2026 Report to Members

from the Salvation Army
Employees' Pension Fund, SAEPF

Love God
Love Others



Message from the chairperson

As the Chair of The Salvation Army Employees' Pension Fund, I take great pleasure in presenting our annual newsletter. The newsletter is designed to update you on the financial position of the Fund and the Fund's investments and also highlight key pension topics for your information.

We hope that you will find this newsletter interesting and informative. We would value your feedback, so please do get in touch with any comments or suggestions to Pensions@salvationarmy.org.uk.

Mr Daniel Wills, Chair

Getting in touch

The Fund's Administrator is available to help you with any questions you may have about your benefits.

You should also contact the Administrator if your personal details change (such as your name or address). In addition, you should ensure that details of your spouse/dependant are kept up to date.

We'd like to hear from you! If you have any questions that you would like to put to the Trustees, please let us know. We will be happy to print your questions, and the answers, in subsequent newsletters.

The Administrators can currently be contacted on: salvationarmy@isio.com

Information about the personal data we hold, how we process it and how we keep it safe is explained later in this report.

Your Pension Payslips - Available Online

If you are currently receiving a pension from the Scheme, did you know that you can access your pension payslips online at any time through My Pension Tracker?

My Pension Tracker provides a convenient and secure way to view your pension information whenever you need it. Whether you want to check your latest pension payment, review previous payslips or keep records for your personal finances, your information is available online 24 hours a day, 7 days a week.

How to Access Your Payslips

If you have already registered, simply log in to your My Pension Tracker account to view your payslips.
If you have not yet registered, you can create an account by visiting:

www.mypensiontracker.co.uk

Registration is straightforward and gives you secure access to your pension information from your computer, tablet or smartphone.

Prefer Paper Payslips?

You can choose to receive your payslips by post instead of accessing them online. However, please note that paper payslips are only issued when your pension payment changes by **£5 or more**.

If you would like to receive payslips by post, please contact **Isio**, who will be happy to arrange this for you.



A Few Benefits of Online Access

- Access your payslips whenever you need them.
- View historical payslips in one place.
- Reduce the risk of paper documents being lost or delayed in the post.
- Access your information securely and conveniently.

Keeping Your Information Safe

As with any online service, please keep your login details secure and never share your password with anyone.
If you believe your account security may have been compromised, contact Isio as soon as possible.

Reminder about the change to the minimum pension age

If you're thinking about early retirement, please be aware that the government is raising the minimum pension age from 55 to 57 with effect from April 2028, and it may affect your plans.

- If you were born after 5 April 1973, you'll have to wait until age 57 to access your pension.
- If you were born after 5 April 1971 but before 6 April 1973, you'll have a window to retire from your 55th birthday until 5 April 2028. If you don't take your pension in this window, you'll then need to wait until your 57th birthday.
- If you were born on or before 6 April 1971, you won't be affected by this change because you'll already have reached age 57 by 6 April 2028.

Pensions Dashboards - Coming Soon

You may have heard about Pensions Dashboards in the news, but what exactly are they and what do they mean for you?

Pensions Dashboards are being developed to help people see information about their pensions securely online and all in one place. The aim is to make it easier to keep track of pension savings built up during your working life and support better retirement planning.

Who Will Be Able to Use a Dashboard?

Pensions Dashboards are intended for people who have not yet accessed their pension benefits or are not currently receiving a pension from those benefits. In simple terms, if your pension savings are still being built up or are waiting to be taken in the future, you are likely to be within the intended user group.

When available, a dashboard will allow you to search for your pension arrangements and view information from participating pension schemes in one secure location.

When Will Pensions Dashboards be Available?

Although no public launch date has yet been confirmed by the Government, current industry expectations suggest that dashboards are unlikely to be widely available to the public before Summer or Autumn 2027. At present, schemes are focused on ensuring that data is accurate and systems are fully tested before public access begins. The exact launch date remains subject to Government confirmation.

How Can You Prepare?

There are a few simple steps you can take now:

- Check that your pension providers have your current address and contact details.
- Keep a record of any pensions you may have built up with previous employers.
- Retain documents that include your National Insurance number.
- Read any communications you receive from your pension providers and administrators.
- Be cautious of scams claiming to offer early access to Pensions Dashboards.

A Helpful Reminder

Pensions Dashboards will be a useful tool, but they will not replace the value of reviewing your retirement plans regularly. The information shown will help you understand where your pension savings are held, but you may still wish to seek guidance or regulated financial advice when making important retirement decisions.

We will continue to keep members updated as further information becomes available. In the meantime, ensuring that your contact details are up to date is one of the best things you can do to prepare for the arrival of Pensions Dashboards.

From the Accounts

Each year the Trustees produce a formal Report and audited Accounts which provide information on the financial position of the Fund over the year.

The table below shows the key figures from the accounts for the Fund for the year ending on 31 March 2026. The full accounts have been audited by RSM UK Audit LLP. The complete set of accounts is available for view via the Fund's governance website. Please go to the following website: https://www.isio.com/scheme-documents/the-salvation-army-employees-pension-fund/

Your Fund at a Glance

The year to 31 March 2026 is summarised below:

As at 31 March 2025 the fund value was
£177,755,000

Additions during the year		Deductions during the year
Employer contributions £0		Pensions & lump sum retirement benefits (£5,816,000)
Member contributions £0		Transfers out (£504,000)
Investment income £1,317,000		Administration Expenses (£631,000)

Funds for investment
(£5,634,000)

Change in market value of assets
£5,102,000

Investment management fees
(£113,000)

As at 31 March 2026 the fund value was
£177,110,000

Fund Membership

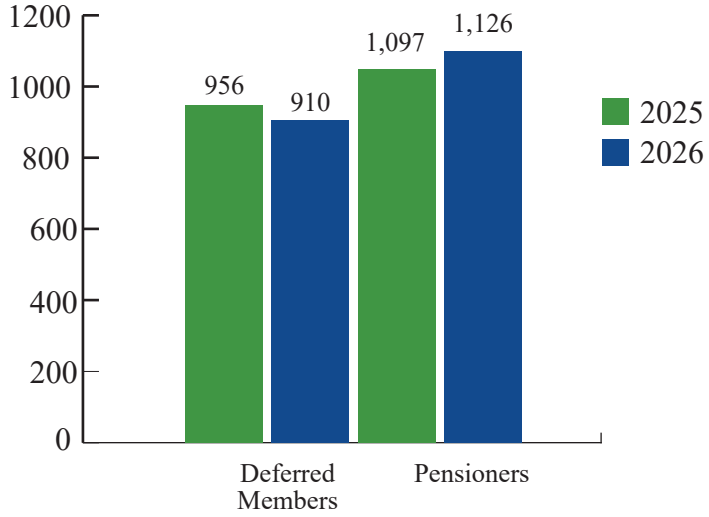
Key terms

Deferred members comprise:

- Employed deferred members - members who were active members on 30 April 2023 when the Fund closed to future accrual and who remain in employment; and
- Deferred members who have left service - former employees who retain benefits in the Fund.

Pensioner is a former employee (or spouse/ dependant of a former employee) currently receiving a pension from the Fund.

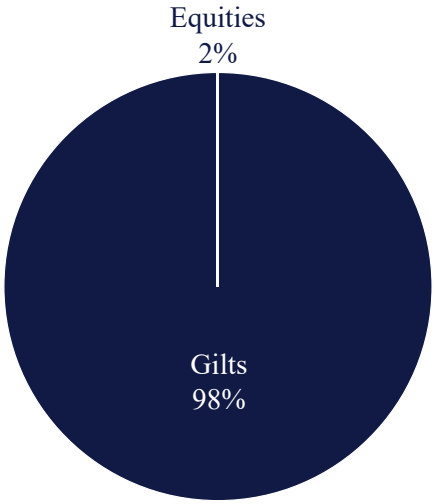
The chart below shows the number of members in different categories as at 31 March 2026 compared with the number as at 31 March 2025.



Investment review

The Trustees are responsible for setting the investment strategy for the Fund and regularly monitoring the performance of the investments held. The investment advisor to the Trustees is the Investment Advisory Committee of the Salvation Army. The strategy is set out in the Statement of Investment Principles.

The investment manager implements the chosen investment strategy on behalf of the Trustees and manages the assets on a day-to-day basis. The Fund's investment manager is Legal & General Investment Management Limited. Royal London Unit Trust Managers Limited manage the Additional Voluntary Contributions monies. The Fund's assets were invested in gilts and equities as at 31 March 2026.



The Trustees' investment objective is to achieve a return on the assets to match its benchmark. The benchmark of the Gilt Portfolio is currently as follows:

Asset class	Proportion of assets	Benchmark Index
Gilts	37%	FTSE A UK Conventional Gilts Over 15 Years Index
Gilts	9%	FTSE A UK Conventional Gilts Under 15 Years Index
Gilts	23%	FTSE A UK Index-Linked Gilts Over 15 Years Index
Gilts	31%	FTSE A UK Index-Linked Gilts Under 15 Years Index

The benchmark of the Equity Portfolio is currently as follows:

Asset class	Proportion of assets	Benchmark Index
Equities	100.0%	FTSE All-World Salvation Army Paris-Aligned Index

Over the three year period to 31 March 2026 the Fund returned -3.4% pa, which was slightly below the benchmark return of -3.2% pa. Although these returns were negative, the market movements will also have led to a reduction in the value placed on the liabilities of the Fund.

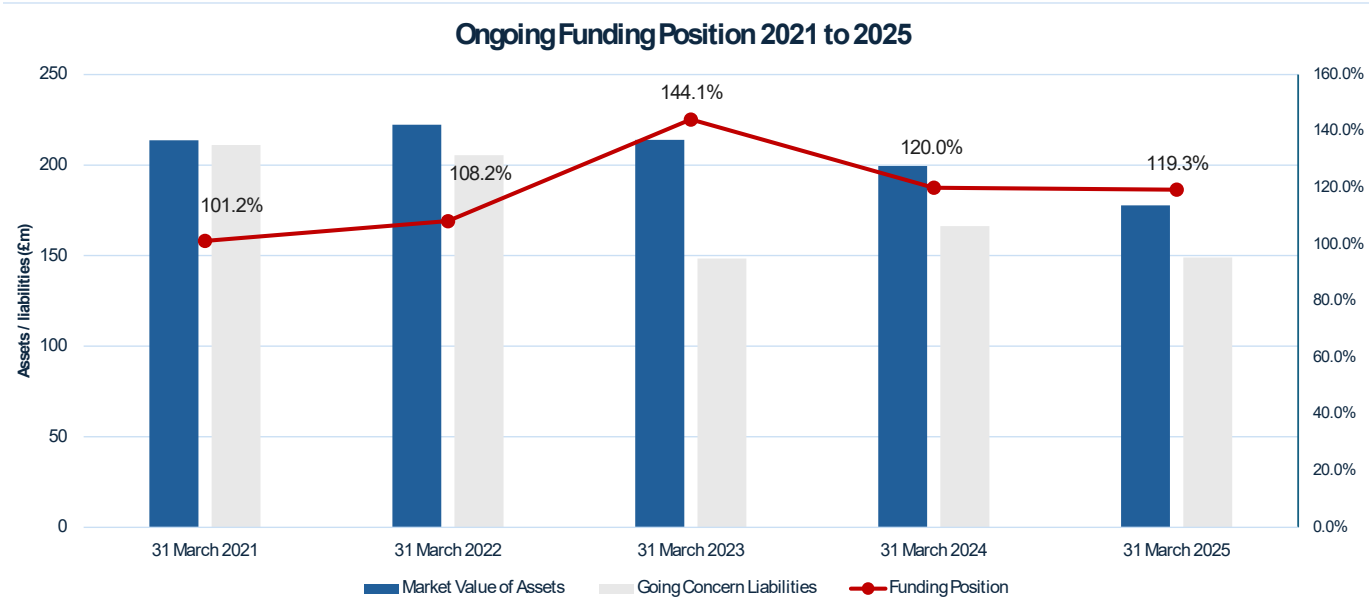
Actuarial valuation

An actuarial valuation is usually carried out by the Fund's actuary every three years. This is to determine whether the assets held by the Fund are sufficient to meet the benefits built up by members at the valuation date and to establish the level of contributions that the Employers should be making to the Fund.

The Fund's funding level is measured by comparing its assets with its liabilities. If the assets are over 100% of the liabilities, the Fund has more than the estimated amount needed to pay benefits and costs, and is in "surplus". If the assets were less than 100% of the liabilities then there would be a funding "shortfall" to make up.

It is important to remember that the Fund will continue to pay members' benefits, even if it has a funding shortfall.

Valuations are carried out regularly so that the Trustees can monitor the Fund's financial position and, where necessary, take action to improve it. This could include changing the Fund's investment strategy or agreeing additional contributions from the Employers. The actuary recommends the level of contributions needed to do this following each valuation.



The chart above shows the financial position of the Fund since 31 March 2021.

The latest formal actuarial valuation of the Fund as at 31 March 2024 was finalised in March 2025 and showed the Fund to be 120% funded, with a surplus of £33.3m. The improvement in the funding position since the 2021 formal actuarial valuation was primarily due to the change in market conditions. In particular, the Fund still had significant holdings in equity markets in the year to 31 March 2022 when returns on equities were strong.

At 31 March 2025, the funding level was broadly unchanged.

The Fund closed to future accrual from 30 April 2023. As the Fund is currently in surplus, no contributions are required in relation to the past service position.

The next formal actuarial valuation at 31 March 2027 is due to be carried out in 2027 when the contribution requirements will be reviewed.

Electronic Communications

The Trustees already have authority to correspond with some members electronically, so that communications such as this newsletter and the Summary Funding Statement are sent electronically rather than in the post.

If you would like to receive communications electronically and are not currently doing so, please email Russell Porter (russell.porter@salvationarmy.org.uk) with your request.

Pension increases

The Rules of the Fund provide for increases to pensions in payment to take account of inflation, subject to a cap of:

- 5% pa for pensions accrued before 6 April 2006
- 2.5% pa for pensions accrued on or after 6 April 2006

Pension increases are effective from 1 April each year and are based upon the January RPI inflation figures. Inflation as measured by the increase in the RPI over the 12 months to January 2026 was 3.8% and so the increases awarded on 1 April 2026 were:

Pensions in relation to service	
Prior to 6 April 2006	3.8%
From 6 April 2006	2.5%

The 2027 pension increases will be based upon the increase in RPI over the 12 months to January 2027, which will be released in February 2027. The 2027 pension increases will be effective from 1 April 2027.



Protecting Your Pension from Scams

We work hard for many years to build up our pension savings, so it is important to keep them safe. Unfortunately, pension scams remain a real threat and can have a devastating impact on people's retirement plans (this includes those individuals in receipt of their pension).

There are simple steps you can take to protect yourself.

How Pension Scams Work

Scammers are becoming increasingly sophisticated and may contact you by phone, email, text message or social media. They often present offers that sound attractive, such as:

- Accessing your pension before age 55 (rising to 57 from April 2028).
- Promises of unusually high or guaranteed investment returns.
- Opportunities described as "exclusive", "limited time" or "too good to miss".
- Free pension reviews or advice from individuals you have never dealt with before.

Their aim is usually to persuade you to transfer your pension savings into arrangements that are unsuitable, excessively risky or entirely fraudulent.

Warning Signs to Watch For

Be cautious if someone:

- Contacts you unexpectedly about your pension.
- Pressures you to make a quick decision.
- Offers guaranteed returns or claims there is no risk involved.
- Encourages you to transfer your pension overseas or into unfamiliar investments.
- Requests personal, financial or banking information without a clear reason.

Remember: if something sounds too good to be true, it probably is!

Simple Steps to Protect Yourself

Before making any decisions about your pension:

- Take your time. Genuine advisers will not pressure you into making an immediate decision.
- Ask questions. Make sure you understand exactly what is being proposed and why.
- Seek regulated advice. Check that any financial adviser is authorised by the Financial Conduct Authority (FCA).
- Verify all information independently. Use official contact details and websites rather than those provided by an unsolicited caller or email.

If You Think You've Been Contacted by a Scammer

Do not provide personal information or transfer any pension savings. Instead:

- End the conversation.
- Keep copies of any emails, texts or documents.
- Report your concerns to The Salvation Army's Pensions Unit.
- Seek guidance from a regulated financial adviser if you are considering any pension transfer.

A Final Thought

Your pension is one of your most valuable assets and is there to provide income throughout your retirement. Taking a few extra moments to verify information and seek independent advice can make all the difference.

If you are ever unsure about a pension-related communication, it is always better to pause, ask questions and seek guidance before taking action. A healthy dose of caution today could protect your retirement savings for years to come.

Your Pension and AI

Artificial Intelligence (AI) is becoming part of everyday life and many people are beginning to use it to help them understand financial matters, including pensions and retirement.

Used responsibly, AI can be a valuable addition to the tools and resources available to you. However, relying on AI for advice or recommendations could lead to poor decisions and poor outcomes.

Where AI can help

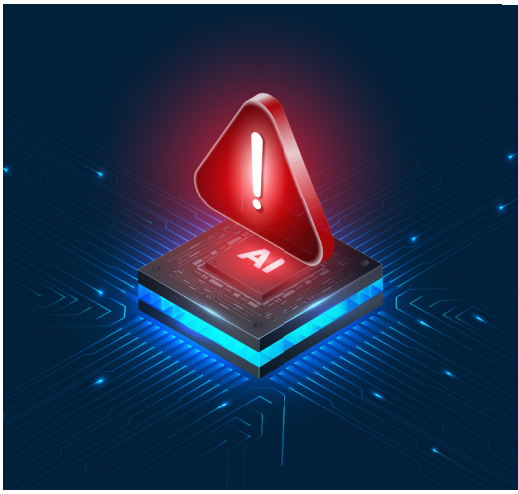
Examples of where AI can help include:

- explaining technical pensions terms,
- summarising a range of options, and
- preparing questions for a retirement advice session.

While AI can be a helpful starting point, you should always check important information using reliable sources and seek professional advice where appropriate.

Where AI can be a risk

AI does not understand your personal circumstances and will not have access to the full details of your pension benefits. As a result, it may provide information that is incomplete, inaccurate or unsuitable for your situation.



For example:

- AI may make incorrect assumptions about your pension scheme or benefits.
- Information provided by AI may be out of date or based on incorrect sources.
- Calculations and projections may contain errors.
- Recommendations can appear convincing even when they are inaccurate.

For these reasons, AI should not be used as a substitute for regulated financial advice.

Protecting Your Personal Information

Before entering information into an AI tool, think carefully about what you are sharing.

Avoid entering personal, financial or sensitive information, such as pension reference numbers, National Insurance numbers, bank account details or information about your pension benefits. Once information has been entered into some AI systems, you may have limited control over how it is stored or used.

As a simple rule, do not share information with an AI tool that you would not be comfortable sharing with an unknown third party.

Running the Fund

It is the responsibility of the Trustees to manage the Fund in the best interest of its members, while complying with the Fund's Rules and relevant Income Tax law.

We need an understanding of pension and investment issues to carry out our duties, but we have professional advisors to help in areas where specialist knowledge is needed. We meet regularly, normally quarterly, with our advisors.

The current members of the Trustees and advisors of the Fund are shown below:

Trustee Members:

Mr D Wills (Chair) (employers' appointee)
Mrs P Murdoch (members' appointee)
Ms R Rudran (members' appointee)
Mr L Watkins (employers' appointee)
Mr A Gray (employers' appointee)
Ms G Bedford (employers' appointee)
Mr J McCaughren (members' appointee)
Mr K Basson (employers' appointee)
Ms S Griffin (members' appointee)

Professional advisors to the Fund

Actuary -

BWCI Consulting Limited
Albert House
South Esplanade
St Peter Port
Guernsey, GY1 3BY

Administrator -

Isio Group,
PO Box 108,
Blyth,
NE24 9DY

Bankers and Custodian -

Reliance Bank Limited
Faith House
23 - 24 Lovat Lane
London
United Kingdom
EC3R 8EB

Independent Auditor -

RSM UK Audit LLP
25 Farringdon St
London
EC4A 4AB

Investment Advisors -

Investment Advisory Committee of
The Salvation Army

Legal Advisors -

Burges Salmon Company Limited
6 New Street Square
London
United Kingdom
EC4A 3BF

Documents available upon request

Schedule of Contributions - A Schedule of Contributions is a document that outlines the rates and due dates of contributions.

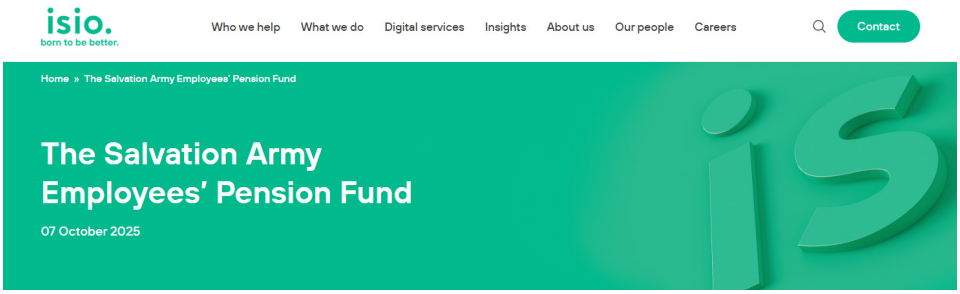
Actuarial Valuation Report as at 31st March 2024 - this contains the details of the Fund's financial position as at 31st March 2024.

Annual Actuarial Report as at 31 March 2025 - this contains details of the estimated updated financial position as at 31 March 2025.

Have you visited the website yet?

https://www.isio.com/scheme-documents/the-salvation-army-employees-pension-fund/

You can download the Statement of Investment Principles and the Implementation Statement from links on the Home page.



Statement of Investment Principles (SIP) - A Statement of Investment Principles is a document that outlines the investment strategy for a pension scheme or similar investment fund. It details the principles that govern how the Fund's assets are invested.

Statement of Funding Principles (SFP) - A Statement of Funding Principles is a document that outlines how the Fund will meet its obligations to members. It's a key requirement which details the Trustees policy for ensuring the Fund has sufficient assets to cover promised benefits.

Report and Financial Statements as at 31st March 2026 - this shows the Fund's income and expenditure in 2025/2026.

Privacy Notice

Your privacy is important to us. We will process your personal data in accordance with applicable data protection law.

The data controllers in respect of the personal data you submit to us either directly or via your employer, the Salvation Army, are the Trustees of the Salvation Army Employees Pension Fund (the "Fund") who you can contact via the Chair of Trustees at Pensions@salvationarmy.org.uk. We use your personal data that is provided to us to administer and manage your pension and pay you or any person in respect of you the benefits provided by the Fund.

We process the personal data that you provide to us for the purpose of administering and managing your pension and paying you and/or your spouse and dependants' benefits. We therefore process your personal data on the legal basis that the processing is necessary for administration of the Fund, to comply with our legal obligations and further to our legitimate interests as trustees of the Fund in managing and operating the Fund. If you do not provide us with the personal data that we specify is required for administration of the Fund then we may not be able to administer the benefits provided by it.

We will transfer your data to the Salvation Army, other participating employers in its group and their advisers, the Fund's advisers, service providers and partner organisations to the extent that it is necessary for the management and administration of the benefits provided by the Fund. We may also disclose your information to third parties in order to operate, administer and audit the Fund responsibly, in the event that the Salvation Army sells its business or assets (in which case we may disclose your personal data to the prospective buyer), in the event that we decide to de-risk or insure any of the benefits provided by the Fund (in which case we may disclose your personal data to the prospective insurer) or where we are under a duty to disclose your personal data in order to comply with any legal obligation or to protect the rights, property, or safety of the Trustees, the members of the Fund, or others. We do not use your data for marketing or transfer personal data to other organisations for the purpose of marketing their goods or services.

Your personal data may be processed outside of the European Economic Area ("**EEA**") and the UK where required in order for us or the Salvation Army to provide benefits to or in respect of you. In each instance, we have ensured that the processing of your personal data outside the EEA and UK is governed by the Standard Contractual Clauses approved by the European Commission.

We will keep your personal data stored on our systems for as long as it takes us to provide the pension and other benefits provided under the rules of the Fund. We will retain and use your information as necessary to comply with our legal obligations, resolve disputes and enforce our rights. We review our data retention policies regularly and will retain your personal data only as long as necessary for the purpose for which we process that data.

Data Protection legislation gives you the right to access information held about you. Where we or third parties are processing your personal data on the basis that you have consented to that processing then you are entitled to withdraw your consent. If you do withdraw your consent, we may still be able to process some of the data that you have provided to us on other grounds. However, some data, for example data in relation to your health or personal life, is regarded as 'special categories of data'. We have to process that special category data to perform our obligations under employment law and the law relating to social protection. Therefore, we do not require your specific consent to process that information.

You will be entitled to receive the personal data that you have provided to us in a structured, commonly used and machine-readable format, and to transmit that data to another data controller. You can exercise your data protection rights, including your rights to access, restrict, object to the processing of, rectify and erase your personal data by contacting the Chair of Trustees.

If you have concerns about how your personal data has been collected, used, stored or shared, you have the right to make a data protection complaint directly to the Trustees. You can submit a complaint by contacting the Chair of the Trustees.

The Trustees will acknowledge receipt of your complaint within 30 days and investigate it in accordance with applicable data protection legislation without undue delay.

You also have the right to complain to the Information Commissioner's office (ICO) if you are dissatisfied with how your personal data has been handled. Details of how to contact the ICO can be found at www.ico.org.uk or by calling their helpline on 0303 123 1113.