Cathedral) occupied by the Group
Library fund:	purchase of books for the Cathedral library
Organ fund:	refurbishment of the Willis organ
Safer environment fund:	improvements to CCTV in the Cathedral and Close
Organisation development fund:	continued improvements to the Cathedral's organisation
Visitor experience fund:	improvements to the visitor environment at the Cathedral
Community & outreach projects:	the Cathedral's outreach work

19. PENSIONS

Salisbury Cathedral participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Cathedral. Each participating employer in the scheme pays contributions at a common contribution rate applied to pensionable stipends. The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to each specific employer, and contributions are accounted for as if the Scheme were a defined contribution scheme.

A valuation of the Scheme is carried out once every three years. The most recent completed Scheme valuation was carried out at 31 December 2018. The 2018 valuation revealed a deficit of £50m, based on assets of £1,818m and a funding target of £1,868m, assessed using the following assumptions:

- An average discount rate of 3.2% p.a.
- RPI inflation of 3.4% p.a. (and pension increases consistent with this).
- Increases in pensionable stipends of 3.4% p.a.

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- Mortality in accordance with 95% of the S3NA_VL tables, with allowance for improvements in mortality rates in line with the CMI2018 extended model with a long-term annual rate of improvement of 1.5%, a smoothing parameter of 7 and an initial addition to mortality improvements of 0.5% p.a.

Following the 31 December 2018 valuation, a recovery plan was put in place until 31 December 2022 and the deficit recovery contribution rates (as a percentage of pensionable stipends) are 11.9% up to 31 December 2020 and 7.1% thereafter (2019 and 2018: 11.9% up to December 2025).

Agreed deficit recovery payments are recognised as a liability. Movements in the liability during the year were as follows:

	2022 £000	2021 £000
Liability at 1 st April	4	6
Deficit contribution paid	(3)	(3)
Expense charge - effect of changes to agreed deficit recovery plan, discount rate and other actuarial assumptions	3	1
Liability at 31 st March (see note 15)	<u>4</u>	<u>4</u>

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	December 2021	December 2020	December 2019
Discount rate (per annum)	0.0%	0.2%	1.1%
Price inflation (per annum)	n/a	3.1%	2.8%
Increase to total pensionable payroll (per annum)	-1.5%	1.6%	1.3%

The legal structure of the Scheme is such that if another employer fails, Salisbury Cathedral could become responsible for paying a share of that employer's pension liabilities under the Scheme.

Employees of the group other than stipendiary clergy may enrol in a group personal pension scheme with AVIVA. This is a defined contribution scheme to which the Group makes employer's contributions.

The total pension costs for all employees charged as an expense during the year were as follows:

	2022 £000	2021 £000
Contributions payable for the year	85	91
Movement in deficit recovery liability, as above	0	1
	<u>85</u>	<u>92</u>

20. CONNECTED CHARITIES

For the benefit of the Cathedral

There are three charities whose objects are to support aspects of the work of the Cathedral, but which are not controlled by Chapter and whose accounts are therefore not included in these consolidated accounts.

Salisbury Cathedral Trust is an independent charity whose objects are the furtherance of religion and education, in particular by giving priority to the repair and maintenance of Salisbury Cathedral. During the year, two of its four trustees were members of Chapter.

The Association of the Friends of Salisbury Cathedral is a members' association whose object is to enhance the fabric, contents, work and worship of the Cathedral. It is an independent charity and is governed by its Executive Council which includes a member of Chapter.

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Salisbury Cathedral Girl Choristers' Fund is an independent charity whose objects are to pay bursaries for girl choristers at Salisbury Cathedral. During the year two of its seven trustees were members of Chapter. The grants shown below were paid directly by the Fund to the Cathedral School and are not included in the Cathedral's accounts.

Summaries of the most recent accounts of these charities are as follows:

Year ended	Cathedral Trust		Friends of Cathedral		Girl Choristers' Fund	
	31.3.22	31.3.21	31.3.22	31.3.21	31.8.21	31.8.20
	£000	£000	£000	£000	£000	£000
Gross income	5	9	236	183	83	149
Net income, including investment gains/losses, before grants	19	34	246	292	375	(45)
Grants to or for the benefit of the Cathedral	75	82	129	165	92	92
Gross assets	743	798	1,041	922	2,414	2,131
Net assets	740	795	1,025	907	2,413	2,130

The grants to the Cathedral shown above do not always correspond exactly to the income shown in the Cathedral's accounts due to timing differences in the recognition of grants.

The accounts of The Association of the Friends of Salisbury Cathedral have been audited. The accounts of Salisbury Cathedral Trust and Salisbury Cathedral Girl Choristers' Fund have been independently examined but not audited.

Not for the benefit of the Cathedral

Salisbury Cathedral School is a registered charity and company limited by guarantee of which the Cathedral as a corporation aggregate is the sole member. Chapter has the right to ratify the appointment of the Governors of the School, but the School is not included in these consolidated accounts for the reasons set out in the accounting policies. During the year the Cathedral received rent totalling £110k (2021: £110k) from the School, £73k (2021: £73k) under the lease from the Cathedral of the School's main premises, and £37k (2021: £37k) in respect of the lease from the Choristers' Endowment Fund of a property in The Close owned by that fund. The School educates the Cathedral's choristers. The Cathedral, the Choristers' Endowment Fund and the Choral Foundation paid a total of £162k (2021: £151k) to the School in respect of choristers' bursaries and a further £63k (2021: £63k) in relation to choir tours and other chorister expenses. These costs are included in these accounts as part of the cost of services and music.

21. OTHER RELATED PARTY TRANSACTIONS

The Dean and the three Canons Residentiary receive stipends as shown in note 4. In accordance with the Church of England's normal policy, they also live in houses provided by the Cathedral. The Dean and the three Canons Residentiary were reimbursed expenses of £12,355 during the year (2022: £3,860) and no other Chapter members were reimbursed expenses (2022: nil).

Members of Chapter donated a total of £7k (2022: £10k) to the Cathedral during the year.

The Cathedral has chosen not to hold trustee and management liability insurance but there is provision in the overall insurance policy for a nominal amount of £100,000. This provides for the personal liability of trustees, directors, officers and employees. The insurance premium paid in the year for a combined insurance policy which also covered the Group against other risks was £88,227 (2022: £81,354).

Except as noted above, none of the members of Chapter (or anyone connected with them) received from the Group any remuneration, benefit or payment for services during the year (or the preceding year).

