ST LUKE'S HEALTHCARE FOR THE CLERGY

England & Wales · Charity number 1123195

Details

Other names	ST LUKE'S HOSPITAL FOR THE CLERGY, ST LUKE'S, ST LUKES HOSPITAL, St Luke's for Clergy Wellbeing
Status	Registered
Legal form	Charitable company
Company number	06511046
Registered	2008-03-14
Register	View on the Charity Commission register

Contact

Address	Room 103 Church House 27 Great Smith Street London SW1P 3AZ
Phone	02045467000
Email	enquiries@stlukesforclergy.org.uk
Website	www.stlukesforclergy.org.uk

Activities

Objects: TO PROVIDE OR TO PROVIDE ACCESS TO SUCH FACILITIES AS SHALL FROM TIME TO TIME BE APPROPRIATE TO MAINTAIN OR IMPROVE THE PHYSICAL OR MENTAL HEALTH OF SUCH OF THE FOLLOWING NAMELY:AT THIS POINT REFER TO OBJECTS ON GOVERNING DOCUMENT

Activities: St Luke's supports the mental health and wellbeing of the Anglican clergy. It offers one-to-one care and treatment with trained health professionals. It also offers wellbeing services to clergy via their dioceses and training colleges, such as resilience training workshops, establishing reflective practice groups and other activities to help clergy to flourish in their ministry.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED IN PRACTICE LONDON BOROUGH OF CAMDEN
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£624,647	£500,584	£861,416	6
2024-03-31	£286,951	£402,274	-	-
2023-03-31	£246,683	£390,964	-	-
2022-03-31	£195,938	£388,874	-	-
2021-03-31	£164,962	£359,644	-	-

Trustees

Name	Role	Appointed
Dr GARY THOMAS BELL		2012-07-12
Dr Nicholas Roger Dunn		2023-11-17
GRAEME POLLARD		2022-08-17
Joanna Bardsley		2024-03-18
Rev Hilary Margaret Ison		2019-02-18
Rev STEPHEN LISTER FIELDING		2016-09-19
The Rt Revd Timothy Martin Thornton		2023-03-20

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ST LUKE'S HEALTHCARE FOR THE CLERGY

England & Wales - Charity number 1123195

Accounts

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St Luke's
for clergy wellbeing

Annual Report and Financial Statements

Year ended 31 March 2025

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy

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St Luke's
for clergy wellbeing

Our vision, mission and values

Vision

Flourishing Clergy - Healthy Church – Transformed Communities

Mission

To be the church's independent evidence-based wellbeing advocate, building communities of practice whilst caring for those broken in ministry.

Values

Collaboration – Integrity – Creativity - Compassion



Participants in the St Luke's Wellbeing Walk in Eastbourne, February 2025

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Reference and Administrative Details

President	The Archbishop of Canterbury
Trustees	Anna Bardsley Gary Bell FRCPsych The Revd Canon Dr Jack Dunn The Revd Canon Stephen Fielding (Chairman since 22 Nov 2024) The Revd Hilary Ison Jan Korris (retired 22 Nov 2024) Edward Martineau (Chairman; retired 22 Nov 2024) Jean McDonald FRCS John Nugée (retired 22 Nov 2024) Graeme Pollard The Ven Rick Simpson The Rt Revd Tim Thornton
Secretary	Claire Walker PhD (resigned; 1 June 2025) Tim Ling PhD (appointed; 1 June 2025)

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for clergy wellbeing

Principal and registered office	Room 103, Church House 27 Great Smith Street London SW1P 3AZ
Charity registration number	1123195
Charitable company registration number	06511046
Registered charity name	St Luke's Healthcare for the Clergy
Working name	St Luke's for Clergy Wellbeing
Independent examiner	Janice Matthews FCA Menzies LLP, Chartered Accountants 2nd Floor, Magna House 18-32 London Road Staines-upon-Thames TW18 4BP
Bankers	Virgin Money 154-158 Kensington High Street London W8 7RL
Solicitors	Hunters Law LLP 9 New Square Lincoln's Inn London WC2A 3QN

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Chairman's Report

It is a great pleasure to introduce myself as the Chairman of St Luke's for Clergy Wellbeing. Edward Martineau has retired after 12 years and, while he leaves big shoes to fill, I am relishing the challenge of taking St Luke's forward over the coming years.

Until Easter 2025 I was vicar of St Paul's Walden in Hertfordshire and I have a background in law and banking. As a practising mediator, I have mediated many church disputes and have trained clergy in conflict resolution.

I am strongly committed to clergy wellbeing and believe that embedding good practice, such as pastoral supervision, transforms ministry and supports clergy during inevitable times of challenge and difficulty. Pastoral supervision for clergy is our major strategic priority for the next five years. We, in partnership with The Henry Smith Charity, are working nationally with 25 dioceses to promote and embed this practice.

We are also seeing continuing demand for our 'restorative' services of psychiatric and psychological diagnosis and treatment. Requests come from clergy and their families and reflect the stresses and strains that clergy are experiencing in ministry at this time.

Changes to the Trustee body in 2024-25 were significant with the retirement not just of the Chairman but also two other long-standing Trustees, Jan Korris and John Nugée, whose input to the development of St Luke's had been considerable. We miss them, but the Board remains in excellent shape to determine the charity's strategic direction and address future challenges.

Since the end of the financial year, our Chief Executive, Claire Walker, has retired. Having been in the role for 10 years, her influence on the charity has been considerable. We are hugely grateful to her for all she has done and we are very sorry to see her go. We have appointed Tim Ling as her successor from June 2025 and believe that he will do an excellent job at leading St Luke's over the coming years, with the support of the Board and the dedicated and experienced staff team.

It is a time of unparalleled growth and development for the charity and it gives me immense satisfaction to be able to make a difference to clergy wellbeing and, in turn, help our clergy to bring vital, wide-ranging benefits to the communities they serve.



The Revd Canon Stephen Fielding
Chairman

21st November 2025

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Strategic Report

Objectives and activities

St Luke's for Clergy Wellbeing helps clergy to flourish in their ministry, to the benefit of their congregations and the wider community. During the financial year 2024-25, St Luke's achieved its charitable objectives through three approaches:

- **Preventive** – initiatives to enhance clergy wellbeing, reduce stress and isolation, and build psychological health
- **Restorative** – one-to-one treatment and care for individual clergy and their families who are mentally unwell
- **Advocacy** – promoting clergy wellbeing and sharing learning to foster best practice.

Through these activities we help clergy to fulfil their vocation and serve their congregation and the wider community.

Preventive

In 2024-25, the charity's primary preventive activity was starting a five-year, £2 million programme of one-to-one pastoral supervision and reflective practice groups for clergy, working in partnership with The Henry Smith Charity. It is called the St Luke's Advancing Clergy Reflection Programme and will involve 25 dioceses of the Church of England and all six of the Church in Wales.

Restorative

During the year, 128 individual beneficiaries were referred for psychiatric or psychological assessment and/or treatment. This level of engagement reflects ongoing need among clergy and their families and has affirmed the Trustees' continuing focus on psychological health during the reporting period.

Advocacy

During the year, a Trustees and staff Awayday highlighted an increased role for St Luke's in advocacy for clergy wellbeing that will form a major focus of the charity's work in future.

Objectives for 2025-26

The objectives identified for the coming year, 2025-26, are to:

- Increase our advocacy activities to raise the profile of clergy wellbeing and bring together key wellbeing professionals to share ideas, learning and results
- Build on the initial success of the St Luke's Advancing Clergy Reflection (ACR) Programme, involving more dioceses and enabling more clergy to access pastoral supervision
- Review our restorative provision of psychological health care, to ensure that we focus our help where it will make the most difference to clergy
- Continue to build relationships with funding partners, donors and supporters to increase our fundraising income and ensure the long-term viability of the charity.

In deciding on these objectives, the Trustees took into account the Charity Commission's guidance 'Public Benefit: Running a Charity'.

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Achievements and performance

Summary of key activities in 2024-25

1. Preventive activities

This year saw the first year of the Advancing Clergy Reflection (ACR) Programme, in partnership with The Henry Smith Charity. It has got off to a flying start in the very capable hands of our Programme Manager, Jacqueline Ede, appointed in April 2024. More details follow below.

Our aim is that our national programme of pastoral supervision and reflective practice groups will build the evidence base for its benefits and provide the momentum for this to become mandatory for clergy.

The 'Footsteps' programme of pastoral supervision for British Army chaplains continued throughout 2024-25. The evaluation of the programme will be completed later in 2025.

Curates from three dioceses participated in two-day Mental Health First Aid workshops, while ordinands in training at three theological colleges participated in half-day resilience training workshops.

An innovation this year has been the establishment of an online monthly reflective practice group for chaplains to the Gypsy, Roma and Traveller Communities (GRTC). This was requested by the Chair of the GRTC chaplains' group and the first session was held in March 2025.

2. Restorative activities

St Luke's wishes to help every member of the clergy who turns to the charity at a time of psychological ill-health.

The number of people approaching St Luke's in 2024-25 for urgent psychological or psychiatric help was 128, the same as the number seen in 2022-23, after seemingly peaking in 2023-24 at 163 individuals.

We are hoping that the sharp increases seen in recent years in the number of clergy turning to St Luke's in psychological distress are now in the past.

3. Advocacy activities

During the year, the strategic direction of the charity shifted towards prioritising evidence-based advocacy as a key aim of St Luke's (see below for more information). Preparations were also underway for the St Luke's Clergy Wellbeing Conference to be held in Birmingham in September 2025, bringing together representatives of dioceses across England, Wales, Scotland and Ireland, and marking the first five years of the Covenant for Clergy Care and Wellbeing.

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In summary, our achievements in 2024-25 demonstrate our commitment to both directly addressing, and advocating for, the need for positive clergy wellbeing. Through our three strands of work, the charity plays a vital role in underpinning the wellbeing of clergy and thereby assisting in mission and growth in the Church, with the resulting benefits to congregations and the wider community.

Fundraising

A key objective for 2024-25 was to increase our fundraising income to ensure that St Luke's could continue to respond to requests for psychological assessments and treatment from clergy and their families. We were helped in this aim by a generous grant for £100,000 from the Archbishops' Council, which is directly enabling our review of restorative provision of psychological health care in our changing landscape, to ensure that we focus our help where it will make the most difference to clergy.

A highly enjoyable concert and supper was held at the Temple Church in May 2024, with the New London Orchestra led by Ronald Corp OBE. This raised £18,000. We were very sad indeed to learn of the death of Mr Corp in May 2025.



We were grateful to again receive significant grants from the Benefact Trust and the Pershore, Nashdom and Elmore Trust. The restricted grant from the Benefact Trust is enabling a variety of activities, with an emphasis on clergy wellbeing initiatives in dioceses.

Our fundraising team has initiated new fundraising campaigns in 2024-25. A programme of Wellbeing Walks based around church congregations began with one in Weston, Hertfordshire and one in Eastbourne on the same day in February 2025. Both were enjoyed and appreciated by participants as well as raising valuable funds for St Luke's.

A new initiative aimed at parishes – the Hundred Campaign - is seeking annual gifts of £100 from a target of 100 parishes, to enable 100 hours of one-to-one support and treatment for our individual beneficiaries.

St Luke's had three swimmers in the 'Swim Serpentine' challenge event, who between them raised over £2,000.

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The St Luke's team supporting swimmers in the Swim Serpentine event, September 2024

Overall, we increased our income substantially compared with the previous year. The increase in our income was greatly assisted by the restricted income for the ACR Programme from The Henry Smith Charity, the generous grant from the Archbishops' Council, and the legacies, donations and sponsorship we received from our supporters.

As a result of the increase in income, the charity ended the year with an operational surplus of £124,000 compared with a deficit of £115,000 the previous year. Whilst this is a very positive picture it also includes a growing underspend on restricted funds £164,000 (2024: £58,000). We therefore end the year in a stronger financial position but with more to do ensure sustainability.

We are indebted to all our donors for their generosity in supporting our work.

Review of preventive, restorative and advocacy activities

Preventive – our proactive work with clergy to help them flourish in their ministry

St Luke's develops and promotes preventive approaches to improve clergy wellbeing and mental health throughout their ministry. We encourage greater awareness of the emotional and psychological demands of ministry and the increasing pressure on clergy. To help address the challenges of ministry, St Luke's advocates for regular individual pastoral supervision, or reflective practice within a group, to be standard practice for clergy.

The charity has also developed a range of workshops, designed to help meet the specific challenges faced by clergy. These are set out on our website Wellbeing menu - St Luke's (stlukesforclergy.org.uk) and are available to clergy via their dioceses.

St Luke's Advancing Clergy Reflection (ACR) Programme

St Luke's would like to see it become 'the norm' for clergy to undertake regular pastoral supervision or reflective practice, which is mandatory in many other caring professions and in other denominations. Through this, clergy can share the emotional and psychological burdens of ministry, enabling them to flourish in their ministerial career.

In 2024 we were delighted to be awarded almost £2 million over five years by The Henry Smith Charity to support a five-year evaluated programme of pastoral supervision and reflective practice. The ACR Programme has a target of 650 clergy from 25 dioceses participating over the five years of the programme, together with training 107 new pastoral supervisors and reflective practice group facilitators, to grow the number of qualified practitioners needed to make these services available to clergy across England and Wales.

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Dioceses are chosen to participate based on geographical spread and factors such as a low level of pastoral supervision currently in the area and the likelihood that the diocese would struggle to finance pastoral supervision for their clergy themselves. Our wish is that all dioceses participating will take pastoral supervision forward after the programme ends and that the ACR Programme acts as a springboard for their own future delivery.

The main achievements during the first year have been:

- Signing of MOUs with seven dioceses of the Church of England plus the Church in Wales
- Establishing a Steering Group for the Programme, composed of stakeholders, academics, representatives of pastoral supervisors and users of pastoral supervision. Meetings are being held six-monthly, alternately in person and online
- Recruiting a pool of 56 qualified pastoral supervisors
- Training of the first 12 new pastoral supervisors, with a further 21 starting autumn 2025
- Getting the evaluation process underway, led by Dr Sharon Jagger of York St John University and Dr Alex Fry of Bournemouth University
- Establishing a Community of Practice of pastoral supervisors, trainers and reflective practice group facilitators. First online Masterclasses, entitled 'Working with Autistic Clergy' held and attended by 38 people across two sessions
- Holding the first six-monthly St Luke's pastoral supervisor online 'check-in' session
- Developing communication materials for the ACR Programme including the St Luke's Prayer Card
- Gaining the support of 10 Anglican religious communities committed to regular intercessions for the Programme.



Training new pastoral supervisors for the Church in Wales, February 2025

By combining the generous support of The Henry Smith Charity and the expertise of St Luke's for Clergy Wellbeing, the aim is to change the culture of the Church of England and Church in Wales to embrace regular pastoral supervision and reflective practice for clergy at all stages of their ministry.

Income and expenditure for this programme are shown under Restricted Funds in the Annual Accounts.

Footsteps pastoral supervision programme for British Army chaplains

Following a pilot project, the British Army invited St Luke's to run a three-year national programme of pastoral supervision, named 'Footsteps'. Since 2023, 38 chaplains have been

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accessing up to eight one-to-one sessions per year with their experienced pastoral supervisors. The programme is being independently evaluated. Income and expenditure for this project are shown under Restricted Funds in the Annual Accounts.

Mental Health First Aid training for curates

Curates in three dioceses – Carlisle, Leicester and Newcastle - participated in two-day Mental Health First Aid (MHFA) workshops. The workshops in Carlisle and Leicester were funded by the Benefact Trust, while the workshop in Newcastle was funded through donations made at the fundraising event at Lambeth Palace in a prior year.

Through the training, curates develop the skills to recognise when a person is experiencing poor mental health, and the confidence to listen and engage with the person. They also learn signposting them to appropriate support. St Luke's believes that there is a compelling need for curates to gain these skills early in their ministry so that they can better recognise and support people they encounter.

This course continues to be provided by the Humantalk team, who are familiar with the Church and contextualise the training to reflect the settings in which curates work. All the sessions to date have received exceptionally positive reviews from the participating curates.

Income and expenditure on the grant from the Benefact Trust are shown under Restricted Funds in the Annual Accounts.

'This was a fantastic training experience. It was sensitive and well led. The content was thorough and helpful, focusing on both the first aider and the people they would seek to assist - and not diagnose or go too far. Ben had a fantastic manner and very quickly developed a rapport, the way he made the course accessible and applicable for clergy was also superb and made the training feel bespoke to the group. Thank you'

'Brilliant, informative and thought-provoking course. Realisation that there is plenty more to learn and be aware of, but now given the resources to find out and signpost'

'It has been a thoroughly engaging and insightful course, one that will undoubtedly help me in my ministry and my life moving forward. I will definitely want to encourage those on the pastoral team to attend such a course as I believe it is essential'

Wellbeing and resilience workshops for ordinands in training colleges

During 2024-25, workshops were held for ordinands in three theological education institutions (Trinity College Bristol, Ripon College Cuddesdon, Oxford and Oak Hill College, London), facilitated by experienced trainer Nicola Willcocks. Tailored to the needs of the ordinands, each session garnered excellent feedback from the participants.

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Resilience training workshop at Trinity College, Bristol, May 2024

Reflective practice groups

Reflective practice groups (RPGs) are regular, confidential sessions with a professional facilitator. They run for two years with a small, committed group of clergy. St Luke's has been instrumental in helping dioceses to set up and run RPGs over many years.

With funding from the Benefact Trust, in 2024-25 we started an online, professionally facilitated RPG for chaplains to the Gypsy, Roma and Traveller Communities (GRTC). This will run monthly for two years, and it includes clergy from across the country and across denominations.

St Luke's was approached by the Chair of the GRTC Chaplains Group because some chaplains experience misunderstanding and discrimination from both their clerical peers and their parishioners. They can feel isolated and under-supported, which can adversely affect their wellbeing.

"Through our work, we have encountered various forms of hate and ingrained negative stereotypes against the communities, stemming from a lack of cultural awareness and understanding. We are here to help churches build bridges with the communities and support positive engagements within their neighbourhoods". Chair - Gypsy, Roma & Traveller Friendly Churches

Evaluation of this initiative will cover themes including the experience of supporting Gypsy, Roma and Traveller Communities, the impact of online reflective groups for chaplains, and will develop the evidence base for group pastoral supervision in specialist areas of ministry.

We are also pleased to be part of a wellbeing initiative of the Clergy Support Trust: https://www.clergysupport.org.uk/wellbeing-workshop-reflective-practice-groups. St Luke's offers its expertise in establishing RPGs to any diocese that chooses to use its annual 'credits' from the Clergy Support Trust in this way. More information can be obtained from the St Luke's Wellbeing Programme Manager.

Restorative – psychological health care for members of the clergy and their families

During the year ended 31 March 2025, 128 members of the clergy or their immediate families were referred for one-to-one consultations, diagnosis and/or treatment for psychological ill-health. They came from 31 dioceses of the Church of England, plus the Church in Wales and the Scottish Episcopal Church.

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This aspect of our work was helped immensely by the award of a grant of £100,000 by the Archbishops' Council in July 2024. St Luke's is hugely grateful to the Council for this generous support. Without it, responding to requests for individual assessments and treatment was reducing our reserves and jeopardising the future viability of the charity.

This grant, which we hope will continue, has achieved its objective of enabling St Luke's to respond positively to all requests for psychological assistance for clergy and their family members in 2024-25.

Examples of feedback from patients are shown below:

> 'May I take this opportunity to thank you for all your kind help and efficient assistance over recent years, which I have greatly appreciated, and without which I would certainly not still be capable of carrying out my ministry'
>
> 'Again, thank you to St Luke's for this valuable service - it's going to change my life. After 45 years I finally understand why I struggle with certain things!'
>
> 'I want to emphasise again how very grateful I am to the Trustees for their generosity. The counselling has helped me out of a crisis and to look more positively at the future'

Advocacy – building evidence and sharing learning on clergy wellbeing

During the year, the strategic direction of the charity shifted towards prioritising evidence-based advocacy as a primary aim of St Luke's. This arose during meetings of the Trustees' Strategy Group, which made recommendations for discussion at an Awayday for the Board and staff in October 2024. This highlighted an enhanced role for St Luke's in evidence-based advocacy for clergy wellbeing.

By 'advocacy' we mean generating evidence through pilot schemes, advocating for them and promoting wider take-up and implementation by the Church. Or taking results of other organisations or dioceses' clergy wellbeing activities and sharing and promoting them.

The independence of St Luke's from the Church is crucial to its activities and its ability to influence. With many dioceses and organisations now working on clergy wellbeing, it is important to avoid duplication and to be distinctive. Our national conference in September 2025 will bring together and integrate our work with findings from other trusted sources, for the benefit of clergy wellbeing.

Summary of charitable activities

The charity's role is defined as 'an independent charity that works with trusted partners to advocate for good practice and seeks to serve clergy through offering targeted psychological interventions, which in turn enriches our advocacy work on behalf of serving clergy'.

St Luke's promotes a culture across the Church that recognises that clergy wellbeing is key to ministry and mission. The increasing advocacy role recently identified as a priority for St Luke's is consistent with this aim.

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St Luke's endorses the Covenant for Clergy Care and Wellbeing, which was made an Act of Synod in 2020. Many of the preventive initiatives devised by St Luke's aim to address clergy wellbeing needs highlighted in the Covenant.

Arguably there has never been a more challenging time for clergy in the Church of England. The context in which we are seeking to support and resource clergy is one in which there is anxiety about the survival of the Church combined with a breakdown of trust, particularly in relation to safeguarding issues. Reducing parish and diocesan finances mean that clergy need to work harder, for example by serving more parishes.

We seek to grow our preventive, restorative and advocacy activities in response to evolving need. Our expertise in developing and delivering clergy wellbeing initiatives enables the charity to maximise the benefits achieved through its finite financial resources.

Our work is entirely made possible by our supporters and funders, to whom we express our heartfelt thanks.

Beneficiary relations

We seek feedback from individual beneficiaries of our one-to-one restorative services and from participants in preventive activities to enhance wellbeing. We use the feedback received to help us to improve our services and expand our offerings to meet the evolving needs of clergy. In addition, every year we are grateful to receive a huge number of unsolicited letters, phone calls and emails of thanks.

Reach and awareness

The clergy wellbeing initiatives undertaken by St Luke's increase the opportunities for clergy to enhance their psychological wellbeing, manage the expectations of others and build resilience, to underpin a lifelong, fulfilling ministry that benefits their congregations and the wider community.

Over its lifetime the ACR Programme described above will reach 25 dioceses – more than half of the Church of England - and every diocese of the Church in Wales. By working with dioceses to establish pastoral supervision for clergy and evaluating its impact, we are building the evidence base for what works in supporting clergy in their ministry.

The charity's three strands of work – preventive, restorative and advocacy – are interconnected. We respond to requests from clergy in need of psychological care and this informs us of the need for interventions and activities that will help clergy to have a long and fulfilling ministry, despite the challenges they face.

Future plans

The Trustees remain committed to ensuring the long-term sustainability of St Luke's for Clergy Wellbeing. Following a year of significant programme delivery and growth in income, the charity ended the financial year with an operational surplus of £124,000, compared with a deficit of £115,000 the previous year. This improvement was supported by generous grants, from The Henry Smith Foundation and the Archbishops' Council, and a range of successful fundraising initiatives.

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While this marks a welcome step forward, the Trustees recognise that financial sustainability requires careful stewardship of both unrestricted and restricted funds. A growing underspend on restricted income (£164,000 in 2024–25 compared with £58,000 in 2023–24) highlights the importance of aligning programme delivery with available resources. To address this, the charity is actively engaged with The Henry Smith Foundation to review and reforecast the Advancing Clergy Reflection Programme, drawing on learning from the first 18 months of delivery.

In parallel, the Trustees have agreed a programme of work to ensure the sustainability of restorative services. This includes reviewing the provision of psychological health care to ensure support is targeted where it will have the greatest impact, and that future delivery remains financially viable.

The retirement of Claire Walker as Chief Executive in June 2025, after ten years of dedicated service, marked the end of a significant chapter in the charity's development. Her leadership helped shape St Luke's into the organisation it is today, and the Trustees are deeply grateful for her contribution.

The appointment of Tim Ling as Chief Executive signals the beginning of a new phase for the charity. With a strong background in theological education, advocacy and strategic leadership, Tim brings a deep understanding of clergy wellbeing and a commitment to building on the charity's strengths while responding to emerging needs.
Looking ahead, the Trustees have identified four strategic priorities for 2025–26:

Advocacy: Expand our evidence-based advocacy work to raise the profile of clergy wellbeing and convene key stakeholders to share learning and promote best practice.
Preventive: Build on the early success of the Advancing Clergy Reflection (ACR) Programme, increasing diocesan participation and access to pastoral supervision.
Restorative: Deliver the agreed programme of work to ensure the sustainability and impact of psychological health care provision.
Fundraising: Strengthen relationships with donors and funding partners to secure the resources needed to sustain and grow our work.

With renewed leadership, a committed Board, and a dedicated staff team, St Luke's is well placed to continue making a meaningful difference to clergy wellbeing and, through them, to the communities they serve.

Financial Review

Income this year amounted to £621,015 (2024: £286,951). Direct charitable expenditure was £500,584, an increase of 13% (£2024: 402,274).

There was an operational surplus of £120,431 compared with a deficit of £115,000 the previous year, a surplus made possible by a significant underspend in restricted funding which has risen from £58,000 in 2024 to £164,000. While the underlying deficit has reduced significantly, the aim will be to eliminate this and move the charity into surplus.

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The value of the portfolio at the end of the financial year was £791,723 (2024: £693,417; 2023: £813,033) and was largely due to additions to the fund following the drawdown of £130,000 in 2024 to meet operational needs.

Investments and investment policy

The charity's investment objective is to maximise the total return of the portfolio over the longer term using a balance of capital growth and income with a prudent level of risk and liquidity. A relatively low risk profile was adopted for the portfolio in 2022-23, which continued in 2024-25.

The Trustees wish to ensure that the charity's investments support a positive environmental or social impact as well as achieving the financial returns needed for its charitable activities. The Trustees' policy is therefore only to appoint managers that are signatories to the Principles for Responsible Investment developed by the United Nations (UNPRI). Brewin Dolphin is a UNPRI signatory.

The Trustees receive quarterly reports from Brewin Dolphin, which are discussed in detail by the Finance Committee on behalf of the Board.

Reserves policy

The charity's reserves policy is to ensure that the objective of supporting the wellbeing of the clergy in the long term is achieved. In recent years St Luke's has faced challenges in raising sufficient funds year-on-year. In order to maintain our charitable activities and meet the charity's operational costs, St Luke's intends to maintain a significant level of reserves, equivalent to a minimum of six months' expenditure.

Risk management

The charity maintains a comprehensive Risk Register, covering the actions necessary to mitigate the identified risks. This is reviewed in detail annually by the Trustees and any risks identified between reviews are added. The charity has a Charity and Community Insurance policy with Ecclesiastical Insurance, which includes cover for Trustees' liability.

Review of policies

The Trustees maintain a schedule of all policies relevant to the charity's activities, including an Employee Handbook. These are reviewed on an agreed frequency, taking external professional advice as appropriate.

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St Luke's
for clergy wellbeing

Trustees' Report

Structure, governance and management

Governing document

Established in 1892, St Luke's has a long history of supporting the health and wellbeing of Anglican clergy. The charity continues to develop its activities to meet the evolving needs of its beneficiaries. The charity is placing greater emphasis on preventive approaches, to improve mental health and wellbeing and help clergy to address the challenges of ministry.

St Luke's Healthcare for the Clergy is a company limited by guarantee, as defined by the Companies Act 2006, with exclusively charitable objects, and is governed by its Memorandum & Articles of Association adopted on 21 February 2008 and amended on 18 June 2008, 30 October 2009 and 18 November 2019.

Governance and management

The Directors (who are the Trustees of the charity) are responsible for the overall governance of the charity. They aim to maintain a balance on the Board between clerical members, clinical members and others with specific skills. The Board meets three times a year to review income and expenditure, strategy and performance and to agree plans and budgets. A Governance Framework is reviewed at each Board meeting to ensure that governance remains on track. The Board delegates day-to-day management to the Chief Executive.

St Luke's is based in a rented office in Church House, Westminster. At the end of 2024-25 it employed six paid staff, all of whom worked part-time. They were Chief Executive Claire Walker, Director of Philanthropy Tess Thorpe, Director of Wellbeing Jacqueline Ede, Supporter Engagement Manager Lucy McDonald, Medical Secretary Dawn Lewis and Wellbeing Programme Manager Shannon O'Dam. The charity was assisted by two office volunteers in 2024-25, both of whom have gone on to paid employment.

Processes are in place to ensure that timely, appropriate management information is prepared, so that expenditure, performance and progress can be monitored by the Board. The systems of internal control are designed to provide reasonable assurance against material misstatement or loss. They include:

- an annual budget approved by the Board;
- regular consideration by the Trustees of financial results, variance from budget and non-financial performance;
- identification and management of risks.

The Finance Committee is a formal sub-committee of the Board and meets every four months. It is composed of three Trustees plus the Chief Executive. In 2024-25 it also extended invitations to one 'Trustee observer' per meeting, so that members of the wider Board could engage more closely in financial issues and contribute their expertise gained in other spheres.

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Trustee recruitment and induction

At the year end, the Trustee body consisted of nine people, of whom five are ordained, three are women, three have specific clinical expertise and four have a range of legal, business and finance-related expertise. Upon appointment, new Trustees are given an induction by the Chairman and the Chief Executive as well as background information on the charity, including the Memorandum & Articles of Association, recent Annual Reports and Accounts and Minutes of Board meetings.

The three Trustees who retired during the year were our Chairman of 12 years, Edward Martineau, together with Jan Korris and John Nugée. Each had given many years of exemplary service to St Luke's. The Trustees express their profound gratitude for their extraordinary commitment to St Luke's, which has seen transformation in its activities under their leadership.

Remuneration policy

Remuneration of key personnel is disclosed in note 10 to the financial statements. All Trustees give their time related to their roles as Trustees freely. The charity's Memorandum and Articles of Association enable Directors (Trustees) to be paid for specific services. No Trustee received remuneration in last year.

St Luke's uses the services of the mental wellbeing company Cognacity to provide restorative psychological diagnosis and treatment services for its beneficiaries at a concessionary rate that just covers the company's costs in providing those services. One of the Trustees, Gary Bell, is a Director of Cognacity and receives no personal benefit from this arrangement.

To ensure transparency and uphold best practice in governance, St Luke's has robust procedures in place for managing potential conflicts of interest. All Trustees are required to declare any conflicts at the start of each Board meeting, and these declarations are formally recorded. In addition, Gary Bell is not a member of the Trustee working group currently reviewing the charity's restorative care provision, thereby ensuring that decisions in this area are made independently and without influence from any related party.

Trustees' expenses are shown in note 11 to the financial statements and the arrangement with Cognacity is shown in note 19, Related Party Transactions.

Public benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011. They have considered the public benefit guidance published by the Charity Commission and have followed it. In supporting the psychological health needs of the clergy, their spouses and children up to the age of 18, St Luke's enables clergy to serve their congregations and wider community more effectively. As well as supporting individual clergy, St Luke's takes a preventive approach, enabling clergy and dioceses to address wellbeing through appropriate strategies and input of expertise and training.

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Going concern

The Trustees have a reasonable expectation that the charity has adequate resources to continue operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis of accounting in preparing the annual financial statements.

This report, incorporating the Chairman's Report and the Strategic Report, was approved by the Trustees in their capacity as company directors on 21 November 2025 and signed on their behalf by:

The Revd Canon Stephen Fielding
Chairman

21st November 2025

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St Luke's
for clergy wellbeing

Statement of Directors' responsibilities

The Directors (who are also Trustees of St Luke's Healthcare for the Clergy for the purposes of charity law) are responsible for preparing the Annual Report of the Company and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for that period. In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

Registered office
Room 103
Church House
27 Great Smith Street
London
SW1P 3AZ

Signed on behalf of the Trustees

The Revd Canon Stephen Fielding
Chairman

21st November 2025

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St Luke's
for clergy wellbeing

Independent Examiner's Report

Independent examiner's report to the Trustees of St Luke's Healthcare for the Clergy ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2025. This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records: or
3. The accounts do not comply with the accounting requirement of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland [FRS 102]).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: DocuSigned by: Janice Matthews 634F24DE92A4471... Dated: 05-Dec-2025

Janice Matthews FCA
Menzies LLP, Chartered Accountants
2nd Floor, Magna House, London Road
Staines-upon-Thames TW18 4BP

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St Luke's
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Statement of Financial Activities for the year ended 31 March 2025 (incorporating income and expenditure account)

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies:	2				
Grants		448,946	-	448,946	140,860
Other donations and legacies		-	119,737	119,737	100,337
Charitable activities	3	-	27,407	27,407	20,533
Investments	4	-	24,925	24,925	25,221
Total income		448,946	172,069	621,015	286,951
Expenditure on:					
Raising funds:	5,6				
Voluntary income		-	50,987	50,987	35,940
Investment management		-	5,327	5,327	5,474
Charitable activities	7	343,011	101,259	444,270	360,860
Total expenditure		343,011	157,573	500,584	402,274
Net movement in funds before other recognised gains/(losses)		105,935	14,496	120,431	(115,323)
Other recognised gains/(losses):					
Gains on revaluation of fixed assets		-	3,632	3,632	15,857
Net movement in funds		105,935	18,128	124,063	(99,466)
Reconciliation of funds:					
Total funds brought forward		58,458	678,895	737,353	836,819
Net movement in funds		105,935	18,128	124,063	(99,466)
Total funds carried forward		164,393	697,023	861,416	737,353

The notes on pages 25 to 35 form part of these financial statements.
The Statement of Financial Activities includes all gains and losses recognised in the year.

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St Luke's
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Balance Sheet at 31 March 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	12		1,527		77
Investments	13		791,723		693,417
			793,250		693,494
Current assets					
Debtors	14	16,395		15,286	
Cash at bank and in hand		84,349		59,330	
		100,744		74,616	
Current liabilities					
Creditors: amounts falling due within one year	15	(32,578)		(30,757)	
Net current assets			68,166		43,859
Total assets less current liabilities			861,416		737,353
Total net assets			861,416		737,353
Charity funds					
Restricted funds	16		164,393		58,458
Unrestricted funds	16		697,023		678,895
Total funds			861,416		737,353

The notes on pages 25 to 35 form part of these financial statements.
The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The Trustees consider that the Company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ('the Act') and the members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Act.
The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the Trustees on 21st November 2025 and signed on their behalf by:

The Revd Canon Stephen Fielding
Chairman

21st November 2025

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Notes to the Financial Statements for the year ended 31 March 2025

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

St Luke's Healthcare for the Clergy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

St Luke's Healthcare for the Clergy ('St Luke's') is a charitable company limited by guarantee incorporated in England and Wales. The address of the registered office is shown in the Reference and Administrative Details section.

1.2 Going concern

The charity has a received multiyear grant from the Henry Smith Foundation, along with a large grant from the Archbishops' Council as part of its continuing efforts to diversify income streams. This work has stabilised reserves and provides a foundation for long term sustainability. The trustees believe that the charity has strengthened its position from last year and that the going concern basis of preparation of the accounts continues to be appropriate.

1.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

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Notes to the Financial Statements for the year ended 31 March 2025

1.4 Expenditure

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and includes value added tax, which is irrecoverable.

Fundraising costs comprise investment management fees, fundraising activities and relevant staff salaries, namely the majority of the Director of Philanthropy's salary and a proportion of the Chief Executive's salary.

Expenditure on charitable activities reflects the charity's strategic areas of restorative, preventive and advocacy. Charitable activities include directly attributable staff salaries, namely the Medical Secretary, the Wellbeing Programme Manager and a proportion of the Chief Executive's salary.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and comprise an allocation of the charity's running costs (office rental, IT and website, bookkeeping fees, insurance etc) according to the proportion of expenditure on its three areas of charitable activities. Governance costs include a historic monthly payment to a former employee, agreed by a previous Board of Trustees.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £nil or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Short term leasehold property	Nil
Plant and machinery	33% straight line
Computer equipment	One year

1.6 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

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St Luke's
for clergy wellbeing

Notes to the Financial Statements for the year ended 31 March 2025

1.7 Fund accounting

The general fund is composed of unrestricted donations or legacies available for use at the discretion of the trustees in furtherance of the charity's objects. Restricted funds are grants, donations or legacies to be used for specific purposes as set out by the donor or which have been raised by the charity for specific purposes.

2. Income from donations and legacies

	Restricted funds 2025	Unrestricted funds 2025	Total funds 2025	*Total funds 2024*
	£	£	£	£
Donations	-	81,959	81,959	*87,195*
Legacies	-	37,778	37,778	*13,142*
Grants	448,946	-	448,946	*140,860*
	448,946	119,737	568,683	*241,197*
Total 2024	*140,860*	*100,337*	*241,197*	

The restricted funds referred to in the accounts relate to grants received from the Archbishops' Council, the Benefact Trust, the British Army, Hymns Ancient and Modern, and the Henry Smith Foundation. Restricted funds totally £343,011 were spent during the year.

3. Income from charitable activities

	Unrestricted funds 2025	Total funds 2025	*Total funds 2024*
	£	£	£
Preventive health services	12,325	12,325	*20,533*
Fundraising sales	15,082	15,082	-
	27,407	27,407	*20,533*
Total 2024	*20,533*	*20,533*	

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Notes to the Financial Statements for the year ended 31 March 2025

4. Investment income

	Unrestricted funds 2025	Total funds 2025	Total funds 2024
	£	£	£
Income from listed investments	24,858	24,858	25,194
Interest received	67	67	27
	24,925	24,925	25,221
Total 2024	25,221	25,221	

5. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025	Total funds 2025	Total funds 2024
	£	£	£
Cost of raising funds	13,902	13,902	1,239
Fundraising staff costs	37,085	37,085	34,701
	50,987	50,987	35,940
Total 2024	35,940	35,940	

6. Investment management costs

	Unrestricted funds 2025	Total funds 2025	Total funds 2024
	£	£	£
Investment management fees	5,327	5,327	5,474
Total 2024	5,474	5,474	

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Notes to the Financial Statements for the year ended 31 March 2025

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025	Unrestricted funds 2025	Total 2025	*Total 2024*
	£	£	£	*£*
Preventive	187,261	27,867	**215,128**	*102,774*
Restorative	124,126	15,095	**139,221**	*192,590*
Advocacy	31,624	17,118	**48,742**	*29,169*
Governance Costs	-	41,179	**41,179**	*36,327*
	343,011	101,259	**444,270**	*360,860*
Total 2024	*97,207*	*263,653*	*360,860*	

8. Analysis of expenditure by activities

	Activities undertaken directly 2025	Support costs 2025	Total funds 2025	*Total funds 2024*
	£	£	£	*£*
Preventive	196,254	18,874	**215,128**	*102,774*
Restorative	115,629	23,592	**139,221**	*192,590*
Advocacy	44,023	4,719	**48,742**	*29,169*
Governance Costs	-	41,179	**41,179**	*36,327*
	355,906	88,364	**444,270**	*360,860*
Total 2024	*278,740*	*82,120*	*360,860*	

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Notes to the Financial Statements for the year ended 31 March 2025

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Preventive 2025	Restorative 2025	Advocacy 2025	Governance Costs 2025	Total funds 2025	*Total funds 2024*
	£	£	£	£	£	£
Premises costs	5,771	4,616	1,154	-	11,541	*11,847*
IT, database and website costs	6,354	5,083	1,271	-	12,708	*9,741*
Bookkeeping services	5,714	4,572	1,143	-	11,429	*9,833*
Other office costs	5,753	4,603	1,151	-	11,507	*14,372*
Governance staff costs	-	-	-	31,759	31,759	*27,028*
Other governance costs	-	-	-	9,420	9,420	*9,299*
	23,592	18,874	4,719	41,179	88,364	*82,120*
Total 2024	35,554	6,849	3,390	36,327	*82,120*	

9. Independent examiner's remuneration

	2025	*2024*
	£	£
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	9,650	*8,770*

Notes to the Financial Statements for the year ended 31 March 2025

10. Staff costs

	2025	2024
	£	£
Wages and salaries	178,882	138,804
Social security costs	9,723	7,069
Contribution to defined contribution pension schemes	3,501	2,596
	192,106	148,469

The charity complies with statutory requirements regarding workplace pensions and operates a defined contribution scheme through the People's Partnership.

The average number of persons employed (full-time equivalent) by the Company during the year was as follows:

	2025	2024
	No.	No.
	3.2	3

The total number of staff employed over the year was 6, all of whom worked on a parttime basis. No employee received remuneration amounting to more than £60,000 in either year.

The remuneration of key management personnel was £81,370 (2024: £67,702). Key management personnel are the Chief Executive and two Directors, all work part-time.

11. Trustees' remuneration and expenses

During the year, no Trustee received payments for professional services (2024 – £225). No Trustees received any benefits in kind (2023 – nil). Three Trustees received reimbursement of travel and accommodation expenses for attendance at meetings amounting to £1,071 (2024 - five Trustees, £676) . During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL-)*.

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Notes to the Financial Statements for the year ended 31 March 2025

12. Tangible fixed assets

	Freehold property £	Plant and Machinery £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2024	2	8,524	1,366	9,892
Additions	-	-	3,770	3,770
At 31 March 2025	2	8,524	5,136	13,662
Depreciation				
At 1 April 2024	-	8,489	1,326	9,815
Charge for the year	-	35	2,285	2,320
At 31 March 2025	-	8,524	3,611	12,135
Net book value				
At 31 March 2025	2	-	1,525	1,527
At 31 March 2024	*2*	*35*	*40*	*77*

13. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	693,417
Additions	100,000
Revaluations	(1,694)
At 31 March 2025	791,723

The charity's investment portfolio is held and managed on a discretionary basis by Brewin Dolphin. The Trustees receive quarterly reports and review performance regularly through the Finance Committee, which monitors returns, risk levels, and alignment with the charity's investment objectives and ethical policy.

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Notes to the Financial Statements for the year ended 31 March 2025

14. Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors	-	(200)
Other debtors	150	750
Prepayments and accrued income	16,245	14,736
	16,395	15,286

15. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,167	726
Other creditors	1,314	557
Accruals and deferred income	30,097	29,474
	32,578	30,757

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Notes to the Financial Statements for the year ended 31 March 2025

16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
General Funds	678,895	172,069	(157,573)	3,632	697,023
Lambeth Palace Donations	2,506	-	(2,506)	-	-
Benefact	6,381	28,600	(28,600)	-	6,381
Henry Smith Charity	49,571	265,400	(156,959)	-	158,012
Archbishops' Council	-	100,000	(100,000)	-	-
British Army Grant	-	51,096	(51,096)	-	-
Temple	-	2,850	(2,850)	-	-
Hymns Ancient & Modern	-	1,000	(1,000)	-	-
	58,458	448,946	(343,011)	-	164,393
Total of funds	737,353	621,015	(500,584)	3,632	861,416

Statement of funds - prior year

	Balance at 1 April 2023 £	*Income £*	*Expenditure £*	*Gains/ (Losses) £*	*Balance at 31 March 2024 £*
General Funds - all funds	*822,014*	*146,091*	*(305,067)*	*15,857*	*678,895*
British Army Grant	*6,055*	*50,635*	*(56,690)*	-	-
Lambeth Palace Donations	*8,750*	-	*(6,244)*	-	*2,506*
Benefact	-	*28,600*	*(22,219)*	-	*6,381*
HA&M	-	*1,000*	*(1,000)*	-	-
Henry Smith Charity	-	*60,625*	*(11,054)*	-	*49,571*
	14,805	*140,860*	*(97,207)*	-	*58,458*

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Notes to the Financial Statements for the year ended 31 March 2025

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025	Unrestricted funds 2025	Total funds 2025
	£	£	£
Tangible fixed assets	-	1,527	1,527
Fixed asset investments	-	791,723	791,723
Current assets	164,393	(63,649)	100,744
Creditors due within one year	-	(32,578)	(32,578)
Total	164,393	697,023	861,416

Analysis of net assets between funds - prior year

	Restricted funds 2024	*Unrestricted funds 2024*	*Total funds 2024*
	£	£	£
Tangible fixed assets	-	*77*	*77*
Fixed asset investments	-	*693,417*	*693,417*
Current assets	*58,458*	*16,158*	*74,616*
Creditors due within one year	-	*(30,757)*	*(30,757)*
Total	*58,458*	*678,895*	*737,353*

18. Other financial commitments

At the year end, funds of £48,770 *(2024: £53,976)* were committed to meet specific referral requests for investigation, diagnosis and treatment made by clergy and their families. If the funds committed are unused within a year they are written back.

19. Related party transactions

St Luke's uses the services of the mental wellbeing company Cognacity to provide restorative services for the charity's beneficiaries at a concessionary rate that does not cover the company's costs in providing these services. One of the Trustees, Dr Gary Bell, is a Director of Cognacity, but receives no personal benefit from this arrangement. The total cost of the services provided during the year was £89,155 (2024: £93,550). St Luke's has not entered into any other related party transaction during the year, nor are there any outstanding balances owing between related parties and the charity at 31 March 2025.

ST LUKE'S HEALTHCARE FOR THE CLERGY

England & Wales - Charity number 1123195

Accounts

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St Luke's
for clergy wellbeing

Annual Report and Financial Statements

Year ended 31 March 2024

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy

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St Luke's
for clergy wellbeing

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St Luke's
for clergy wellbeing

Our vision, mission and values

Vision

Flourishing clergy

Mission

To play a leading role in improving the mental health and wellbeing of Anglican clergy and their families

Values

Compassionate

We work confidentially and compassionately with individuals. St Luke's provides access to expert mental health services for clergy, their spouses, and children up to the age of 18.

Collaborative

We work with carefully chosen professionals to offer training, development and, where needed, treatment for our beneficiaries. We collaborate with other charities and organisations working in this field.

Independent

We understand the pressures that clergy face. We work to relieve them by building resilience to stress, providing interventions that enable clergy to recover, and by being an independent, authoritative voice for clergy wellbeing.





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St Luke's
for clergy wellbeing

Reference and Administrative Details

President	The Archbishop of Canterbury
Vice-Presidents	The Archbishop of York The Archbishop of Wales The Rt Revd M Marshall The Rt Revd Lord Carey of Clifton J M Graham FRCS P Mitford-Slade OBE The Revd Canon P Thomas OBE J P S Thomson FRCS
Trustees	Anna Bardsley (appointed 18 March 2024) Gary Bell FRCPsych The Revd Canon Dr Jack Dunn (appointed 17 November 2023) The Revd Canon Stephen Fielding The Revd Hilary Ison Jan Korris Edward Martineau (Chairman) Jean McDonald FRCS John Nugée Graeme Pollard The Ven Rick Simpson The Ven Paul Taylor (retired 18 March 2024) The Rt Revd Tim Thornton The Rt Revd Peter Wheatley (retired 17 November 2023)
Secretary	Claire Walker PhD

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St Luke's
for clergy wellbeing

Principal and registered office	Room 103, Church House 27 Great Smith Street London SW1P 3AZ
Charity registration number	1123195
Charitable company registration number	06511046
Registered charity name	St Luke's Healthcare for the Clergy
Working name	St Luke's for Clergy Wellbeing
Independent examiner	Janice Matthews FCA Menzies LLP, Chartered Accountants 2nd Floor, Magna House 18-32 London Road Staines-upon-Thames TW18 4BP
Bankers	Virgin Money 154-158 Kensington High Street London W8 7RL
Solicitors	Hunters Law LLP 9 New Square Lincoln's Inn London WC2A 3QN

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St Luke's
for clergy wellbeing

Chairman's Report

This year has been one of positive and forward-looking developments. We have seen important changes in the trustee body and in the work that we undertake. We have also seen a dramatic boost to our restricted funding, permitting us to plan for the future with increased confidence.

Two longstanding trustees have retired – Paul Taylor, who as Archdeacon of Sherborne was a prime mover in arranging for Reflective Practice Groups to be set up in the Diocese of Salisbury (where they are now firmly established) as long ago as the early 2000s, and has been a stalwart trustee for many years, always the champion of the parish priest; and Peter Wheatley, my vice-chairman, who has been an outstanding support, both to me and the charity, for many years. We shall miss them, but they leave at a time when our board is in excellent shape, not least with the addition of Jack Dunn and Anna Bardsley as incoming trustees.

The programme that the charity is undertaking in partnership with The Henry Smith Charity promotes the adoption of one-to-one and group pastoral supervision in a number of dioceses. This is one of the key recommendations of the Covenant for Clergy Care and Wellbeing. The programme will be rigorously evaluated from the outset by respected academics, which it is hoped will lead to valuable conclusions being drawn for the benefit of the clergy and more widespread adoption of this practice.

The grant St Luke's has received from The Henry Smith Charity has already been of inestimable value, and our philanthropy team deserve the highest praise for their hard work and success in obtaining this and many other grants and donations for our work.

The sessions we ran for newly-appointed Bishops and Deans to address their own wellbeing are now successfully embedded within the formal structure of the Church.

This will be my final Chairman's report for St Luke's. I have found the work during my years as Trustee and latterly as Chairman to be immensely interesting and fulfilling, and I step down with quite some sadness.

I leave the charity in the exemplary hands of Stephen Fielding as my successor and Claire Walker as CEO, without whom I most certainly could have achieved nothing over the last ten years. Stephen brings a wealth of current and past experience, both financial and as a mediator and barrister, as well as being a parish priest.

I hand over at a time of unparalleled growth and development for the charity and it gives me great pleasure to see this talented team making a difference to clergy wellbeing and, in turn, helping our clergy to bring immense benefits to the communities they serve.

Signed by:
Edward Martineau
1F7851E915604C0...

Edward Martineau
Chairman

22nd November 2024

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St Luke's
for clergy wellbeing

Strategic Report

Objectives and activities

St Luke's for Clergy Wellbeing helps clergy to flourish in their ministry, to the benefit of their congregations and the wider community. During the financial year 2023-24, St Luke's achieved its charitable objectives in three ways:

- Preventive – proactive, creative initiatives to enhance clergy wellbeing, reduce stress and build psychological health
- Restorative – one-to-one treatment and care for individual clergy and their families who were mentally unwell
- Advocacy – promoting clergy wellbeing and sharing learning between dioceses to foster best practice in clergy wellbeing.

Through these activities we help clergy to fulfil their vocation and serve their congregation and the wider community.

Over the last two years, the number of clergy and their immediate family members being referred by St Luke's for one-to-one consultations for diagnosis and/or treatment of psychological conditions has increased by 130%.

In response to increasing demand, in 2022 St Luke's shifted its focus entirely towards clergy wellbeing and one-to-one psychological care and away from physical healthcare. To reflect the change of focus, the charity's working name was changed to 'St Luke's for Clergy Wellbeing'.

In 2023-24, 163 individual beneficiaries were referred for psychiatric or psychological assessment and/or treatment, up from 128 in 2022-23, which in turn had increased from 71 in 2021-22. The most recent increase equates to 27% in a single year and endorses the Trustees' decision to focus activities on addressing psychological health and preventive work to enhance wellbeing.

The objectives identified for the coming year, 2024-25, are to:

- Start an exciting new five-year preventive programme of one-to-one pastoral supervision and reflective practice groups for new incumbents, working in partnership with The Henry Smith Charity
- Further refine the strategic focus of our restorative provision of psychological health care, to focus our help where it will make the most difference to clergy
- Increase our advocacy activities to raise the profile of clergy wellbeing and bring together key wellbeing professionals to share ideas, results and learning
- Continue to seek new funding partners, donors and supporters to continue to grow our fundraising income and ensure that we bring income and expenditure in line, for the long-term viability of the charity.

In deciding on these objectives, the Trustees took into account the Charity Commission's guidance 'Public Benefit: Running a Charity'.

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St Luke's promotes a culture across the Church that recognises that clergy wellbeing is key to ministry and mission. St Luke's helped to shape, and endorses, the Covenant for Clergy Care and Wellbeing, which was made an Act of Synod in 2020. Many of the preventive initiatives devised by St Luke's aim to address clergy wellbeing needs recognised in the Covenant.

We seek to grow our preventive activities in response to need. Currently these include providing and facilitating:

- one-to-one pastoral supervision for 36 British Army chaplains
- wellbeing and resilience workshops for ordinands in training colleges
- two-day Mental Health First Aid training courses for curates
- a new national programme of one-to-one pastoral supervision and reflective practice groups for clergy across multiple dioceses, in partnership with The Henry Smith Charity.

Our work is entirely made possible by our donors and funders, to whom we express our profound thanks.

Achievements and performance

The number of people approaching St Luke's and being helped with one-to-one assessment and therapy for mental ill-health and psychological distress increased by 27% compared with the previous year (from 128 to 163 individuals). This confirms that, by focussing on the mental health arena, St Luke's is addressing a growing need.

The 'Footsteps' programme of pastoral supervision for British Army Chaplains continued throughout 2023-24, enabling 36 Chaplains to have up to eight individual one-to-one sessions with their experienced pastoral supervisors during the year. An evaluation of the programme, which is due to end in August 2025, is underway to determine the value of this intervention in the demanding setting of military chaplaincy.

The annual Clergy Wellbeing Symposium offered an opportunity for sharing ideas and learning across dioceses and the building of connections between diocesan wellbeing leads.

Curates from three dioceses participated in two-day Mental Health First Aid workshops and gave exceptionally positive reviews of their experience and its value in helping them to support people they encounter during their ministry.

During the year, the charity was awarded a grant of £1.9 million from The Henry Smith Charity to work in partnership on a programme of pastoral supervision for clergy, with a target of 650 clergy participating over the five years of the programme. It will also build capacity for making pastoral supervision available to more clergy by growing the number of qualified practitioners across England and Wales. The programme activities started in April 2024.

Our successes in 2023-24 once again show how St Luke's 'punches above its weight' in promoting and addressing the need for positive clergy wellbeing and its vital role in underpinning mission and growth in the Church today, with the resulting benefits to the community.

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St Luke's
for clergy wellbeing

Fundraising

A key objective for 2023-24 was to increase our fundraising income to ensure that St Luke's can continue to respond to requests from clergy and their families.

We increased our income by 16% compared with the previous year thanks to generous donations and grants from our supporters, underpinned by the hard work of our fundraising team (Tess Thorpe and Lucy McDonald) and the Trustees.

We were grateful to receive significant grants from the Benefact Trust, the Pershore, Nashdom and Elmore Trust, and the Rowney Trust. The restricted grant from the Benefact Trust is enabling a variety of clergy wellbeing initiatives in dioceses and enabling the charity to fund clergy and their families to access much-needed psychological treatment and care.

Increasing our income helped to offset our increased expenditure on psychological services for clergy and their families in response to increased demand. This enabled the charity to end the year with a reduced operational deficit (£115,000 compared with £144,000 the previous year).

We have a programme of fundraising events and activities underway and planned throughout 2024-25 that, alongside continued approaches to trusts, foundations and our supporters, will address the need to increase our income and reduce the deficit.

This year we received the fantastic news of the restricted grant totalling almost £2 million from The Henry Smith Charity, which is making a material difference to our income over the next five years. The first tranche of the grant was received in January 2024.

The Trustees consider that this year marks a turning point in the development of St Luke's and a step change in our capacity to promote and deliver programmes that enhance wellbeing and help clergy to flourish in their ministry.

Review of preventive and restorative activities

Preventive – our proactive work with clergy to help them flourish in their ministry

St Luke's develops and promotes preventive approaches to improve clergy mental health and wellbeing. We encourage greater awareness of the emotional and psychological demands of ministry and the increasing pressure on clergy. For example, as many dioceses face financial issues and develop new ways of working, that places further demands on clergy.

To help address the challenges of ministry, St Luke's advocates for regular individual pastoral supervision, or reflective practice within a group, to be standard practice for clergy.

The charity has developed a range of workshops, designed to help meet the specific challenges faced by clergy. These are set out on our website Wellbeing menu - St Luke's (stlukesforclergy.org.uk) and are readily available to clergy via their dioceses.

Footsteps pastoral supervision programme for British Army Chaplains

Following a pilot project, the British Army invited St Luke's to run a national programme of pastoral supervision, named 'Footsteps'. Since January 2023, 36 British Army Chaplains (almost a third of the total cohort of Army padres) have been participating in regular pastoral supervision sessions with experienced supervisors. The programme is being independently

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evaluated. Income and expenditure for this project, which continues till August 2025, are shown under Restricted Funds in the Annual Accounts.

Mental Health First Aid training for curates

A grant from the Benefact Trust enabled curates in Truro diocese to participate in a two-day Mental Health First Aid (MHFA) workshop, expertly facilitated by the Humantalk team. Two further MHFA workshops held in 2023-24 in Sheffield and Birmingham dioceses were funded through generous donations made at the Lambeth Palace fundraising event in 2022. A third workshop will take place in Newcastle diocese during 2024-25, along with further Benefact-funded sessions in other dioceses. All the sessions to date have received exceptionally positive reviews from the participating curates.

In each session of this two-day training, 16 curates develop the skills to spot the signs of a person experiencing poor mental health, and the confidence to listen and start a conversation. They also learn about the tools to signpost them to appropriate support. St Luke's believes that there is a fundamental need for curates to gain these skills so that they can better recognise and support people they encounter during their ministry.

This highly-rated training course continues to be provided by the Humantalk team, who are familiar with the Church and add value to the training by contextualising it to reflect the settings in which curates work.

> 'I really valued the trainer's sensitivity to the subject and to each individual in the room. The subject mattered and we mattered. I hadn't expected the training to be embedded within a Christian ministry context; this made it truly exceptional'
>
> 'It was a very meaningful course, helping to think about my own needs and mental health as well as that of others'
>
> 'One of the best courses I've had the privilege to attend'
>
> 'I feel much more confident in approaching those who are experiencing a crisis with poor mental health, and much more confident in my skills and abilities to help keep them safe and signpost to the correct professionals to help them further'

Income and expenditure for the MHFA training are shown under Restricted Funds in the Annual Accounts.

Reflective practice groups

Reflective practice groups (RPGs) are regular, confidential sessions with a professional facilitator. They run for two years with a small, committed group of clergy. St Luke's has been instrumental in helping dioceses to set up and run RPGs over many years.

We are pleased to be part of a wellbeing initiative of the Clergy Support Trust: https://www.clergysupport.org.uk/wellbeing-workshop-reflective-practice-groups. St Luke's offers its expertise in establishing RPGs for any diocese that chooses to use its annual 'credits' from the Clergy Support Trust in this way. More information can be obtained from the St Luke's Wellbeing Programme Manager.

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St Luke's
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The Henry Smith Charity programme of pastoral supervision for clergy

St Luke's has long said that it would like to see it become standard practice for clergy to undertake regular pastoral supervision or reflective practice, as is mandatory in many other caring professions. Through this, clergy can share the emotional and psychological burdens of ministry, enabling them to flourish throughout their ministerial career.

We were thrilled this year to be awarded £1.9 million of funding by The Henry Smith Charity for a five-year evaluated programme of pastoral supervision and reflective practice for Church of England clergy. Reaching new and existing incumbents, it is planned that 830 people will have benefitted directly by the end of the programme.

The Henry Smith Charity

The parish priest is a vital, visible presence in the community, working tirelessly with people in need of help, whether of faith or not. Clergy are setting up youth activities, running food banks, visiting schools, hospitals, care homes and prisons - the list is endless and is all part of their varied ministry.

An increase in the level of mental ill health in the community, combined with reduced NHS resources available to help, means that many people who are struggling will come within the remit of pastoral care offered by clergy in their parishes. The importance of offering pastoral supervision to clergy cannot be overestimated.

The pastoral supervision will be in one-to-one sessions and reflective practice groups. We will also build sustainability of pastoral supervision by funding accredited training for supervisors. We will be reporting on the first phase of the programme, named the 'St Luke's Advancing Clergy Reflection Programme', in next year's Annual Report.

With the backing of The Henry Smith Charity and the expertise of St Luke's for Clergy Wellbeing, the aim is to change the culture of the Church of England and Church in Wales to embrace regular pastoral supervision and reflective practice for clergy at all stages of their ministry.

Restorative – psychological health care for members of the clergy and their families

During the year ended 31 March 2024, 163 members of the clergy or their immediate families were referred for consultations, diagnoses and/or treatment for psychological ill-health. They came from 33 of the 42 dioceses of the Church of England plus the Church in Wales and the Scottish Episcopal Church.

The increase in the number of referrals for psychological assessment and treatment in 2023-24 compared with the previous year increased our charitable expenditure relative to 2022-23. It was the highest number of referrals for psychological and/or psychiatric interventions that St Luke's had ever made in one year. It reflects the increasing challenges facing many clergy as they carry out their ministry.

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Examples of feedback from patients are shown below:

'I am writing to thank you for providing me with ten sessions of CBT over the past few months. It has been a very positive experience and I have much appreciated the work of my therapist and my psychiatrist at Cognacity. With my thanks, once again, for all you have given me'

'Thank you so much to St Luke's for enabling me to get this diagnosis and help. It has been absolutely life changing for me. And thank you for all your help and efficiency in guiding me through the process of funding'

'The time I have spent with the psychologist at Cognacity has been incredibly helpful and has been an enormous step in helping me to move on. Thank you for being able and willing to offer this support'

Review of advocacy activities

The main aim of our advocacy activities is to catalyse and foster good practice in clergy wellbeing across the Church. These may be clergy wellbeing activities undertaken by dioceses, the national Church, or by other third sector organisations, as well as the 'preventive' activities developed and promoted by St Luke's.

Our online symposium in October 2023 was attended by diocesan wellbeing leads from across the Church of England and the Church in Wales. Participants considered how well clergy were 'heard' in their diocese and how the clergy knew whether they were doing 'a good job'. Participants also benefited from a fascinating personal reflection by the Bishop of Hertford, Jane Mainwaring, on modelling good wellbeing in the Church.

Diocesan wellbeing leads also worked together in regional groups to share ideas and learning. Some of the feedback comments from the day are shown below:

'Confirmation that the issues facing us are shared across the Church of England, and ideas to address them. These annual sessions are very valuable'

'Always helpful to hear of the work of others across the dioceses and to share good practice'

'A good overview of current practice that I can feed back to our group, affirming what we are already doing and throwing in a few challenges'

Summary of charitable activities

Through its preventive, restorative and advocacy work, over the last five years St Luke's has engaged directly with over 1,750 clergy. We reached clergy across all the dioceses of the Church of England plus the Church in Wales, the Church of Ireland and the Scottish Episcopal Church.

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Our focus on enhancing psychological wellbeing and mental health aligns with our expertise in developing and delivering clergy wellbeing initiatives and enables the charity to maximise the benefits achieved through its finite financial resources.

As well as continuing to address the needs of clergy for specialist psychological care, the charity is seeking to grow its income to meet the increasing demand for its services and ensure the long-term viability of the charity,

Beneficiary relations

We seek feedback from individual beneficiaries of our one-to-one restorative services and from participants in preventive activities that enhance wellbeing. We use the feedback received to help us to improve our services and expand our offerings to meet the evolving needs of clergy. In addition, every year we are grateful to receive a huge number of unsolicited letters, phone calls and emails of thanks.

Reach and awareness

The Church and its clergy face challenging times and the need for clergy to engage in activities to promote good mental health and wellbeing has arguably never been greater. Besides responding to individual requests for psychological assessment and/or treatment, the charity is working on initiatives that are building the range and reach of its preventive activities and increasing the number of clergy who benefit.

The clergy wellbeing initiatives described above increase the opportunities for clergy to enhance their psychological wellbeing, manage the expectations of others and build resilience, to underpin a lifelong, fulfilling ministry. The award of the grant from The Henry Smith Charity will further increase the reach of the charity over the coming years as well as raise awareness of the importance and value of pastoral supervision for clergy within the dioceses of the Church of England and the Church in Wales.

Future plans

This is a time of immense growth and progress for the charity. Each year we receive an increasing number of requests from clergy and their families for individual assessment and therapy, to which the charity wishes to respond positively. Despite the increasing demand, in recent years we have made progress in driving down the annual deficit year on year.

The Trustees recognise that reducing the deficit to zero is the top priority to ensure the longevity of the charity and to be able to meet the evolving needs of clergy for years to come. We are achieving increasing success in the charity's fundraising activities; income is continuing to grow in 2024-25 compared with 2023-24. The Trustees have plans in place to achieve a balanced budget within the next two years.

The appointment of Jacqueline Ede as Programme Manager for the five-year partnership with The Henry Smith Charity in April 2024 has boosted our clergy wellbeing activities in the dioceses of the Church of England and Church in Wales. Under her leadership the programme of pastoral supervision has got off to a fantastic start.

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After the year-end we were thrilled to receive a grant of £100,000 from the Archbishops' Council which is making a material difference to our ability to achieve a balanced budget and secure our long-term financial viability.

Financial Review

Income this year amounted to £286,951, an increase of 16% over the previous year (£246,683). Direct charitable expenditure was £360,860, an increase of 13% (£319,193 in 2022-23).

The operational deficit was £115,323; a reduction of 20% compared with the previous year (£144,281 in 2022-23). This shows that the objective of reducing the annual deficit is continuing to be achieved.

The value of the investment portfolio fell due to the volatility of the stock markets and the budgeted drawdown of capital. The investment portfolio stands at £693,417 at 31 March 2024 (£813,033 in 2023) and the total net assets less current liabilities are £737,353 (£836,819 in 2023).

Investments and investment policy

The charity's investment objective is to maximise the total return of the portfolio over the longer term using a balance of capital growth and income with a prudent level of risk and liquidity. A lower risk profile was adopted for the portfolio in 2022-23, which continued in 2023-24.

The Trustees wish to ensure that the charity's investments support a positive environmental or social impact as well as achieving the financial returns needed for its charitable activities. The Trustees' policy is therefore only to appoint managers that are signatories to the Principles for Responsible Investment developed by the United Nations (UNPRI). Brewin Dolphin is a UNPRI signatory.

The Trustees receive quarterly reports from Brewin Dolphin, which are discussed in detail by the Finance Committee on behalf of the Board. The value of the portfolio at the end of the financial year was £693,417. This was a significant decrease compared with the previous year (£813,033 in March 2023) and was largely due to the drawdown of £130,000 from the portfolio to meet operational needs during the year, partly offset by capital growth.

Reserves policy

The charity's reserves policy is to ensure that the objective of caring for the wellbeing of the clergy in the long term is achieved. The charity intends to maintain a significant level of reserves, equivalent to a minimum of six months' expenditure. We regard this as essential. In recent years St Luke's. like many other charities, has faced challenges in raising sufficient funds year-on-year. Holding reserves enables the charity to draw on them in years when income is low without jeopardising continuity of services for our beneficiaries, whilst still maintaining the key objective of providing long-term funding for the mental health and wellbeing of clergy.

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St Luke's
for clergy wellbeing

Risk management

The charity maintains a comprehensive Risk Register, covering the actions necessary to mitigate the identified risks. This is reviewed in detail annually by the Trustees and any risks identified between reviews are added. The charity has a Charity and Community Insurance policy with Ecclesiastical Insurance, which includes cover for Trustees' liability.

Review of policies

The Trustees maintain a schedule of all policies relevant to the charity's activities, including an Employee Handbook. These are reviewed on an agreed frequency, taking external professional advice as appropriate.

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St Luke's
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Trustees' Report

Structure, governance and management

Governing document

Established in 1892, St Luke's has a long history of supporting the health and wellbeing of Anglican clergy. The charity continues to develop its activities to meet the evolving needs of its beneficiaries. The charity is placing greater emphasis on preventive approaches, to improve mental health and wellbeing and help clergy to address the challenges of ministry.

St Luke's Healthcare for the Clergy is a company limited by guarantee, as defined by the Companies Act 2006, with exclusively charitable objects, and is governed by its Memorandum & Articles of Association adopted on 21 February 2008 and amended on 18 June 2008, 30 October 2009 and 18 November 2019.

Governance and management

The Directors (who are the Trustees of the charity) are responsible for the overall governance of the charity. They aim to maintain a balance on the Board between clerical members, clinical members and others with specific skills. The Board meets three times a year to review income and expenditure, strategy and performance and to agree plans and budgets. A Governance Framework is reviewed at each Board meeting to ensure that governance remains on track. The Board delegates day-to-day management to the Chief Executive.

St Luke's is based in a rented office in Church House, Westminster. At the end of 2023-24 it employed five paid staff, all of whom worked part-time. They were Chief Executive Claire Walker, Director of Philanthropy Tess Thorpe, Individual Giving Manager Lucy McDonald, Medical Secretary Dawn Lewis and Wellbeing Programme Manager Shannon O'Dam.

Processes are in place to ensure that timely, appropriate management information is prepared, so that expenditure, performance and progress can be monitored by the Board. The systems of internal control are designed to provide reasonable assurance against material misstatement or loss. They include:

- an annual budget approved by the Board;
- regular consideration by the Trustees of financial results, variance from budget and non-financial performance;
- identification and management of risks.

The Finance Committee is a formal sub-committee of the Board and meets every four months. It is composed of four Trustees plus the Chief Executive. In 2023-24 it also extended invitations to one 'Trustee observer' per meeting, so that members of the wider Board could engage more closely in financial issues and contribute their expertise gained in other spheres.

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St Luke's
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Trustee recruitment and induction

During the year 2023-24, two new Trustees were appointed – Anna Bardsley and Jack Dunn. Anna brings to St Luke's senior-level expertise in finance human resources as well as in fundraising and philanthropy. Jack Dunn is Chancellor of Chichester Cathedral and a member of the parish development team in Chichester diocese. He is passionate about clergy wellbeing, congregation growth, and children and young people's ministry.

At the year end, the Trustee body consisted of 12 people, of whom five are ordained, four are women, three have specific clinical expertise and five have a range of legal, business and finance-related expertise. Upon appointment, new Trustees are given an induction by the Chairman and the Chief Executive as well as background information on the charity, including the Memorandum & Articles of Association, recent Annual Reports and Accounts and Minutes of Board meetings.

Trustees who retired during the year were Bishop Peter Wheatley and Paul Taylor, both of whom had given many years of exemplary service to St Luke's. The Trustees express their profound gratitude for their commitment, dedication and unfailing support for St Luke's.

Remuneration policy

Remuneration of key personnel is disclosed in note 3h to the financial statements. All Trustees give their time related to their roles as Trustees freely. The charity's Memorandum and Articles of Association enable Directors (Trustees) to be paid for specific services. In accordance with these provisions, one Trustee received payments for professional services in the financial year 2023-24 amounting to £225. St Luke's also uses the services of the mental wellbeing company Cognacity to provide restorative psychological diagnosis and treatment services for its beneficiaries at a concessionary rate that just covers the company's costs in providing those services. One of the Trustees, Gary Bell, is a Director of Cognacity, and receives no personal benefit from this arrangement. Trustees' expenses are shown in note 3g to the financial statements and the arrangement with Cognacity is shown in note 11, Related Party Transactions.

Public benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011. They have considered the public benefit guidance published by the Charity Commission and have followed it. In supporting the psychological health needs of the clergy, their spouses and children up to the age of 18, St Luke's enables clergy to serve their congregations and wider community more effectively. As well as supporting individual clergy, St Luke's takes a preventive approach, enabling clergy and dioceses to address wellbeing through appropriate strategies and input of expertise and training.

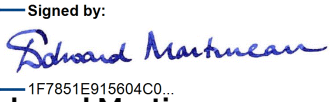
Going concern

The Trustees have a reasonable expectation that the charity has adequate resources to continue operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis of accounting in preparing the annual financial statements.

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St Luke's
for clergy wellbeing

This report, incorporating the Chairman's Report and the Strategic Report, was approved by the Trustees in their capacity as company directors on 22 November 2024 and signed on their behalf by:

Signed by:

1F7851E915604C0...

Edward Martineau
Chairman

22nd November 2024

Docusign Envelope ID: 00E89D4C-8A8F-4731-9ECA-261A6AB34606

St Luke's
for clergy wellbeing

Statement of Directors' responsibilities

The Directors (who are also Trustees of St Luke's Healthcare for the Clergy for the purposes of charity law) are responsible for preparing the Annual Report of the Company and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for that period. In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

Independent Examiner

Menzies LLP has been re-appointed as independent examiner for the ensuing year.

Registered office
Room 103
Church House
27 Great Smith Street
London
SW1P 3AZ

Signed on behalf of the Trustees

Signed by:
Edward Martineau
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Edward Martineau
Chairman

22nd November 2024

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St Luke's
for clergy wellbeing

Independent Examiner's Report

Independent examiner's report to the Trustees of St Luke's Healthcare for the Clergy ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2024. This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of (enter body here), which is one of the listed bodies.

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records: or
3. The accounts do not comply with the accounting requirement of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland [FRS 102]).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: DocuSigned by: Janice Matthews 634F24DE92A4471...

Dated: 19-Dec-2024

Janice Matthews FCA
Menzies LLP, Chartered Accountants
2nd Floor, Magna House, London Road
Staines-upon-Thames TW18 4BP

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St Luke's
for clergy wellbeing

Statement of Financial Activities for the year ended 31 March 2024 (incorporating income and expenditure account)

		Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
Income from:					
Donations and legacies	2a	100,337	-	**100,337**	176,581
Grants	2a	-	140,860	**140,860**	30,594
Charitable activities	2b	20,533	-	**20,533**	13,562
Investments	2c	25,221	-	**25,221**	25,946
Total income		146,091	140,860	**286,951**	246,683
Expenditure on:					
Raising funds:					
Voluntary income	3a	35,940	-	**35,940**	65,435
Investment management	3b	5,474	-	**5,474**	6,336
Charitable activities	3c	263,653	97,207	**360,860**	319,193
Total expenditure		305,067	97,207	**402,274**	390,964
Net income/(expenditure) before investment gains/(losses)		(158,976)	43,653	**(115,323)**	(144,281)
Net gains / (losses) on investments		15,857	-	**15,857**	(70,384)
Net movement in funds		(143,119)	43,653	**(99,466)**	(214,665)
Reconciliation of funds					
Total funds brought forward		822,014	14,805	**836,819**	1,051,484
Total funds carried forward		678,895	58,458	**737,353**	836,819

The notes on pages 23 to 30 form part of these financial statements.
The Statement of Financial Activities includes all gains and losses recognised in the year.

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St Luke's
for clergy wellbeing

Balance Sheet at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	4	**77**	68
Investments	5	**693,417**	813,033
		693,494	813,101
Current assets			
Debtors	6	**15,286**	8,752
Cash at bank and in hand		**59,330**	50,956
		74,616	59,708
Creditors: amounts falling due within one year	7	**(30,757)**	(35,990)
Net current assets		**43,859**	23,718
Net assets		**737,353**	836,819
Charity funds			
Restricted funds	8a	**58,458**	14,805
Unrestricted funds	8a	**678,895**	822,014
Total funds		**737,353**	836,819

The notes on pages 23 to 30 form part of these financial statements.
The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The Trustees consider that the Company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ('the Act') and the members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Act.
The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the Trustees on 22nd November 2024 and signed on their behalf by:

Edward Martineau
Chairman

Signed by:
Edward Martineau
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22nd November 2024

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St Luke's
for clergy wellbeing

Notes to the Financial Statements for the year ended 31 March 2024

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective 1 January 2019, ('Charities SORP (FRS 102)') and the Companies Act 2006. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

St Luke's Healthcare for the Clergy (working name 'St Luke's for Clergy Wellbeing') is a charitable company limited by guarantee incorporated in England and Wales. The address of the registered office is shown in the Reference and Administrative Details section.

1.3 Public benefit

St Luke's meets the definition of a public benefit entity under FRS 102.

1.4 Going concern

The Trustees believe that the charity will continue in operational existence and it is their opinion that the going concern basis of preparation of the accounts continues to be appropriate.

1.5 Income

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Legacy income is recognised when either probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity of the value of the distribution and the settlement date, or when a distribution has been received. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

1.6 Expenditure

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and includes value added tax, which is irrecoverable.

Fundraising costs comprise investment management fees, the cost of fundraising activities and relevant staff salaries, namely the majority of the Director of Philanthropy's salary, the majority of the Individual Giving Fundraiser's salary and a small proportion of the Chief Executive's salary.

Expenditure on charitable activities reflects the charity's strategic areas of preventive, restorative and advocacy. Charitable activities include directly attributable staff salaries, namely the Medical Secretary, the Wellbeing Programme Manager and a proportion of the Chief Executive's salary.

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Support costs are those costs incurred directly in support of expenditure on the objects of the charity and comprise an allocation of the charity's running costs (office rental, IT and website, bookkeeping fees, insurance etc) according to the proportion of expenditure on its three areas of charitable activities and on income generation.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. The costs of fixed assets are written off over their estimated useful lives as follows:

Short-term leasehold property	– nil
Plant and machinery	- 33% straight line
Computer equipment	- one year.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction value and subsequently measured at fair value as at the balance sheet date using the closing market bid price. Investment gains and losses, realised or unrealised, are combined and shown in the SOFA as 'Net gains/(losses) on investments'. The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

1.9 Fund accounting

The general fund is composed of unrestricted donations or legacies available for use at the discretion of the trustees in furtherance of the charity's objects. Restricted funds are grants, donations or legacies to be used for specific purposes as set out by the donor or which have been raised by the charity for specific purposes. The restricted funds referred to in the accounts relate to the grant from the Ministry of Defence for the Footsteps Programme of Pastoral Supervision for British Army chaplains; donations from donors at the Lambeth Palace Concert, given specifically for Mental Health First Aid training for curates; the first tranche of The Henry Smith Charity grant awarded in this financial year; Restricted Grants from two trusts, namely The Benefact Trust and Hymns Ancient & Modern. Restricted funds totalling £97,207 were spent during the year.

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St Luke's
for clergy wellbeing

Notes to the Financial Statements for the year ended 31 March 2024

2. Income

a) Donations, legacies and grants

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	87,195		**87,195**	115,790
Legacies	13,142	-	**13,142**	7,091
Grants	-	140,860	**140,860**	84,294
Total donations, legacies and grants	100,337	140,860	**241,197**	207,175

b) Charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Restorative health services	20,533	**20,533**	13,562

c) Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Listed investments	25,194	**25,194**	25,893
Interest on cash deposits	27	**27**	53
Total investment income	25,221	**25,221**	25,946

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St Luke's
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Notes to the Financial Statements for the year ended 31 March 2024

3. Expenditure

a) Fundraising costs

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Costs of raising funds	1,239	**1,239**	43,836
Fundraising staff costs	34,701	**34,701**	21,599
Total fundraising costs	35,940	**35,940**	65,435

b) Investment management

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment management fees	5,474	**5,474**	6,336

c) Charitable expenditure

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Preventive health services	46,355	56,419	**102,774**	51,395
Restorative health services	151,802	40,788	**192,590**	213,702
Advocacy	29,169	-	**29,169**	27,540
Governance costs	36,327	-	**36,327**	26,556
Total charitable expenditure	263,653	97,207	**360,860**	319,193

d) Analysis of charitable expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total 2024 £	Total 2023 £
Preventive health services	95,925	6,849	**102,774**	51,395
Restorative health services	157,036	35,554	**192,590**	213,702
Advocacy	25,779	3,390	**29,169**	27,540
Governance costs	-	36,327	**36,327**	26,556
Total charitable expenditure	278,740	82,120	**360,860**	319,193

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Notes to the Financial Statements for the year ended 31 March 2024

3. Expenditure (cont'd)

e) Allocation of support costs

	Preventive 2024 £	Restorative 2024 £	Advocacy 2024 £	Fundraising 2024 £	Total 2024 £	Total 2023 £
Premises costs	3,378	6,330	958	1,181	**11,847**	14,301
IT, database and website costs	2,777	5,205	788	971	**9,741**	8,000
Bookkeeping services	2,803	5,254	795	980	**9,833**	9,672
Other office costs	4,097	7,679	1,163	1,433	**14,372**	19,600
Governance costs	10,357	19,410	2,939	3,622	**36,327**	26,556
Total support costs	23,412	43,878	6,643	8,187	**82,120**	78,129

f) Independent examiner's remuneration

	2024 £	2023 £
Independent examination fee	**8,770**	7,800

g) Trustees' remuneration and expenses

During the year, one Trustee received payments for professional services totalling £225 (2023 – £75). No Trustees received any benefits in kind (2023 – nil). Five Trustees received reimbursement of travel and accommodation expenses for attendance at meetings amounting to £676 (2023 - five Trustees, £2,734).

h) Staff costs

	2024 £	2023 £
Wages and salaries	**138,804**	107,873
Social security costs	**7,069**	5,054
Other pension costs	**2,596**	2,468
Total staff costs	**148,469**	115,395

The average number of employees (full-time equivalent) during the year ended 31 March 2024 was 4 (2023 - 3). No employee received remuneration amounting to more than £60,000 in either year.

The remuneration of key management personnel was £67,702 (2023: £52,631).

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St Luke's
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Notes to the Financial Statements for the year ended 31 March 2024

4. Tangible assets

	Freehold property £	Plant and machinery £	Computer equipment £	Total £
Cost				
At 1 April 2023	2	8,454	887	9,343
Additions	-	70	479	549
At 31 March 2024	2	8,524	1,366	9,892
Depreciation				
At 1 April 2023	-	8,454	821	9,275
Charge for the year	-	35	505	540
At 31 March 2024	-	8,489	1,326	9,815
Net book value				
At 31 March 2024	2	35	40	77
At 31 March 2023	2	-	66	68

5. Investments

	£
Market value at 1 April 2023	**813,033**
Funds extracted	**(130,000)**
Net gain / (loss) on market value	**15,858**
Investment management fees	**(5,474)**
Market value at 31 March 2024	**693,417**

6. Debtors

	2024 £	2023 £
Trade debtors	**(200)**	(200)
Other debtors	**750**	2,608
Prepayments and accrued incomes	**14,736**	6,344
	15,286	8,752

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St Luke's
for clergy wellbeing

Notes to the Financial Statements for the year ended 31 March 2024

7. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	**726**	8,744
Other creditors	**557**	8,840
Accruals and deferred income	**29,474**	18,406
	30,757	35,990

8. Summary of funds

a) Current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2024 £
General funds	822,014	146,091	(305,067)	15,857	678,895
Restricted funds:					
British Army grant	6,055	50,635	(56,690)	-	-
Lambeth Palace donations	8,750	-	(6,244)	-	2,506
Benefact Trust	-	28,600	(22,219)	-	6,381
Hymns Ancient & Modern	-	1,000	(1,000)	-	-
The Henry Smith Charity	-	60,625	(11,054)		49,571
	14,805	140,860	(97,207)	-	58,458
	836,819	**286,951**	**(402,274)**	**15,857**	**737,353**

b) Prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2023 £
General funds	1,051,484	203,339	(362,425)	(70,384)	822,014
Restricted funds:					
British Army grant	-	34,594	(28,539)	-	6,055
Lambeth Palace donations	-	8,750	-	-	8,750
	-	43,344	(28,539)	-	14,805
	1,051,484	**246,683**	**(390,964)**	**(70,384)**	**836,819**

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Notes to the Financial Statements for the year ended 31 March 2024

9. Analysis of net assets between funds

a) Current year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	77	-	77
Fixed asset investments	693,417	-	693,417
Current assets	16,158	58,458	74,616
Creditors due within one year	(30,757)	-	(30,757)
	678,895	**58,458**	**737,353**

b) Prior year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	68	-	68
Fixed asset investments	813,033	-	813,033
Current assets	44,903	14,805	59,708
Creditors due within one year	(35,990)	-	(35,990)
	822,014	**14,805**	**836,819**

10. Other financial commitments

At the year end, £53,976 was committed to meet specific referral requests for psychiatric and psychological assessment and treatment. If the funds committed are unused within a year, they are written back.

11. Related party transactions

St Luke's uses the services of the mental wellbeing company Cognacity to provide restorative services for the charity's beneficiaries at a concessionary rate that does not cover the company's costs in providing these services. One of the Trustees, Dr Gary Bell, is a Director of Cognacity, and receives no personal benefit from this arrangement. The total cost of the services provided during the year was £93,550 (2023: £93,550).

St Luke's has not entered into any other related party transaction during the year, nor are there any outstanding balances owing between related parties and the charity at 31 March 2024.

ST LUKE'S HEALTHCARE FOR THE CLERGY

England & Wales - Charity number 1123195

Accounts

St Luke's

for clergy wellbeing

Annual Report and Financial Statements

Year ended 31 March 2023

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy

St Luke's
for clergy wellbeing

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St Luke's
for clergy wellbeing

Our vision, mission and values

Vision

Flourishing clergy

Mission

To play a leading role in improving the mental health and wellbeing of Anglican clergy and their families

Values

Compassionate

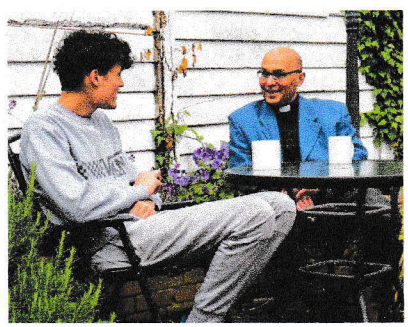
We work confidentially and compassionately with individuals. St Luke's provides access to expert mental health services for clergy, their spouses, and children up to the age of 18.

Collaborative

We work with carefully chosen professionals to offer training, development and, where needed, treatment for our beneficiaries. We collaborate with other charities and organisations working in this field.

Independent

We understand the pressures that clergy face. We work to relieve them by building resilience to stress, providing interventions that enable clergy to recover, and by being an independent, authoritative voice for clergy wellbeing.





St Luke's
for clergy wellbeing

Reference and Administrative Details

President	The Archbishop of Canterbury
Vice-Presidents	The Archbishop of York The Archbishop of Wales The Rt Revd M Marshall The Rt Revd Lord Carey of Clifton J M Graham FRCS P Mitford-Slade OBE The Revd Canon P Thomas OBE J P S Thomson FRCS
Trustees	Philip Arundel (retired 18 November 2022) Gary Bell FRCPsych The Revd Canon Stephen Fielding The Revd Hilary Ison Jan Korris Edward Martineau (Chairman) Jean McDonald FRCS John Nugée Graeme Pollard (appointed 16 August 2022) A N Simkin FCA (retired 18 November 2022) The Ven Rick Simpson The Ven Paul Taylor The Rt Revd Tim Thornton (appointed 20 March 2023) The Rt Revd Peter Wheatley
Secretary	Claire Walker PhD

St Luke's
for clergy wellbeing

Principal and registered office	Room 201, Church House 27 Great Smith Street London SW1P 3AZ
Charity registration number	1123195
Charitable company registration number	06511046
Registered charity name	St Luke's Healthcare for the Clergy
Working name	St Luke's for Clergy Wellbeing
Independent examiner	Janice Matthews FCA Menzies LLP, Chartered Accountants 2nd Floor, Magna House 18-32 London Road Staines-upon-Thames TW18 4BP
Bankers	Virgin Money 154-158 Kensington High Street London W8 7RL
Solicitors	Hunters Law LLP 9 New Square Lincoln's Inn London WC2A 3QN

St Luke's
for clergy wellbeing

Chairman's Report

I want to start by focussing on people - our staff and trustees. Our staff are impeccably led by Claire Walker, and she is most ably supported by Tess Thorpe, Dawn Lewis, Lucy McDonald and Shannon O'Dam. Together they are a formidably effective team. I am proud to chair such a hardworking, committed Board of Trustees as St Luke's currently has in place: they are all unstinting in their focussed support of the charity. To both staff and Trustees I offer my public thanks.

We know from the feedback that we receive that our one-to-one restorative work with individuals is very greatly appreciated. The numbers speak for themselves – a two-thirds increase in the number of referrals for psychological ill-health this year compared with the previous year. Likewise our preventive work is recognised for its quality and its relevance to clergy and their lives.

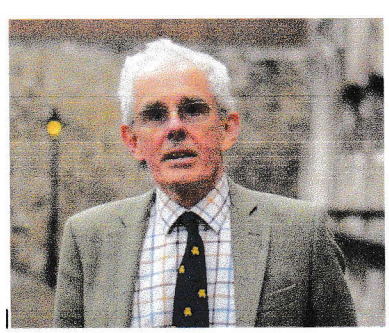
The impact of our advocacy work is, by contrast, less easy to measure: but we believe it to be far-reaching. Our work with diocesan Wellbeing Leads, our sessions with newly-appointed Bishops and Deans and our liaison with the newly-formed and impressive Episcopal Wellbeing Group are examples of our work in this area - and we take every opportunity to promote the recommendations of the Covenant for Clergy Care and Wellbeing.

I finish by stressing our stated values. We live and breathe collaboration and are gratified by the breadth of range of the individuals and organisations with whom we work. We would not receive the number of requests, or the quality of feedback that we do if we were not seen as compassionate. As for our independence, it is of paramount importance to us: St Luke's for Clergy Wellbeing is for the Church of England..... but not of it. Therein lies our core strength and value.

Edward Martineau

Edward Martineau
Chairman

17th November 2023





St Luke's
for clergy wellbeing

Strategic Report

Objectives and activities

St Luke's for Clergy Wellbeing helps clergy to flourish in their ministry, to the benefit of their congregations and the wider community. During the financial year 2022-23, St Luke's achieved its charitable objectives in three ways:

- Preventive – proactive, creative initiatives to enhance clergy wellbeing, reduce stress and build psychological health
- Restorative – one-to-one treatment and care for individual clergy and their families who were mentally unwell
- Advocacy – promoting clergy wellbeing and sharing learning between dioceses to foster best practice in clergy wellbeing.

Through these activities we aim to ensure flourishing clergy, to enable them to fulfil their vocation and serve their congregations and the wider community.

In the last three years, almost 900 clergy and their immediate family members have been referred for one-to-one consultations for diagnosis and/or treatment of physical or psychological conditions. During the pandemic, referral via St Luke's gave clergy access to health services that were difficult to access in any other way.

In June 2022 St Luke's shifted its focus entirely towards clergy wellbeing and one-to-one psychological care. To reflect the new focus, the charity's working name was changed to 'St Luke's for Clergy Wellbeing'.

The shift in direction means that, from now on, St Luke's is concentrating all its resources on improving the mental health and psychological wellbeing of clergy in response to growing demand.

In 2022-23, the number of individual beneficiaries referred for psychiatric or psychological assessment and/or treatment increased to 138 from 82 in 2021-22. This is a 68% increase in a single year and endorses the Trustees' decision to focus activities and funding on psychological health. The 2022-23 financial year has seen the embedding of the new strategic direction.

The objectives identified for the coming year, 2023-24, are to:

- Continue to embed the strategic focus on psychological health and wellbeing
- Develop our arc of wellbeing activities in support of clergy throughout their ministry, from training as an ordinand through to retirement, working with our partners
- Bring income and expenditure more closely in line by increasing our fundraising income.

In deciding on these objectives, the Trustees took into account the Charity Commission's guidance 'Public Benefit: Running a Charity'.

Clergy access support from St Luke's either:

- as individuals, to be referred to specialist psychiatric or psychological services for assessment and/or treatment, or
- through their diocese or training institution, to access St Luke's 'preventive' wellbeing training and resources.

St Luke's promotes a culture across the Church that recognises that clergy wellbeing is key to ministry and mission. We invite senior clergy in the dioceses to model good wellbeing habits and support their clergy in embracing self-care and accessing the expertise and resources they need to ensure a long and fulfilling ministry.

We continue our advocacy role, encouraging shared learning between clergy wellbeing professionals, between dioceses and, where relevant, fostering learning from other denominations.

St Luke's endorses the Covenant for Clergy Care and Wellbeing, which was made an Act of Synod in 2020. Many of the preventive initiatives devised by St Luke's aim to address specific clergy wellbeing needs recognised in the Covenant.

We continue to develop the range of preventive activities we offer in support of clergy wellbeing, in response to need. This is entirely made possible by our donors and funders. Currently our activities include facilitating one-to-one pastoral supervision for British Army chaplains; working with clergy who have long-Covid; offering Mental Health First Aid training for curates, and developing and piloting new wellbeing workshops.

As our involvement in providing physical health care for clergy and their families came to an end in 2022-23, so did our long and hugely valuable relationship with our Honorary Consultants. Dating back to the days of St Luke's Hospital for the Clergy, the expertise and dedication of the Honorary Consultants gave the charity its enviable reputation. The Honorary Consultants stood by the charity after the Hospital closed in 2009 and continued to offer their time and immense expertise to clergy. It was with a very heavy heart that St Luke's said farewell to them at a reception at The Mercers' Hall in November 2022.

We offer our heartfelt thanks to all the Honorary Consultants who gave their time free of charge to clergy and their family members referred by St Luke's with physical healthcare needs over very many years. We have entered a new chapter in the development of St Luke's. We believe that focussing our resources on mental health and wellbeing is the necessary response to increasing need. This is borne out by the two-thirds increase in the number of psychological and psychiatric referrals we have made in just one year.

Achievements and performance

The key factor over the last year has been the charity's shift in focus towards the psychological health needs of clergy and their families. Many clergy have been negatively affected by the pandemic and, in many cases, so have their parishes and dioceses. Declining congregations and falling income are putting increasing financial pressure on dioceses and parishes; many clergy are suffering from overwork, stress and exhaustion.

The number of people approaching St Luke's and requesting one-to-one assessment and therapy for mental ill-health and psychological distress increased by 68% compared with the previous year (from 82 to 138). This confirms that, by focussing on the mental health arena, St Luke's is addressing a growing need.

The success of the pilot 'Footsteps' programme of pastoral supervision for Army Chaplains previously carried out by St Luke's has led to the expansion of the programme to enable more Chaplains to participate. Our work with a group of clergy who suffered severe effects from long-Covid continued and was greatly appreciated by the participants.

The annual Clergy Wellbeing Symposium, again held over Zoom, offered an opportunity for sharing ideas and learning across dioceses and the building of connections between diocesan wellbeing leads by working together in regional groups. The quality of the content of the day was thought-provoking, inviting participants to consider the culture of wellbeing within their diocese and reflect on whether it was sufficiently inclusive in meeting the needs of all the clergy.

Fundraising

An objective for 2022-23 was to increase our fundraising income and reduce our annual deficit, to ensure that St Luke's can continue to help clergy and their families into the future. We succeeded in increasing our income, thanks in no small part to our Trustee Dr Gary Bell who masterminded a very enjoyable and memorable Concert at Lambeth Palace, with the support of the Archbishop of Canterbury and Mrs Welby. This event, with its net proceeds of £68,000, made a very valuable contribution to our income in 2022-23.

Specific donations at the Lambeth Palace Concert are enabling St Luke's to offer two-day Mental Health First Aid (MHFA) training for curates in three dioceses (Birmingham, Newcastle and Sheffield). This follows the earlier successful Clergy Support Trust-funded pilot of MHFA training for curates in three dioceses (Liverpool, Bath & Wells and Southwell & Nottingham) reported last year.

Income increased by 26% compared with the previous year. Combining this with a modest reduction in expenditure achieved by shifting our focus away from physical health care meant that we had an operational deficit of £144,000, which represented a 25% reduction compared with the previous year (£193,000 in 2021-22). This confirms that the Trustees' strategic focus on bringing down the annual deficit is working.

The continually growing demand for our services and our desire to respond positively to requests, combined with the challenge of raising more money each year, continues to leave St Luke's with an annual deficit and a need to draw on reserves. A priority for 2023-24 is to increase our fundraising income from parishes, trusts and individuals, and to seek future legacies. To this end we appointed an experienced Director of Philanthropy, Tess Thorpe, in January 2023, who is implementing a clear fundraising strategy, assisted by our new Individual Giving Fundraiser, Lucy McDonald, from May 2023.

This marks a step change in our fundraising capacity as we seek to increase our income and, if necessary, reduce our expenditure, to bring our income and expenditure more closely into line, thereby giving St Luke's a long-term future in helping clergy to flourish in their ministry.

Review of preventive and restorative activities

Preventive – our proactive work with clergy to help them flourish in their ministry

St Luke's develops and promotes preventive approaches to improve clergy mental health and wellbeing. We encourage greater awareness of the emotional and psychological demands of ministry and the increasing pressure on clergy as many dioceses develop new ways of working. To help address the challenges of ministry, St Luke's advocates for regular individual pastoral supervision, or reflective practice within a group, to be standard practice for clergy. The charity has developed a range of workshops, designed to help meet the specific challenges faced by clergy. These are set out on our website Wellbeing menu - St Luke's (stlukesforclergy.org.uk) and are readily available to clergy via their dioceses.

Footsteps pastoral supervision programme for British Army Chaplains

During 2020-22 St Luke's participated in an ecumenical pilot project with the British Army, to provide one-to-one supervision with experienced pastoral supervisors for a group of 10 Army chaplains. The pilot project was independently evaluated and reported to the Army.

Based on the success of the pilot, the Army invited St Luke's to run an expanded programme, named 'Footsteps', which began in October 2022. Since January 2023, 35 British Army Chaplains (almost a third of the total cohort of Army padres) have been participating in regular pastoral supervision sessions with experienced supervisors. The programme is again being independently evaluated. Income and expenditure for this project, which continues till August 2025, are shown under Restricted Funds.

Mental Health First Aid training for curates

Based on the success of the pilot Mental Health First Aid (MHFA) training for curates offered by St Luke's in collaboration with the Clergy Support Trust in three dioceses in 2021, funding for curates from three more dioceses to undertake this training was obtained from generous donations at the Lambeth Palace Concert in 2022.

The three dioceses where this is taking place in 2023-24 are Birmingham, Newcastle (with Durham) and Sheffield. It will again be provided by the Humantalk team, who are familiar with the Church and add value to the training by contextualising it to reflect the settings in which curates work.

Long-Covid

Last year, at the request of the Bishop of London, St Luke's undertook a pilot project with a group of five clergy living with long-Covid. The group was very positive about the work and keen for it to continue. In 2022-23 the facilitated online group sessions continued, culminating in a residential session in July 2023. Feedback from the sessions was highly positive.

New Bishops and Deans

Since 2016, St Luke's has met every new Bishop and Dean prior to their consecration to reflect on how they will take care of their own wellbeing in their new and more senior role, and how they will address the wellbeing of all the clergy in their new setting. In that time, St Luke's has seen over 70 Bishops and 25 Deans.

Reflective practice groups

Reflective practice groups (RPGs) are regular, confidential sessions with a professional facilitator. They run for two years with a committed group of five or six clergy. St Luke's offers expertise and support to dioceses in setting up and running RPGs. RPGs are running in several dioceses as a result of the help obtained from St Luke's in the past.

St Luke's is part of a new wellbeing initiative of the Clergy Support Trust starting summer 2023, which enables dioceses to access clergy wellbeing training and support from a list of approved providers, all of whom are considered to offer relevant, effective, good value resources. St Luke's is one of the providers on the list and offers its expertise in establishing RPGs for any diocese that chooses to use its annual 'credits' from the Clergy Support Trust in this way. More information can be obtained from the St Luke's Wellbeing Programme Manager, Shannon O'Dam.

Enabling Conversations

In 2022-23, St Luke's piloted an initiative entitled 'Enabling Conversations', to foster the conversations between clergy and laity envisaged as part of the Covenant for Clergy Care and Wellbeing. The Covenant emphasises the shared responsibility of diocesan senior staff, clergy and parish congregations in the wellbeing of their clergy. The Enabling Conversations initiative supports regular conversations between trained lay people and the clergy. Five participating clergy from Southwark diocese were invited to nominate a 'Conversation Partner' with whom they could have structured, individually focused conversations about their wellbeing.

The evaluation showed that the conversations covered topics around stress, work-life balance, spiritual dryness, developing and maintaining relationships, and people and time management. The conversations promoted new thinking in the areas discussed, and enabled clergy to feel confident that they could enact change and would be supported to do so, either directly from the conversation partner, or by others within their church or family. This initiative will be expanded to further dioceses during 2023-24.

Clergy wellbeing workshops

St Luke's offers a range of specific workshops in support of clergy wellbeing which are accessed via their diocese or theological education institution (TEI). These are set out on our website *Wellbeing menu - St Luke's (stlukesforclergy.org.uk)*.

Restorative – psychological health care for members of the clergy and their families

During the year ended 31 March 2023, 138 members of the clergy or their immediate families were referred for consultations, diagnoses and/or treatment for psychological ill-health. In addition, there were 69 referrals for physical conditions following requests made before the change of focus came into effect in June 2022.

The 207 patients referred by St Luke's in 2022-23 came from 37 dioceses of the Church of England plus the Church in Wales, the Scottish Episcopal Church and the Church of Ireland. Examples of feedback from patients are shown below:

> 'Very many thanks for the support, which is hugely appreciated. It has made a big difference already'
>
> 'I so appreciate your patience in waiting on us to get this organised and the generosity of St Luke's in helping us with the cost. It is hugely appreciated'
>
> 'My sessions have been very useful, and they have made me aware of so much and that is determining my future so I have better wellbeing for myself'

The 68% increase in the number of referrals for psychological assessment and treatment compared with the previous year has increased pressure on the charity's finances. St Luke's wishes to continue to respond positively to all those who approach the charity for psychological help but can only do this if more funds are raised.

Review of advocacy activities

The main aim of our advocacy activities is to catalyse the uptake and spread of good practice in clergy wellbeing across the Church. These may be clergy wellbeing activities undertaken by dioceses, the national Church, or by other third sector organisations, as well as the 'preventive' activities developed and promoted by St Luke's.

Each year, St Luke's organises an online gathering ('Zymposium') of diocesan wellbeing leads from across the Church of England and the Church in Wales. The theme chosen for the Zymposium in October 2022 was 'The Culture of Wellbeing' and participants were invited to reflect together in groups on the wellbeing 'culture' in their dioceses.

Speakers Bishop Lusa Nsenga-Ngoy and Dawn Lewinson emphasised the need to understand the differences between people in terms of their backgrounds; develop sensitivity to different cultural customs and priorities; improve inclusive communication and create an environment that acknowledges the range and diversity of cultural backgrounds. When wellbeing activities and resources are being developed, recognition is needed that for some people wellbeing is not centred around the person but is mediated and expressed through relationship with others. Cultural intelligence and cultural humility were key concepts emphasised by Bishop Lusa. Cultural humility involves a lifelong commitment to critical self-reflection and to identifying, naming, and addressing the imbalance of power that exists in human exchanges.

Presentations from dioceses included sharing of learning about the Lichfield diocese pastoral supervision scheme established by Sally Bubbers and Margaret Bazely, which offers individual pastoral supervision for clergy.

Diocesan wellbeing leads also worked together in regional groups to share ideas and learning. Every respondent to the feedback survey said that the day had met their expectations. Some of the comments from the day are shown below:

> 'It's always good to hear of good practice from colleagues around the regions, and to share progress and frustrations too'
>
> 'There are lots of initiatives, many coming from the ground up, that are inspiring and useful. Networking is such a crucial part of this Zymposium, and I'm grateful for the opportunities it gives us to share'
>
> 'Thank you all for arranging and facilitating such a good day. St Luke's is really making a difference in its support of good initiatives as well as being a resource for the mental health of individuals'

St Luke's would like to see it become standard practice for clergy to undertake regular pastoral supervision or reflective practice, as is mandatory in many other caring professions. Through this they can share the emotional and psychological burdens of ministry, enabling them to flourish throughout their ministerial career.

Summary of charitable activities

Through its preventive, restorative and advocacy work, over the last five years St Luke's has engaged directly with over 2,500 clergy. We reached clergy across all the dioceses of the Church of England plus the Church in Wales, the Church of Ireland and the Scottish Episcopal Church. Our new focus on psychological wellbeing and positive mental health aligns with our recognised expertise in clergy wellbeing and enables the charity to maximise the benefits achieved through its financial resources, while seeking to grow income to meet the increasing demand and reduce our dependence on using reserves to cover the shortfall.

Beneficiary relations

We seek feedback from individual beneficiaries of our one-to-one restorative services and from participants in 'preventive' activities that enhance wellbeing. We use the feedback received to help us to improve our services and expand our offerings to meet the evolving needs of clergy. We receive many spontaneous letters and emails of thanks, for which we are very grateful.

Reach and awareness

The decision to focus on the mental health and wellbeing of clergy and their families reduced the number of individual beneficiaries of St Luke's from 348 in 2021-22 to 207 in 2022-23. The Trustees had anticipated that the number would fall, and though they regret not being able to help with the wide range of medical and surgical requests previously received, they believe that the charity is addressing the area of greatest need – as shown by the two-thirds increase in psychological referrals this year compared with the previous year.

Besides responding to individual requests for psychological assessment and/or treatment, the charity is working on initiatives that will build and expand its preventive activities, to increase the opportunities for clergy to enhance their psychological wellbeing, manage the expectations of others and build resilience, to underpin a lifelong, fulfilling ministry.

Future plans

The Trustees have plans in place to achieve a balanced budget within the next three years. A consequence of the decision to focus on mental and psychological health since June 2022 has been a reduction in charitable expenditure compared with the previous year. However, the increasing number of requests from clergy and their families for individual assessment and/or therapy, and the desire of the charity to respond positively, has meant that the reduction in expenditure was not as great as had been predicted.

The increased demand for psychological interventions (up by 68% on the previous year) puts pressure on the objective of balancing the budget so that the charity can continue its work in the long term. To this end, the appointment of two experienced part-time fundraisers is enabling St Luke's to maximise the potential for increased income from trusts, individuals and parishes. The Trustees wish to ensure that St Luke's continues to meet the evolving needs of clergy for many years to come.

Financial Review

Income this year amounted to £246,683, an increase of 26% over the previous year (£195,938). Direct charitable expenditure was £319,193, a reduction of 10% (£353,004 in 2021-22). As expected, fundraising expenses increased to £65,435 (£27,931 in 2021-2022) due to the costs incurred in the Lambeth Palace Concert.

The operational deficit was £144,281; a reduction of 25% compared with the previous year (£192,936 in 2022-23). This shows that the objective of reducing the annual deficit is being achieved. We are very grateful to Gary Bell and his network of friends, colleagues and contacts for the hugely successful Concert at Lambeth Palace which raised £107,000 against costs of £39,000, giving a net profit of £68,000.

The value of the investment portfolio fell due to the volatility of the stock markets and the budgeted drawdown of capital. The investment portfolio stands at £813,033 at 31 March 2023 (£954,753 in 2022) and the total net assets less current liabilities are £836,819 (£1,051,484 in 2022).

Investments and investment policy

The charity's investment objective is to maximise the total return of the portfolio over the longer term using a balance of capital growth and income with a prudent level of risk and liquidity. During the year the decision was made to reduce the risk profile of the portfolio given its reduced size and the need to preserve the capital. This would be accomplished largely by reducing equity exposure and increasing exposure to bonds.

The Trustees wish to ensure that the charity's investments support a positive environmental or social impact as well as achieving the financial returns needed for its charitable activities. The Trustees' policy is therefore only to appoint managers that are signatories to the Principles for Responsible Investment developed by the United Nations (UNPRI). Brewin Dolphin is a UNPRI signatory.

The Trustees receive quarterly reports from Brewin Dolphin, which are discussed in detail by the Finance Committee on behalf of the Board. The value of the portfolio at the end of the financial year was £813,033. This was a significant decrease compared with the previous year (£954,753 in March 2022) and was due to the drawdown of £65,000 from the portfolio to meet operational needs during the year, combined with very challenging market conditions.

Reserves policy

The charity's reserves policy is to ensure that the objective of providing funding for the health and wellbeing of the clergy in the long term is achieved. The charity intends to maintain a significant level of reserves, equivalent to a minimum of six months' expenditure. We regard this as essential. As our accounts show, we face challenges in raising sufficient funds year-on-year. Holding reserves enables the charity to draw on them in years when income is low without jeopardising continuity of services for our beneficiaries, whilst still maintaining the key objective of providing long-term funding for the mental health and wellbeing of clergy.

Risk management

The charity maintains a comprehensive Risk Register, covering the actions necessary to mitigate the identified risks. This is reviewed in detail annually by the Trustees and any risks identified between reviews are added. The charity has a Charity and Community Insurance policy with Ecclesiastical Insurance, which includes cover for Trustees' liability.

Review of policies

The Trustees maintain a schedule of all policies relevant to the charity's activities, including an Employee Handbook. These are reviewed on an agreed frequency, taking external professional advice as appropriate.

St Luke's
for clergy wellbeing

Trustees' Report

Structure, governance and management

Governing document

Established in 1892, St Luke's has a long history of supporting the health and wellbeing of Anglican clergy. The charity continues to develop its activities to meet the evolving needs of its beneficiaries. In recent years, a greater emphasis has been placed on preventive wellbeing activities for clergy, to help them to understand and address the challenges they face in ministry. In 2022-23, in the face of growing demand, the Trustees focussed the charity's activities on the mental health and psychological wellbeing needs of the clergy, both preventive and restorative.

St Luke's Healthcare for the Clergy is a company limited by guarantee, as defined by the Companies Act 2006, with exclusively charitable objects, and is governed by its Memorandum & Articles of Association adopted on 21 February 2008 and amended on 18 June 2008, 30 October 2009 and 18 November 2019.

Governance and management

The Directors (who are the Trustees of the charity) are responsible for the overall governance of the charity. They aim to maintain a balance on the Board between clerical members, clinical members and others with specific skills. The Board meets three times a year to review income and expenditure, strategy and performance and to agree plans and budgets. A Governance Framework is reviewed at each Board meeting to ensure that governance remains on track. The Board delegates day-to-day management to the Chief Executive.

St Luke's is based in a rented office in Church House, Westminster. At the end of 2022-23 it employed four paid staff, three of whom worked part-time. They were Chief Executive Claire Walker, Director of Philanthropy Tess Thorpe, Medical Secretary Dawn Lewis and Wellbeing Programme Manager Shannon O'Dam.

Processes are in place to ensure that timely, appropriate management information is prepared, so that expenditure, performance and progress can be monitored by the Board. The systems of internal control are designed to provide reasonable assurance against material misstatement or loss. They include:

- an annual budget approved by the Board;
- regular consideration by the Trustees of financial results, variance from budget and non-financial performance;
- identification and management of risks.

The Finance Committee is a formal sub-committee of the Board and meets every four months. The Strategy Development Group is composed of five Trustees plus the Chief Executive. It met three times during 2022-23 to support the implementation of the charity's new direction, under the oversight of the full Trustee body.

Trustee recruitment and induction

During the year 2022-23, two new Trustees were appointed – Graeme Pollard and Bishop Tim Thornton. The charity specifically wanted to add the skills and experience of a Diocesan Secretary to the Board; Graeme Pollard had been Diocesan Secretary of Blackburn Diocese and Chair of the Diocesan Secretaries' Liaison Group. Tim Thornton, former Bishop at Lambeth and diocesan Bishop of Truro, has taken an interest in clergy wellbeing and St Luke's dating back to his time as Bishop of Sherborne, when reflective practice groups were established in Salisbury diocese.

At the year end, the Trustee body consisted of 12 people, of whom six are ordained, three are women, three have specific clinical expertise and four have a range of legal, business and finance-related expertise. Upon appointment, new Trustees are given an induction by the Chairman and the Chief Executive as well as background information on the charity, including the Memorandum & Articles of Association, recent Reports and Accounts and Minutes of Board meetings.

Trustees who retired during the year were Philip Arundel and Tony Simkin, both of whom had given years of valuable service to St Luke's. Philip Arundel gave generously of his time and expertise since joining the Board in 2017 to ensure that the charity had up-to-date policies and procedures and led on ensuring that the strategic direction of the charity met the evolving needs of the beneficiaries. The Trustees express their gratitude for their commitment and dedication.

Remuneration policy

Remuneration of key personnel is disclosed in note 3h to the financial statements. All Trustees give their time related to their roles as Trustees freely. The charity's Memorandum and Articles of Association enable Directors (Trustees) to be paid for specific services. In accordance with these provisions, one Trustee received payments for professional services in the financial year 2022-23 amounting to £75. St Luke's also uses the services of the mental wellbeing company Cognacity to provide restorative and preventive services for its beneficiaries at a concessionary rate that does not cover the company's costs in providing those services. One of the Trustees, Gary Bell, is a Director of Cognacity, and receives no personal benefit from this arrangement. Trustees' expenses are shown in note 3g in the financial statements.

Public benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011. They have considered the public benefit guidance published by the Charity Commission and have followed it. In supporting the psychological health needs of the clergy, their spouses and children under the age of 18, St Luke's enables clergy to serve their congregations and wider community more effectively. As well as supporting individual clergy, St Luke's takes a preventive approach, enabling clergy and dioceses to address wellbeing through appropriate strategies and input of expertise and training.

Going concern

The Trustees have a reasonable expectation that the charity has adequate resources to continue operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis of accounting in preparing the annual financial statements.

This report, incorporating the Chairman's Report and the Strategic Report, was approved by the Trustees in their capacity as company directors on 17th November 2023 and signed on their behalf by:



Edward Martineau
Chairman

17th November 2023

St Luke's
for clergy wellbeing

Statement of Directors' responsibilities

The Directors (who are also Trustees of St Luke's Healthcare for the Clergy for the purposes of charity law) are responsible for preparing the Annual Report of the Company and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for that period. In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

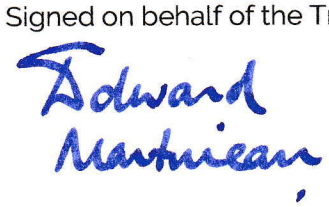
The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

Independent Examiner

Menzies LLP has been re-appointed as independent examiner for the ensuing year.

Registered office
Room 201
Church House
27 Great Smith Street
London
SW1P 3AZ

Signed on behalf of the Trustees



Edward Martineau
Chairman

17th November 2023

St Luke's
for clergy wellbeing

Independent Examiner's Report

Independent examiner's report to the Trustees of St Luke's Healthcare for the Clergy ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2023. This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records: or
3. The accounts do not comply with the accounting requirement of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland [FRS 102]).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: 

Dated: 18 December 2023

Janice Matthews FCA
Menzies LLP, Chartered Accountants
2nd Floor, Magna House, London Road
Staines-upon-Thames TW18 4BP

St Luke's
for clergy wellbeing

Statement of Financial Activities for the year ended 31 March 2023 (incorporating income and expenditure account)

		Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
Income from:					
Donations and legacies	2a	163,831	8,750	**172,581**	163,175
Grants	2a	-	34,594	**34,594**	-
Charitable activities	2b	13,562	-	**13,562**	8,523
Investments	2c	25,946	-	**25,946**	24,240
Total income		203,339	43,344	**246,683**	195,938
Expenditure on:					
Raising funds:					
Voluntary income	3a	65,435	-	**65,435**	27,931
Investment management	3b	6,336	-	**6,336**	7,939
Charitable activities	3c	290,654	28,539	**319,193**	353,004
Total expenditure		362,425	28,539	**390,964**	388,874
Net income/(expenditure) before investment gains/(losses)		(159,086)	14,805	**(144,281)**	(192,936)
Net gains / (losses) on investments		(70,384)	-	**(70,384)**	30,301
Net movement in funds		(229,470)	14,805	**(214,665)**	(162,635)
Reconciliation of funds					
Total funds brought forward		1,051,484	-	**1,051,484**	1,214,119
Total funds carried forward		822,014	14,805	**836,819**	1,051,484

The notes on pages 23 to 30 form part of these financial statements.
The Statement of Financial Activities includes all gains and losses recognised in the year.

St Luke's
for clergy wellbeing

Balance Sheet at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	4	**68**	401
Investments	5	**813,033**	954,753
		813,101	955,154
Current assets			
Debtors	6	**8,752**	16,527
Cash at bank and in hand		**50,956**	119,182
		59,708	135,709
Creditors: amounts falling due within one year	7	**(35,990)**	(39,379)
Net current assets		**23,718**	96,330
Net assets		**836,819**	1,051,484
Charity funds			
Restricted funds	8a	**14,805**	-
Unrestricted funds	8a	**822,014**	1,051,484
Total funds		**836,819**	1,051,484

The notes on pages 23 to 30 form part of these financial statements.
The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The Trustees consider that the Company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ('the Act') and the members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Act.
The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the Trustees on 17th November 2023 and signed on their behalf by

Edward Martineau

Edward Martineau
Chairman

17th November 2023

St Luke's
for clergy wellbeing

Notes to the Financial Statements for the year ended 31 March 2023

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective 1 January 2019, ('Charities SORP (FRS 102)') and the Companies Act 2006. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

St Luke's Healthcare for the Clergy (working name 'St Luke's for Clergy Wellbeing') is a charitable company limited by guarantee incorporated in England and Wales. The address of the registered office is shown in the Reference and Administrative Details section.

1.3 Public benefit

St Luke's meets the definition of a public benefit entity under FRS 102.

1.4 Going concern

The coronavirus pandemic created significant uncertainty in this and the previous year. Although income streams have been affected, the Trustees are confident that the charity will ride out this period of uncertainty. The charity has taken action to control costs where appropriate and will continue to monitor the position carefully. The Trustees believe that the charity will continue in operational existence and it is their opinion that the going concern basis of preparation of the accounts continues to be appropriate.

1.5 Income

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Legacy income is recognised when either probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity of the value of the distribution and the settlement date, or when a distribution has been received. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

1.6 Expenditure

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and includes value added tax, which is irrecoverable.

Fundraising costs comprise investment management fees, fundraising activities and relevant staff salaries, namely the majority of the Director of Philanthropy's salary and a proportion of the Chief Executive's salary.

Expenditure on charitable activities reflects the charity's strategic areas of preventive, restorative and advocacy. Charitable activities include directly attributable staff salaries, namely the Medical Secretary, the Wellbeing Programme Manager and a proportion of the Chief Executive's salary.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and comprise an allocation of the charity's running costs (office rental, IT and website, bookkeeping fees, insurance etc) according to the proportion of expenditure on its three areas of charitable activities.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. The costs of fixed assets are written off over their estimated useful lives as follows:

Short-term leasehold property	– nil
Plant and machinery	- 33% straight line
Computer equipment	- one year.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction value and subsequently measured at fair value as at the balance sheet date using the closing market bid price. Investment gains and losses, realised or unrealised, are combined and shown in the SOFA as 'Net gains/(losses) on investments'.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

1.9 Fund accounting

The general fund is composed of unrestricted donations or legacies available for use at the discretion of the trustees in furtherance of the charity's objects. Restricted funds are grants, donations or legacies to be used for specific purposes as set out by the donor or which have been raised by the charity for specific purposes. The restricted funds referred to in the accounts relate to one grant from the Ministry of Defence for the Footsteps Programme of Pastoral Supervision for British Army chaplains, and donations from three donors at the Lambeth Palace Concert, given specifically for Mental Health First Aid Training for curates in three dioceses. Restricted funds totalling £28,539 were spent during the year.

Notes to the Financial Statements for the year ended 31 March 2023

2. Income

a) Donations, legacies and grants

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	115,790	8,750	**124,540**	119,870
Legacies	7,091	-	**7,091**	21,929
Grants	40,950	34,594	**75,544**	21,376
Total donations, legacies and grants	163,831	43,344	**207,175**	163,175

b) Charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Restorative health services	13,562	**13,562**	8,523

c) Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Listed investments	25,893	**25,893**	24,239
Interest on cash deposits	53	**53**	1
Total investment income	25,946	**25,946**	24,240

Notes to the Financial Statements for the year ended 31 March 2023

3. Expenditure

a) Fundraising costs

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Costs of raising funds	43,836	**43,836**	6,436
Fundraising staff costs	21,599	**21,599**	21,495
Total fundraising costs	65,435	**65,435**	27,931

b) Investment management

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Investment management fees	6,336	**6,336**	7,939

c) Charitable expenditure

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Preventive health services	22,856	28,539	**51,395**	54,419
Restorative health services	213,702	-	**213,702**	239,711
Advocacy	27,540	-	**27,540**	25,108
Governance costs	26,556	-	**26,556**	33,766
Total charitable expenditure	290,654	28,539	**319,193**	353,004

d) Analysis of charitable expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total 2023 £	Total 2022 £
Preventive health services	43,681	7,714	**51,395**	54,419
Restorative health services	173,659	40,043	**213,702**	239,711
Advocacy	23,724	3,816	**27,540**	25,108
Governance costs	-	26,566	**26,556**	33,766
Total charitable expenditure	241,064	78,129	**319,193**	353,004

Notes to the Financial Statements for the year ended 31 March 2023

3. Expenditure (cont'd)

e) Allocation of support costs

	Preventive 2023 £	Restorative 2023 £	Advocacy 2023 £	Governance 2023 £	Total 2023 £	Total 2022 £
Premises costs	2,139	11,104	1,058	-	**14,301**	12,007
IT, database and website costs	1,196	6,212	592	-	**8,000**	11,206
Bookkeeping services	1,447	7,509	716	-	**9,672**	10,580
Other office costs	2,932	15,218	1,450	-	**19,600**	11,994
Staff costs	-	-	-	17,611	**17,611**	25,318
Governance costs	-	-	-	8,945	**8,945**	8,448
Total support costs	7,714	40,043	3,816	26,556	**78,129**	79,553

f) Independent examiner's remuneration

	2023 £	2022 £
Independent examination fee	**7,800**	7,800

g) Trustees' remuneration and expenses

During the year, one Trustee received payments for professional services totalling £75 (2022 – £1,270). No Trustees received any benefits in kind (2022 – nil). Five Trustees received reimbursement of travel and accommodation expenses for attendance at meetings amounting to £2,734 (2022 - one Trustee, £469).

h) Staff costs

	2023 £	2022 £
Wages and salaries	**107,873**	103,311
Social security costs	**5,054**	5,677
Other pension costs	**2,468**	2,844
Total staff costs	**115,395**	111,832

The average number of employees during the year ended 31 March 2023 was 3 (2022 - 3).
No employee received remuneration amounting to more than £60,000 in either year.

Notes to the Financial Statements for the year ended 31 March 2023

4. Tangible assets

	Freehold property £	Plant and machinery £	Computer equipment £	Total £
Cost				
At 1 April 2022	2	8,454	808	9,264
Additions	-	-	79	79
At 31 March 2023	2	8,454	887	9,343
Depreciation				
At 1 April 2022	-	8,454	409	8,863
Charge for the year	-	-	412	412
At 31 March 2023	-	8,454	821	9,275
Net book value				
At 31 March 2023	2	-	66	68
At 31 March 2022	2	-	399	401

5. Investments

	£
Market value at 1 April 2022	954,753
Funds extracted	(65,000)
Net gain / (loss) on market value	(70,384)
Investment management fees	(6,336)
Market value at 31 March 2023	813,033

6. Debtors

	2023 £	2022 £
Debtors	(200)	(200)
Legacies receivable	2,608	1,128
Gift Aid recoverable, sundry debtors and prepayments	6,344	15,599
	8,752	16,527

Notes to the Financial Statements for the year ended 31 March 2023

7. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	8,744	12,034
Other creditors	8,840	3,273
Accruals and deferred income	18,406	24,072
	35,990	39,379

8. Summary of funds

a) Current year

	Balance at 1 April 2022	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2023
	£	£	£	£	£
General funds	1,051,484	203,339	(362,425)	(70,384)	822,014
Restricted funds:					
British Army grant	-	34,594	(28,539)	-	6,055
Lambeth Palace donations	-	8,750	-	-	8,750
	-	43,344	(28,539)	-	14,805
	1,051,484	246,683	(390,964)	(70,384)	836,819

b) Prior year

	Balance at 1 April 2021	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2022
	£	£	£	£	£
General funds	1,207,019	156,301	(342,137)	30,301	1,051,484
Restricted funds:					
Mercers' Company	2,888	-	(2,888)	-	-
British Army	4,212	20,988	(25,200)	-	-
Clergy Support Trust	-	18,649	(18,649)	-	-
	7,100	39,637	(46,737)	-	-
	1,214,119	195,938	(388,874)	30,301	1,051,484

Notes to the Financial Statements for the year ended 31 March 2023

9. Analysis of net assets between funds

a) Current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	68	-	68
Fixed asset investments	813,033	-	813,033
Current assets	44,903	14,805	59,708
Creditors due within one year	(35,990)	-	(35,990)
	822,014	**14,805**	**836,819**

b) Prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	401	-	401
Fixed asset investments	954,753	-	954,753
Current assets	135,709	-	135,709
Creditors due within one year	(39,379)	-	(39,379)
	1,051,484	**-**	**1,051,484**

10. Other financial commitments

At the year end, funds of £83,115 were committed to meet specific referral requests for psychiatric and psychological assessment and treatment. If the funds committed are unused within a year, they are written back.

11. Related party transactions

There were no transactions with related parties for the year ended 31 March 2023 (2022 – nil).

ST LUKE'S HEALTHCARE FOR THE CLERGY

England & Wales - Charity number 1123195

Accounts

St Luke's
for clergy wellbeing

Annual Report and Financial Statements

Year ended 31 March 2022

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy

St Luke's
for clergy wellbeing

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St Luke's
for clergy wellbeing

Our vision, mission and values

Vision

Flourishing clergy

Mission

To play a leading role in improving the mental health and wellbeing of Anglican clergy and their families

Values

Compassionate

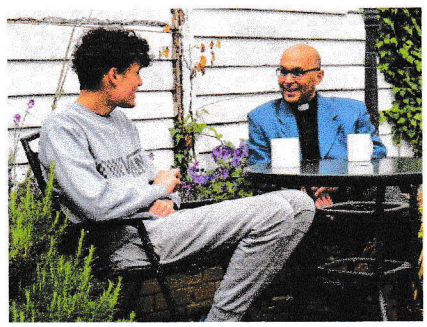
We work confidentially and compassionately with individuals. St Luke's provides access to expert mental health services for clergy, their spouses, and children up to the age of 18.

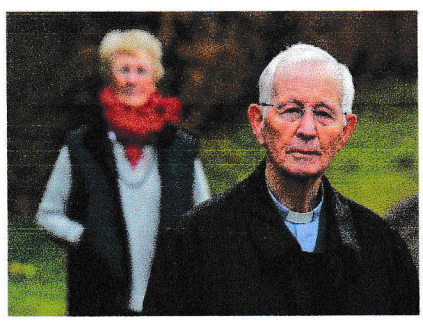
Collaborative

We work with carefully chosen professionals to offer training, development and, where needed, treatment for our beneficiaries. We collaborate with other charities and organisations working in this field.

Independent

We understand the pressures that clergy face. We work to relieve them by building resilience to stress, providing interventions that enable clergy to recover, and by being an independent, authoritative voice for clergy wellbeing.






St Luke's
for clergy wellbeing

Reference and Administrative Details

President	The Archbishop of Canterbury
Vice-Presidents	The Archbishop of York The Archbishop of Wales The Rt Revd M Marshall The Rt Revd Lord Carey of Clifton J M Graham FRCS P Mitford-Slade OBE The Revd Canon P Thomas OBE J Thomson FRCS
Trustees	P M Arundel G T Bell FRCPsych The Revd Canon S L Fielding The Revd H M Ison Jan Korris E C A Martineau Jean McDonald FRCS John Nugée (appointed 19 November 2021) A N Simkin FCA The Ven R L Simpson The Rt Revd M C R Sowerby (retired 4 July 2022) The Ven P S Taylor The Rt Revd P W Wheatley
Secretary	M C Walker PhD

St Luke's
for clergy wellbeing

Principal and registered office	Room 201, Church House 27 Great Smith Street London SW1P 3AZ
Charity registration number	1123195
Charitable company registration number	06511046
Registered charity name	St Luke's Healthcare for the Clergy
Working name	St Luke's for Clergy Wellbeing
Independent examiner	Janice Matthews FCA Menzies LLP, Chartered Accountants Centrum House 36 Station Road Egham Surrey TW20 9LF
Bankers	Virgin Money 154-158 Kensington High Street London W8 7RL
Solicitors	Hunters Law LLP 9 New Square Lincoln's Inn London WC2A 3QN

St Luke's
for clergy wellbeing

Chairman's Report

It is with huge sadness that I need to record the death of Canon Peter Nicholson, who was General Secretary of St Luke's from 1980-1993. During his time in office his drive, his enthusiasm and his empathy towards all with whom he came in contact were characteristics of incalculable value to St Luke's: we mourn his passing.

In my last Report, I stressed St Luke's need for funds. On this count, I am delighted to mention two bright rays of sunshine. First, we received a generous five-figure donation from a single supporter. Secondly, after the year end, a Concert with dinner, by kind permission of the Archbishop, was held at Lambeth Palace, which raised over £60,000. Despite these financial inflows, our need for additional funds remains pressing.

During the year, the Trustees made the decision to focus our efforts on addressing the mental health and wellbeing of the clergy, for which we are seeing increasing demand. By focusing on the various strands of support for mental well-being that we offer, we are pleased to know that we are returning to our roots - for our founder in 1892, Canon Cooper, was greatly concerned with clergy mental health, even at that early time. To mark this change, our working name is now 'St Luke's for Clergy Wellbeing'.

This refocussing of our activities means that we have the truly sad task of saying farewell to our faithful and generous team of Honorary Consultants in the sphere of physical health. Without their inspiring commitment and astonishing dedication and hard work, St Luke's would never have achieved the enviable reputation which it did, nor maintained it to this day, which it has. We - and each of the literally thousands of our beneficiaries over the years - owe them an undying debt of gratitude.

A particularly special mention must be made of our former Medical Secretary, Hazel Adams. She has tried hard to retire on previous occasions, but now she has actually done so, after more than twenty-five years of unstinting and devoted service. In so many ways she has been the beating heart of St Luke's during her time with us - she saw us through the closure of the Hospital in Fitzroy Square; she tutored each incoming Chief Executive in the ways of St Luke's; she responded with such care and empathy to each caller seeking help. Even those potential beneficiaries whom St Luke's was unable to help always felt better supported after a conversation with Hazel. We miss her enormously.



Edward Martineau
Chairman

18th November 2022

St Luke's
for clergy wellbeing

Strategic Report

Objectives and activities

St Luke's for Clergy Wellbeing helps clergy to flourish in their ministry, to the benefit of their congregations and the wider community. During the financial year 2021-22, St Luke's achieved its charitable objectives in three ways:

- A proactive, preventive approach to enhance clergy wellbeing, reduce stress and build psychological health
- Health care for individual clergy and their families when they were unwell
- Sharing of learning between dioceses to foster best practice in clergy wellbeing.

We summarise these under three headings: preventive, restorative and advocacy. Through these activities we aim to ensure flourishing, healthy clergy, to enable them to fulfil their vocation and serve their congregations and the wider community.

In the last three years, over 1,000 clergy and their immediate family members have benefitted from one-to-one consultations for diagnosis and/or treatment of physical or psychological conditions. During the pandemic, referral via St Luke's gave clergy access to health services that were difficult to access in any other way due to the pressures on the NHS. Despite the difficulties posed by the continuing pandemic, in 2021-22 the number of individual beneficiaries increased to 348, while the proportion of people seeking psychological rather than physical interventions rose by 11%.

The objectives identified for the coming year, 2022-23, are to:

- Broaden our range of 'preventive' training and workshops and support implementation of the Covenant for Clergy Care and Wellbeing and help clergy to flourish in their ministry
- Increase our fundraising income to meet the increasing demand for our services.

In deciding on these objectives, the Trustees took into account the Charity Commission's guidance 'Public Benefit: Running a Charity'.

Shift in focus

In March 2022 the decision was made to shift our focus towards clergy wellbeing and psychological care, in response to growing need. We have built our expertise and reputation in this field and have developed a wide range of ways to address evolving issues affecting clergy. From now on, we will focus solely on clergy wellbeing and mental health.

To reflect the new focus, the charity's working name was changed to 'St Luke's for Clergy Wellbeing'. Brought into effect at the end of May 2022, the shift in direction means that St Luke's is concentrating all its resources on improving the mental health and psychological wellbeing of clergy. This is in response to rising demand, exacerbated by the pandemic. It builds on the strategy agreed in 2019: that our work would focus increasingly on clergy wellbeing and psychological care in response to growing need.

Clergy can continue to access our support:

- as individuals, to be referred to specialist psychological or psychiatric services for treatment, or
- through their diocese, with St Luke's wellbeing training and resources for groups.

St Luke's is striving for a culture across the Church that recognises that clergy wellbeing is key to ministry and mission. We encourage clergy to embrace greater self-care and ask senior staff to ensure a duty of care to clergy, in line with the Covenant for Clergy Care and Wellbeing.

St Luke's will continue its advocacy work, speaking up on wellbeing issues in the public arena. We will continue to encourage shared learning between clergy wellbeing professionals, between dioceses and, where relevant, foster learning from other denominations.

We offer our heartfelt gratitude to the many Honorary Consultants who have generously given their time and expertise free of charge to clergy referred by St Luke's for physical healthcare needs. For very many years, they underpinned St Luke's services and enabled clergy and their families to access expert diagnosis and treatment. The decision to narrow the focus of our activities was a difficult decision for the Trustees to take, and was not taken lightly, but we believe that focussing our resources on mental health and wellbeing is the necessary response to increasing need.

We are broadening our range of preventive activities in support of clergy wellbeing. Currently these include facilitating one-to-one pastoral supervision for Army chaplains; a pilot project with clergy who have long-Covid; Mental Health First Aid training for curates, and developing and piloting workshops for clergy on:

- Developing resilience in ministry
- Negotiating relationships
- Managing difficult conversations
- Understanding physical responses to trauma.

St Luke's plans to continue to develop the reach of its wellbeing training and resources and will launch additional services over time, always in response to expressed need from clergy and dioceses.

Achievements and performance

The impact of the Covid-19 pandemic has been far deeper than we anticipated; likewise its effects are being felt for far longer than we expected. Clergy have been negatively affected by the pandemic and, as a result, many more are suffering from stress and exhaustion. Our thoughts are with all those affected by the pandemic and its impact on parishes, congregations and individual clergy and their families.

St Luke's seeks to help laity and clergy thrive together and is keen to help the dioceses to implement the recommendations of the Covenant for Clergy Care and Wellbeing. One of our objectives during the year was to expand our range of wellbeing activities to help clergy address issues that can undermine their ministry. With the help of experienced professionals,

we have developed and piloted new workshops and interactive sessions on subjects including negotiating relationships, managing expectations and building resilience post-Covid.

We participated in a pilot project with the British Army, enabling a group of Army Chaplains to have regular pastoral supervision sessions with an experienced practitioner. The feedback from the pilot project was very positive and, as a result, the Army is expanding its provision of pastoral supervision for Chaplains.

St Luke's participated in pilot work jointly with Clergy Support Trust, enabling curates from three dioceses to train as Mental Health First Aiders. We also had the privilege of working with an inspirational group of clergy who have been affected by long-Covid (see below for more information on preventive activities).

Fundraising

An objective for 2021-22 was to increase our fundraising income from parishes, trusts and legacies. The ongoing pandemic meant that the environment for new fundraising initiatives continued to be challenging. Despite this, our income increased by almost a fifth compared with the previous year. The increase was greatly helped by a generous donation from one of our Vice-Presidents, Patrick Mitford-Slade.

The growing demand for our services and our desire to respond positively to requests, set against limited income, is causing an annual deficit and a need to draw on reserves. A priority for 2022-23 is to increase fundraising income from parishes and trusts and to develop a legacy campaign to ensure that St Luke's can continue to help clergy and their families into the future.

Review of preventive and restorative activities

Preventive – our proactive work with clergy to help them flourish in their ministry

St Luke's develops and promotes preventive approaches to improve clergy mental health and wellbeing. Many clergy value help to deal with the demands of ministry, particularly in a time of significant change, as dioceses develop new ways of working to meet their financial challenges, alongside demands from the Church for mission and growth. To help address the challenges of ministry, St Luke's advocates for regular individual pastoral supervision, or reflective practice within a group, to be standard practice for clergy, to share their emotional and psychological burdens and help them to flourish in their ministry for the long-term.

Pilot project of pastoral supervision for British Army Chaplains

During 2020-22 St Luke's participated in an ecumenical pilot project with the British Army, to provide monthly one-to-one supervision with experienced pastoral supervisors for a group of Army chaplains. The pilot project was independently evaluated by Kathryn Kissell, an experienced psychologist and trainer. The results indicate that pastoral supervision was of value to the chaplains, with nine out of 10 wishing to continue after the end of the pilot and all showing meaningful growth in their vocational practice. Plans are underway for a significant expansion, making pastoral supervision available to many more Army chaplains. Income and expenditure for this project are shown under Restricted Funds.

Mental Health First Aid and resilience training for curates

St Luke's was pleased to work with Clergy Support Trust in 2021-22 to offer training in Mental Health First Aid (MHFA) and resilience for curates in three dioceses. MHFA training in all three dioceses was provided by the Humantalk team, experienced professional facilitators who contextualise the training for the ministerial settings in which curates work. This undoubtedly contributed to the exceptionally positive feedback and high rankings given by participants in their anonymous responses to the training. Curates reported greatly increased levels of knowledge, and confidence in applying it, after the course compared with before it.

Follow-up feedback obtained six months after the training shows that curates are using and applying their enhanced knowledge and confidence in their ministerial settings. Examples of feedback from participating curates are shown below:

> 'I did this course as part of my curate training. I'm in my last year of training and wish this had been available at the start. This course has provided me with invaluable knowledge and confidence, and I believe every clergy person should take this course' (curate in Southwell & Nottingham diocese)
>
> 'Now in my third year of curacy, this course has to be the best I've experienced as part of IME2. It deserves to be available to all curates on IME2 and indeed for all priests. This is one of the most practical resources for pastoral ministry I have come across' (curate in Bath and Wells diocese)
>
> 'When getting back into parish within two days of the course someone said something that made me wonder what was behind it. "I'm worried they're going to do something stupid..." I asked what they meant exactly, and after clarification, I rang the person in question, arranged to pop by, and listened and encouraged them to be in touch with Talk Liverpool, sitting with them as they made the first phone call. Without the course, I wouldn't have thought anything more of the original comment.' (curate in Liverpool diocese).

Long-Covid and clergy

At the request of the Bishop of London, St Luke's undertook a pilot project with a group of five clergy who had caught Covid in March or April 2020 and have been living with long-Covid since then. The aim was to find out how best clergy with long-Covid might be supported. The group met for five facilitated sessions, each with a theme relevant to clergy affected by long-Covid. The group was very positive about the work and keen for it to be more widely available for clergy who are affected by long-Covid. A report was prepared on the sessions and the feedback obtained, which will be valuable in planning future work, subject to funding.

Reflective practice groups

Reflective practice groups (RPGs) are regular, confidential sessions with a professional facilitator. They run for two years with a committed group of five or six clergy. St Luke's offers expertise and support to dioceses in setting up and running effective RPGs. Reflective practice groups are running in several dioceses as a result of the help obtained from St Luke's.

Recent feedback from clergy participating in a group in St Asaph diocese included comments that it had reduced their sense of isolation within their ministry, enhanced the importance of self-care and supported their ability to make positive life changes. The facilitated group also provided a space for exploring issues of concern and a chance to respond thoughtfully to these concerns without focusing on the negative.

Workshops

In the autumn of 2021, St Luke's launched a range of new workshops, designed to help meet the evolving needs of clergy post-pandemic. Members of the Wellbeing Team helped to devise workshops that address specific challenges faced by clergy, which are set out on our website Wellbeing menu - St Luke's (stlukesforclergy.org.uk) and are readily available to clergy via their dioceses.

Restorative – health care for individual members of the clergy and their families

During the year ended 31 March 2022, 348 members of the clergy or their immediate families were referred for consultations, diagnoses, advice, second opinions and/or treatment from St Luke's honorary consultants or from specialists local to the patient.

The specialisms accessed by clergy in 2021-22 are shown in the table below. The top three specialisms for which clergy were most often referred were psychiatry/psychology, orthopaedics and physiotherapy.

St Luke's referrals April 2021 - March 2022

Specialism	Number of referrals	Specialism	Number of referrals
Cardiology	18	Orthopaedics	57
Dermatology	15	Physiotherapy	30
Endocrinology	5	Podiatry	4
ENT	20	Psychiatry/psychology	81
Gastroenterology	12	Respiratory	6
General surgery	14	Rheumatology	9
Gynaecology	15	Urology	9
Neurology	20	Vascular	4
Ophthalmology	20	Other	9

Total number of referrals 348

The 348 patients referred by St Luke's in 2021-22 came from all the dioceses of the Church of England plus the Church in Wales, the Scottish Episcopal Church and the Church of Ireland. Over the last three years, over 1,000 clergy or their family members have directly benefitted from a referral by St Luke's for early diagnosis, treatment, advice or a specialist opinion. Examples of feedback from patients are shown below.

"I cannot express my gratitude enough. Without St Luke's I would have been stuck with a poor diagnosis and incorrect treatment and a very poor outcome."

"It is so reassuring to know that St Luke's is still able to help even retired clergy in these difficult times. Do be assured of my thanks and prayers for your continued work and ministry."

"Please pass on my gratitude to those responsible; I can't thank them enough for their help. You have been so helpful, especially in making me feel comfortable requesting help financially. It's not easy to feel that I am asking for help at times like these. Thank you."

Review of advocacy activities

The main aim of our advocacy activities is to promote and share examples of good practice in relation to clergy wellbeing and avoid 'reinventing the wheel'. Our hope is that by bringing relevant people together we will catalyse the uptake and spread of good practice in clergy wellbeing across the Church. By good practice we mean clergy wellbeing activities undertaken by dioceses, the national Church, other denominations, or by other third sector organisations, as well as the preventive activities undertaken by St Luke's (described above).

In October 2021 St Luke's organised its annual gathering of more than 30 wellbeing representatives from across the dioceses of the Church of England and the Church in Wales via its online 'Zymposium'. The day included an update on how the covenant is being embedded in Guildford diocese. The wellbeing lead from Sheffield diocese, Pat Hunt, described how she had started a programme of pastoral supervision for clergy in her diocese, either one-to-one or in groups, and now has 47 clergy participating. The diocese had noticed that the number of clergy off sick due to stress had reduced to zero and attributed this to the programme.

There were discussions about the conversations between clergy and laity that are envisaged as part of the Covenant for Clergy Care and Wellbeing. Participating diocesan wellbeing leads appreciated the idea of a facilitated conversation with external professionals and saw a clear role for St Luke's in helping them to get this underway.

"A huge thank you to the whole team. I really look forward to these days. I always learn something new, enjoy the conversations, and come away enthused. Please carry on putting the Zymposium on – it is so valuable (and on Zoom, easier to attend and more environmentally friendly, even though we do miss out on some of the personal interaction)"

"So useful to hear the workshops that are available, to meet those leading them, and having the opportunity to ask them questions"

"I thought this was a great day; it was so well planned and executed, great contributors, everything worked .... I felt nourished and energised and encouraged."

We would like to see it become 'the norm' for clergy to undertake the good practices seen in other caring professions, particularly undertaking regular supervision or reflective practice, through which they share the emotional and psychological burdens of ministry, helping them to flourish throughout their ministerial career.

Summary of charitable activities

Through its preventive, restorative and advocacy work, over the last five years St Luke's has engaged directly with over 3,000 individual clergy or their family members to help to address their needs for enhanced physical or mental health or wellbeing. We reached clergy across all the dioceses of the Church of England plus the Church in Wales, the Church of Ireland and the Scottish Episcopal Church.

Beneficiary relations

We seek feedback from individual beneficiaries of our restorative services and from participants in 'preventive' activities that build resilience and enhance wellbeing. We use the feedback received to help us to improve our services and expand our offerings to meet the evolving needs of clergy. In 2021-22 we received a formal complaint; it was investigated and resolved. As a result, improvements were introduced to a specific aspect of communication that we believe will enhance the experience for future beneficiaries.

Reach and awareness

The decision made in 2019 to enable consultations with local specialists in appropriate cases proved beneficial during the pandemic, enabling clergy to see a consultant close to home. The financial year 2021-22 saw an increase in the number of individual referrals to specialists from 330 the previous year to 348. The 348 patients came from every diocese of the Church of England, showing that the policy had resulted in increased geographical spread as well as enhanced access at a time when there were additional pressures on the NHS.

The decision made in 2022 to focus on the mental health and wellbeing of clergy and their families will reduce the number of individual beneficiaries of St Luke's in the coming year. On the other hand, we believe that expanding our preventive activities will increase the opportunities for clergy to enhance their psychological wellbeing, manage the expectations of others, build resilience and prepare for a lifelong fulfilling ministry.

Future plans

The Trustees have plans in place to achieve a balanced budget within the next three years. One consequence of our decision to focus on mental and psychological health will be a reduction in charitable expenditure in the coming year, 2022-23. In 2021-22, two-thirds of our expenditure on reparative treatment related to requests for referral for a physical ailment. Consequently, even with the planned expansion in preventive activities, there will be a net reduction in expenditure in 2022-23. This, alongside a sustained increase in our fundraising income, will ensure that St Luke's continues to meet the evolving needs of clergy for many years to come.

Financial Review

Income this year amounted to £195,938, an increase of 19% over the previous year (£164,962). Direct charitable expenditure also increased to £353,004 (£306,571 in 2020-21). Fundraising and communication expenses were £27,931 in the year (£43,673 in 2020-21).

The operational deficit was £192,936 (£194,682 in 2020-21). While this outcome was worse than the planned budget deficit, we recognise that the extended impact of the pandemic hampered our plans to increase income, particularly from parishes. Legacy income was also low; we will be addressing that in 2022-23 with a legacy campaign. We are very grateful to our Vice-President and former Chairman, Patrick Mitford-Slade, for his one-off individual gift during the year,

The value of the investment portfolio fell due to the volatility of the stock markets and the budgeted drawdown of capital. The investment portfolio stands at £954,753 at 31 March 2022 (£1,182,391 in 2021) and the total net assets less current liabilities are £1,051,484 (£1,214,119 in 2021).

Investments and investment policy

The charity's investment objective is to maximise the total return of the portfolio over the longer term using a balance of capital growth and income with a prudent level of risk and liquidity. The policy was reviewed by the Trustees during the year.

In March 2021 the charity put two years of reserves into cash or near-cash vehicles, leaving the remainder of the portfolio at its pre-existing risk level. Holding a significant cash reserve means that this can be drawn down without risking damaging the investment portfolio. This has proven to be a wise decision given the fall in the markets during the early part of 2022.

The Trustees wish to ensure that the charity's investments support a positive environmental or social impact as well as achieving the financial returns needed for its charitable activities. The Trustees' policy is therefore only to appoint managers that are signatories to the Principles for Responsible Investment developed by the United Nations (UNPRI). Brewin Dolphin is a UNPRI signatory.

The Trustees receive quarterly reports from Brewin Dolphin, which are discussed in detail by the Finance Committee on behalf of the Board. The value of the portfolio at the end of the financial year was £954,753. This was a significant decrease compared with the previous year (£1,182,391 in March 2021) and was due to the drawdown of £250,000 from the portfolio to meet operational needs during the year.

Reserves policy

The charity's reserves policy is to ensure that the objective of providing funding for the health and wellbeing of the clergy in the long term is achieved. The charity intends to maintain a significant level of reserves, equivalent to a minimum of six months' expenditure. We regard this as essential. As our accounts show, we face challenges in raising sufficient funds year-

on-year. Holding reserves enables the charity to draw on them in years when income is low without jeopardising continuity of services for our beneficiaries, whilst still maintaining the key objective of providing long-term funding for the mental health and wellbeing of clergy.

Risk management

The charity maintains a comprehensive Risk Register and the actions necessary to mitigate risks. This was reviewed in March 2022 in the light of experience gained through the Covid-19 pandemic. The charity has a Charity and Community Insurance policy with Ecclesiastical Insurance, which includes cover for Trustees' liability.

Review of policies

The Trustees maintain a schedule of all policies relevant to the charity's activities, including an Employee Handbook. These are reviewed on an agreed frequency, taking external professional advice as appropriate.

Trustees' Report

Structure, governance and management

Governing document

St Luke's has a long history of supporting the health and wellbeing of Anglican clergy. Established in 1892, this year marks 130 years of addressing the needs of clergy for high-quality, timely health care ('caring for the carers'). The charity continues to develop its activities to meet the evolving needs of its beneficiaries. In recent years, a greater emphasis has been placed on preventive wellbeing activities for clergy, to help them to understand and address the challenges they face in ministry.

St Luke's Healthcare for the Clergy is a company limited by guarantee, as defined by the Companies Act 2006, with exclusively charitable objects, and is governed by its Memorandum & Articles of Association adopted on 21 February 2008 and amended on 18 June 2008, 30 October 2009 and 18 November 2019.

Governance and management

The Directors (who are the Trustees of the charity) are responsible for the overall governance of the charity. They aim to maintain a balance on the Board between clerical members, clinical members and others with specific skills. The Board meets three times a year to review income and expenditure, strategy and performance and to agree plans and budgets. A Governance Framework is reviewed at each Board meeting to ensure that governance remains on track. The Board delegates day-to-day management to the Chief Executive.

St Luke's is based in a rented office in Church House, Westminster. During 2021-22 it employed three paid staff: Chief Executive Claire Walker, Fundraising Manager Sam Appleby and Wellbeing Coordinator Shannon O'Dam.

St Luke's also benefited from the services of Medical Secretary Hazel Adams, who has been the first port of call for clergy for over 25 years, until her final retirement in December 2021. The Trustees owe Hazel a huge debt of gratitude for her selfless and unstinting service to St Luke's over so many years, none more so than before and during the pandemic when she gave her time free of charge and worked tirelessly to ensure that clergy received the care they needed. The Trustees express their profound thanks to Hazel for all she has done for St Luke's and for the clergy for so many years.

During Covid restrictions all the staff worked from home. Work became hybrid, partly from home and partly in the office, during 2021-22. Trustees' meetings returned to being in person, with hybrid facilities, in November 2021.

Processes are in place to ensure that timely, appropriate management information is prepared, so that expenditure, performance and progress can be monitored by the Board. The systems of internal control are designed to provide reasonable assurance against material misstatement or loss. They include:

- an annual budget approved by the Board;
- regular consideration by the Trustees of financial results, variance from budget and non-financial performance;
- identification and management of risks.

The Finance Committee is a formal sub-committee of the Board and meets every four months. The Strategy Development Group is composed of five Trustees plus the Chief Executive and meets five or six times per year to support the implementation of the charity's strategy, under the oversight of the full Trustee body.

Trustee recruitment and induction

The Trustee body welcomed a new Trustee in November 2021. John Nugée brings extensive experience in investment management, skills which were specifically sought by the Board. At the year end, the Trustee body consisted of 13 people, of whom six are ordained, three are women, three have specific clinical expertise and five have a range of legal, business and finance-related expertise. Upon appointment, new Trustees are given an induction by the Chairman and the Chief Executive as well as background information on the charity, including the Memorandum & Articles of Association, recent Reports and Accounts and Minutes of Board meetings. Since the year end, one Trustee has retired. The Trustees are grateful to Bishop Mark Sowerby for his advice and wisdom over several years.

Remuneration policy

Remuneration of key personnel is disclosed in note 3h to the financial statements. All Trustees give their time related to their roles as Trustees freely. The charity's Memorandum and Articles of Association enable Directors (Trustees) to be paid for specific services. In accordance with these provisions, one Trustee received payments for professional services in the financial year 2021-22 amounting to £1,270. St Luke's also uses the services of the psychological wellbeing company Cognacity to provide restorative and preventive services for its beneficiaries at a concessionary rate that does not cover the company's costs in providing those services. One of the Trustees, Gary Bell, is a Director of Cognacity, and

receives no personal benefit from this arrangement. Trustees' expenses are shown in note 3g in the financial statements.

Public benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011. They have considered the public benefit guidance published by the Charity Commission and have followed it. In supporting the psychological health needs of the clergy, their spouses and children under the age of 18, St Luke's enables clergy to serve their congregations and wider community more effectively. As well as supporting individual clergy who have specific needs, St Luke's takes a preventive approach, enabling clergy and dioceses to address wellbeing through appropriate strategies and input of expertise and training.

Going concern

The Trustees have a reasonable expectation that the charity has adequate resources to continue operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis of accounting in preparing the annual financial statements.

This report, incorporating the Chairman's Report and the Strategic Report, was approved by the Trustees in their capacity as company directors on 18th November 2022 and signed on their behalf by:



Edward Martineau
Chairman

18th November 2022

St Luke's
for clergy wellbeing

Statement of Directors' responsibilities

The Directors (who are also Trustees of St Luke's Healthcare for the Clergy for the purposes of charity law) are responsible for preparing the Annual Report of the Company and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for that period. In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

Independent Examiner

Menzies LLP has been re-appointed as independent examiner for the ensuing year.

Registered office
Room 201
Church House
27 Great Smith Street
London
SW1P 3AZ

Signed on behalf of the Trustees



Edward Martineau
Chairman

18th November 2022

St Luke's
for clergy wellbeing

Independent Examiner's Report
Independent examiner's report to the Trustees of St Luke's Healthcare for the Clergy ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2022. This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records: or
3. The accounts do not comply with the accounting requirement of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: 

Dated: 28 November 2022

Janice Matthews FCA
Menzies LLP, Chartered Accountants
Centrum House, 36 Station Road
Egham, Surrey TW20 9LF

St Luke's
for clergy wellbeing

Statement of Financial Activities for the year ended 31 March 2022 (incorporating income and expenditure account)

		Unrestricted funds 2022	Restricted funds 2022	Total funds 2022	Total funds 2021
Income from:					
Donations and legacies	2a	123,538	39,637	**163,175**	122,376
Charitable activities	2b	8,523	-	**8,523**	6,392
Investments	2c	24,240	-	**24,240**	36,194
Total income		156,301	39,637	**195,938**	164,962
Expenditure on:					
Raising funds:					
Voluntary income	3a	27,931	-	**27,931**	43,673
Investment management	3b	7,939	-	**7,939**	9,400
Charitable activities	3c	306,267	46,737	**353,004**	306,571
Total expenditure		342,137	46,737	**388,874**	359,644
Net income/(expenditure) before investment gains/(losses)		(185,836)	(7,100)	**(192,936)**	(194,682)
Net gains / (losses) on investments		30,301	-	**30,301**	287,953
Net movement in funds		(155,535)	(7,100)	**(162,635)**	93,271
Reconciliation of funds					
Total funds brought forward		1,207,019	7,100	**1,214,119**	1,120,848
Total funds carried forward		1,051,484	-	**1,051,484**	1,214,119

The notes on pages 22 to 29 form part of these financial statements.
The Statement of Financial Activities includes all gains and losses recognised in the year.

St Luke's
for clergy wellbeing

Balance Sheet at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	4	401	2
Investments	5	954,753	1,182,391
		955,154	1,182,393
Current assets			
Debtors	6	16,527	24,670
Cash at bank and in hand		119,182	43,583
		135,709	68,253
Creditors: amounts falling due within one year	7	(39,379)	(36,527)
Net current assets		96,330	31,726
Net assets		1,051,484	1,214,119
Charity funds			
Restricted funds	8a	-	7,100
Unrestricted funds	8a	1,051,484	1,207,019
Total funds		1,051,484	1,214,119

The notes on pages 22 to 29 form part of these financial statements.
The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The Trustees consider that the Company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ('the Act') and the members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Act.
The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the Trustees on 18th November 2022 and signed on their behalf by:

Edward Martineau

Edward Martineau
Chairman

18th November 2022

St Luke's
for clergy wellbeing

Notes to the Financial Statements for the year ended 31 March 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective 1 January 2019, ('Charities SORP (FRS 102)') and the Companies Act 2006. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

St Luke's Healthcare for the Clergy (working name 'St Luke's for Clergy Wellbeing') is a charitable company limited by guarantee incorporated in England and Wales. The address of the registered office is shown in the Reference and Administrative Details section.

1.3 Public benefit

St Luke's meets the definition of a public benefit entity under FRS 102.

1.4 Going concern

The coronavirus pandemic created significant uncertainty in this and the previous year. Although income streams have been affected, the Trustees are confident that the charity will ride out this period of uncertainty. The charity has taken action to control costs where appropriate and will continue to monitor the position carefully. The Trustees believe that the charity will continue in operational existence and it is their opinion that the going concern basis of preparation of the accounts continues to be appropriate.

1.5 Income

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Legacy income is recognised when either probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity of the value of the distribution and the settlement date, or when a distribution has been received. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

1.6 Expenditure

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and includes value added tax, which is irrecoverable.

Fundraising costs comprise investment management fees, fundraising and PR consultancy advice and relevant staff salaries, namely the majority of the Fundraising Manager's salary and a proportion of the Chief Executive's salary.

Expenditure on charitable activities reflects the charity's strategic areas of reparative, preventive and advocacy. Charitable activities include directly attributable staff salaries, namely the Wellbeing Programme Manager and a proportion of the Chief Executive's salary.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and comprise an allocation of the charity's running costs (office rental, IT and website, bookkeeping fees, insurance etc) according to the proportion of expenditure on its three areas of charitable activities.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. The costs of fixed assets are written off over their estimated useful lives as follows:

Short-term leasehold property	– nil
Plant and machinery	- 33% straight line
Computer equipment	- one year.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction value and subsequently measured at fair value as at the balance sheet date using the closing market bid price. Investment gains and losses, realised or unrealised, are combined and shown in the SOFA as 'Net gains/(losses) on investments'.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

1.9 Fund accounting

The general fund is composed of unrestricted donations or legacies available for use at the discretion of the trustees in furtherance of the charity's objects. Restricted funds are donations or legacies to be used for specific purposes as set out by the donor or which have been raised by the charity for specific purposes. The restricted funds referred to in the accounts relate to three grants: a grant from the Mercers' Company received in a prior year; payments received in 2020-21 from the Ministry of Defence for the pilot of Pastoral Supervision of British Army chaplains, and a grant from Clergy Support Trust for a pilot of Mental Health First Aid Training in three dioceses. Restricted funds totalling £46,737 were spent during the year.

Notes to the Financial Statements for the year ended 31 March 2022

2. Income

a) Donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	80,233	39,637	**119,870**	45,916
Legacies	21,929	-	**21,929**	8,410
Grants from trusts	21,376	-	**21,376**	68,050
Total donations and legacies	123,538	39,637	**163,175**	122,376

b) Charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Reparative health services	8,523	**8,523**	6,392

c) Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Listed investments	24,239	**24,239**	36,194
Interest on cash deposits	1	**1**	-
Total investment income	24,240	**24,240**	36,194

Notes to the Financial Statements for the year ended 31 March 2022

3. Expenditure

a) Fundraising costs

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Costs of raising funds	6,436	**6,436**	11,473
Fundraising staff costs	21,495	**21,495**	32,200
Total fundraising costs	27,931	**27,931**	43,673

b) Investment management

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Investment management fees	7,939	**7,939**	9,400

c) Charitable expenditure

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Reparative health services	239,711	-	**239,711**	216,211
Preventive health services	7,682	46,737	**54,419**	41,638
Advocacy	25,108	-	**25,108**	20,535
Governance costs	33,766	-	**33,766**	28,187
Total charitable expenditure	293,527	46,737	**353,004**	306,571

d) Analysis of charitable expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total 2022 £	Total 2021 £
Reparative health services	204,181	35,530	**239,711**	216,211
Preventive health services	47,551	6,868	**54,419**	41,638
Advocacy	21,719	3,389	**25,108**	20,535
Governance costs	-	33,766	**33,766**	28,187
Total charitable expenditure	273,451	79,553	**353,004**	306,571

Notes to the Financial Statements for the year ended 31 March 2022

3. Expenditure (cont'd)

e) Allocation of support costs

	Reparative 2022	Preventive 2022	Advocacy 2022	Governance 2022	Total 2022	Total 2021
	£	£	£	£	£	£
Premises costs	9,317	1,801	889	-	**12,007**	11,800
IT, database and website costs	8,696	1,681	829	-	**11,206**	7,033
Bookkeeping services	8,210	1,587	783	-	**10,580**	13,128
Meetings costs and Trustees' expenses	1,057	204	101	-	**1,362**	341
Other office costs	8,250	1,595	787	-	**10,632**	5,790
Staff costs	-	-	-	25,318	**25,318**	19,157
Governance costs	-	-	-	8,448	**8,448**	9,030
Total support costs	35,530	6,868	3,389	33,766	**79,553**	66,279

f) Independent examiner's remuneration

	2022	2021
	£	£
Independent examination fee	**7,800**	7,800

g) Trustees' remuneration and expenses

During the year, one Trustee received payments for professional services totalling £1,270 (2021 – £1,675). During the year, no Trustees received any benefits in kind (2021 – nil). Two Trustees received reimbursement of travel expenses amounting to £469 (2021 - one Trustee, £244).

h) Staff costs

	2022	2021
	£	£
Wages and salaries	**103,311**	91,839
Social security costs	**5,677**	4,220
Other pension costs	**2,844**	2,578
Total staff costs	**111,832**	98,637

The average number of employees during the year ended 31 March 2022 was 3 (2021 - 3). No employee received remuneration amounting to more than £60,000 in either year.

Notes to the Financial Statements for the year ended 31 March 2022

4. Tangible assets

	Freehold property £	Plant and machinery £	Computer equipment £	Total £
Cost				
At 1 April 2021	2	8,454	329	8,785
Additions	-	-	479	479
At 31 March 2022	2	8,454	808	9,264
Depreciation				
At 1 April 2021	-	8,454	329	8,783
Charge for the year	-	-	80	80
At 31 March 2022	-	8,454	409	8,863
Net book value				
At 31 March 2022	2	-	399	401
At 31 March 2021	2	-	-	2

5. Investments

	£
Market value at 1 April 2021	1,182,391
Funds extracted	(250,000)
Net gain / (loss) on market value	30,301
Investment management fees	(7,939)
Market value at 31 March 2022	954,753

6. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	(200)	11,735
Other debtors	1,128	934
Prepayments and accrued income	15,599	12,001
	16,527	24,670

Notes to the Financial Statements for the year ended 31 March 2022

7. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	12,034	1,064
Other creditors	3,273	3,158
Accruals and deferred income	24,072	32,305
	39,379	36,527

8. Summary of funds

a) Current year

	Balance at 1 April 2021	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2022
	£	£	£	£	£
General funds	1,207,019	156,301	(342,137)	30,301	1,051,484
Restricted funds:					
Mercers' Company	2,888	-	(2,888)	-	-
British Army	4,212	20,988	(25,200)	-	-
Clergy Support Trust	-	18,649	(18,649)	-	-
	7,100	39,637	(46,737)	-	-
	1,214,119	195,938	(388,874)	30,301	1,051,484

b) Prior year

	Balance at 1 April 2020	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2021
	£	£	£	£	£
General funds	1,108,556	154,462	(343,952)	287,953	1,207,019
Restricted funds:					
Mercers' Company	12,292	-	(9,404)	-	2,888
British Army	-	10,500	(6,288)	-	4,212
	12,292	10,500	(15,692)	-	7,100
	1,120,848	164,962	(359,644)	287,953	1,214,119

Notes to the Financial Statements for the year ended 31 March 2022

9. Analysis of net assets between funds

a) Current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	401	401
Fixed asset investments	954,753	954,753
Current assets	135,709	135,709
Creditors due within one year	(39,379)	(39,379)
	1,051,484	**1,051,484**

b) Prior year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	2	2
Fixed asset investments	-	1,182,391	1,182,391
Current assets	7,100	61,153	68,253
Creditors due within one year	-	(36,527)	(36,527)
	7,100	**1,207,019**	**1,214,119**

10. Other financial commitments

At the year end, funds of £123,331 were committed to meet specific referral requests for investigation, diagnosis and treatment made by clergy and their families. If the funds committed are unused within a year, they are written back.

11. Related party transactions

There were no transactions with related parties for the year ended 31 March 2022, nor for the year ended 31 March 2021.

ST LUKE'S HEALTHCARE FOR THE CLERGY

England & Wales - Charity number 1123195

Accounts

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St Luke's

for flourishing, healthy clergy

Annual Report and Financial Statements

Year ended 31 March 2021

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy

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St Luke's
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Our vision, mission and values

Vision

Flourishing, healthy clergy

Mission

To play a leading role in improving the health and wellbeing of Anglican clergy and their families

Values

Compassionate

High-quality care for clergy and their families is at the heart of everything we do. Our approach is holistic and confidential.

Collaborative

We work with carefully chosen professionals to offer care, treatment, training and development for our beneficiaries. We collaborate with other charities and organisations working in this field.

Independent

Our independence from the Church enables us to speak objectively and authoritatively as an advocate for clergy health and wellbeing.






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Reference and Administrative Details

President	The Archbishop of Canterbury
Vice-Presidents	The Archbishop of York The Archbishop of Wales The Rt Revd M Marshall The Rt Revd Lord Carey of Clifton J M Graham FRCS P Mitford-Slade OBE The Revd Canon P Nicholson OBE The Revd Canon P Thomas OBE J Thomson FRCS
Trustees	P M Arundel G T Bell FRCPsych The Revd Canon S L Fielding The Revd H M Ison J Korris E C A Martineau Jean McDonald FRCS A N Simkin FCA The Ven R L Simpson The Rt Revd M C R Sowerby The Ven P S Taylor The Rt Revd P W Wheatley
Secretary	M C Walker PhD

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Principal and registered office	Room 201, Church House 27 Great Smith Street London SW1P 3AZ
Charity registration number	1123195
Charitable company registration number	06511046
Registered charity name	St Luke's Healthcare for the Clergy
Working name	St Luke's
Independent examiner	Janice Matthews FCA Menzies LLP, Chartered Accountants Centrum House 36 Station Road Egham Surrey TW20 9LF
Bankers	Yorkshire Bank 154-158 Kensington High Street London W8 7RL
Solicitors	Hunters Law LLP 9 New Square Lincoln's Inn London WC2A 3QN

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Chairman's Report

I must start by recording St Luke's deep sorrow at the death of HRH The Duke of Edinburgh. He was our Patron for many decades and took such an active interest in our activities that the knowledge that he did the same for many *hundreds* of other charities - over and above his devotion to his family and his formal royal duties - is truly impressive. He is irreplaceable.

It feels curious that the year 2020 should be remembered as the year of COVID-19: but so it was. The impact has been huge on us all - and for those directly involved or affected, it has been immeasurable. We have mourned the dead; we have clapped for the NHS. St Luke's provided a series of 16 weekly reflections for clergy in an attempt to create a framework of understanding for those in ministry during this time of uncertainty and fear.

Throughout, St Luke's is proud to have maintained its services. Some elements, notably the pilot study of Mental Health First Aid training for curates in conjunction with the Clergy Support Trust, needed to be postponed, but we were able to start the pilot of Pastoral Supervision for British Army Chaplains, which we very much hope will lead to its being adopted for all military Chaplains.

Clergy diaries are never other than full to overflowing, it seems. And of itself, that is perhaps no bad thing. Yet it is a bad thing *unless* there are regular days struck through, inviolate: time for recharging batteries. It seems obvious that someone who is drained of energy and - almost - of empathy, is not ideally placed to offer human care and spiritual support to others. Yet the pressures (both real and imagined or feared) on clergy mean that this essential 'downtime' is all too frequently not allowed for or is eaten into by matters considered - erroneously - to be more pressing.

As an institution emerging from the worst effects of COVID, is the Church of England allowed a period of recovery? Are the stresses and strains any the less because of COVID? The answer is only too clear: NO. The stresses, financial and other, are seen to be greater. The needs of parishioners and the wider community do not diminish.

As individual people, our emergence, blinking, into what we hope to be a post-lockdown world, is exciting, if slightly unnerving. St Luke's has been preparing for this. We have plans to offer a 'meadow of provision', to seek to ensure an holistic approach to clergy well-being. Our hope is that individual Dioceses will engage with us and share what they feel their clergy most need. We in turn will then aim to tailor provision which will dovetail into those needs. No two Dioceses will be at the same point, even if they are in the same direction of travel.

I cannot end this report without acknowledging that St Luke's spent very much more than its income in 2020. COVID was of course a factor, but our financial position needs strengthening. As well as our work with clergy who turn to us for help with physical and psychological ill-health, St Luke's aims to continue to develop innovative ways to promote clergy well-being. We know our work is greatly valued by our beneficiaries, because they tell us so, but it cannot continue without funding. This year more than ever we call on all our supporters and friends – we need your financial support.

Edward Martineau

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St Luke's
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Strategic Report

Objectives and activities

St Luke's supports and promotes the physical and mental health and wellbeing of Anglican clergy and their families.

St Luke's achieves its charitable objectives in three ways:

- Health care for individual clergy and their families when they are unwell
- A proactive, preventive approach to enhance wellbeing, reduce stress and build psychological health
- Sharing of learning between dioceses to foster best practice in clergy wellbeing.

We summarise these under three headings: **reparative, preventive** and **advocacy**. Through these activities we wish to ensure flourishing, healthy clergy, to enable them to fulfil their vocation and serve their local communities. When they fall ill, St Luke's helps to get them back to an active role as quickly as possible, with advice, diagnosis and care, delivered compassionately and confidentially.

Over the last five years, over 1,800 clergy or their family members have benefitted from one-to-one consultations for diagnosis and/or treatment of physical or psychological conditions. In addition, over 1,700 clergy have participated in 'preventive' activities that build clergy wellbeing and reduce stress and isolation.

The objectives we identified for the year 2020-21 were to:

- Increase the number of beneficiaries
- Widen the geographical spread of beneficiaries
- Increase our regular income.

In deciding on these objectives, the Trustees took into account the Charity Commission's guidance 'Public Benefit: Running a Charity' (see p16).

Achievements and performance

The Covid pandemic had a huge and unprecedented impact on the physical and mental health of millions of people in the UK, which inevitably included the charity's beneficiaries. Our thoughts are with all those affected by Covid and we continue to offer appropriate psychological and physical health care and support to clergy and their families.

Covid also impacted our ability to achieve the objectives for the year, which had been identified before the pandemic. These were:

1. Increase the number of beneficiaries
   Accessing health care was very challenging, as services were cut or faced severe delays in the NHS and in the private sector. Despite these constraints, 330 members of the clergy or their family members were referred by St Luke's for specialist consultations and treatment, an increase of one person over the previous year.

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2. Widen the geographical spread of beneficiaries
   Using the proportion of beneficiaries from the northern province as a measure of success, the figure was the same as the previous year, so while we maintained the improvement achieved the previous year, we did not see the further increase in geographical spread that we had hoped.

3. Increase our regular income
   Our plans for a campaign to greatly increase funding from church congregations and PCCs had to be put 'on hold' for the year. In addition, legacy income fell. Despite the unexpected challenges in fundraising this year, we achieved increased income from trusts and donations compared with the previous year, which helped to offset the fall in legacy income.

Maintaining the number and geographical spread of beneficiaries in this challenging year was assisted by the move towards referring clergy and their family members to local specialists that we reported last year. This reduced the need for clergy to be seen by Honorary Consultants in London, which was very helpful at a time when people felt reluctant to travel. Use of Zoom for consultations for psychological treatment was also a necessary response to the Covid restrictions and enabled clergy to access psychiatric and psychological assessment and therapy at a time of great need.

Fundraising

A fundraising campaign in parishes was planned to start in spring 2020 but could not take place at all during the year due to the impact of the pandemic on clergy and their congregations and the closure of churches. The continuing demand for our services and our desire to respond positively to requests, set against limited income, is causing an annual deficit and a need to draw on reserves. Our priority for 2021-22 is to increase fundraising income from parishes and trusts and to develop a legacy campaign to provide future income to ensure that St Luke's can continue to help hundreds of clergy and their families every year.

Review of reparative and preventive activities

Reparative – health care for individual members of the clergy and their families

During the year ended 31 March 2021, 330 members of the clergy or their immediate families were referred for consultations, diagnoses, advice, second opinions and/or treatment from St Luke's honorary consultants or from specialists local to the patient.

Besides the opportunity for earlier diagnosis, our aim is to offer treatments that have a low priority for the NHS, but a benefit disproportionate to their cost for clergy, and where prompt attention will enable their ministry to flourish. These include six sessions of physiotherapy following surgery or injury, and psychiatric or psychological assessment followed by up to 10 sessions of counselling or CBT.

The specialisms accessed by clergy are shown in the table below. The top three specialisms for which clergy were most often referred were psychiatry/psychotherapy, orthopaedics and ophthalmology.

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St Luke's referrals April 2020 - March 2021			
Specialism	Number of referrals	Specialism	Number of referrals
Allergies	3	Orthopaedics	56
Cardiology	13	Physiotherapy	23
Dermatology	15	Podiatry	9
ENT	19	Post-op care and rehab	5
Gastroenterology	9	Psychiatry/psychotherapy	73
General surgery	17	Rheumatology	6
Gynaecology	9	Urology	14
Maxillofacial	3	Vascular surgery	3
Neurology	14	Other	10
Ophthalmology	29		
Total number of referrals 330			

The most marked increase compared with the previous year was in the number of referrals for psychological assessment and treatment. Our psychiatrist, Gary Bell, reported a 'tsunami' of people from the wider community seeking psychological help in the first half of 2021 and this is reflected in the increased number of clergy approaching St Luke's for referral.

The types of support available are set out in detail on our website: https://www.stlukesforclergy.org.uk/clergy-families/your-physical-and-mental-health/. We encourage clergy and their families to contact our Medical Secretary to discuss their needs: St Luke's will always try to help.

The 330 patients referred by St Luke's in 2020-21 came from 38 dioceses of the Church of England plus the Church in Wales, the Scottish Episcopal Church and the Church of Ireland.

Over the last five years, over 1,800 clergy or their family members have directly benefitted from a referral by St Luke's for early diagnosis, treatment, advice or a specialist opinion.

Preventive – our proactive work with clergy to help them flourish in their ministry

St Luke's develops and promotes preventive approaches to improve clergy mental health and wellbeing. We encourage greater awareness of the emotional and psychological demands of ministry. We recognise increasing pressure on clergy as dioceses develop new ways of working in order to meet their financial challenges, alongside demands from the wider Church for growth and change. To help address the challenges of ministry, St Luke's advocates for regular individual pastoral supervision, or reflective practice within a group, to be standard practice for clergy, to share their emotional and psychological burdens and help them to flourish in their ministry for the long-term.

Reflective practice groups

Reflective practice groups (RPGs) are regular, confidential sessions with a professional facilitator where clergy share aspects of their life and ministry. They run for two years with a

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committed group of five or six clergy. St Luke's offers expertise and support to dioceses in setting up and running effective RPGs. Typically, clergy RPG participants feel that the group enables them to gain self-awareness, interact better with other people and feel less isolated in their ministry.

During the periods of lockdown due to Covid, RPGs continued to meet as virtual groups, via Zoom. This enabled participants to be supported through the challenges in their ministry at this particularly difficult time. The restrictions on meeting in person made setting up new RPGs difficult, though there are several getting underway as lockdown eases in 2021.

Resilience training workshops and webinars

Resilience workshops offered by St Luke's have been designed to help clergy with practical skills to better understand their response to stress and build resilience. During the last five years over 1,700 clergy have directly benefited from these workshops.

Due to the restrictions caused by Covid, Cognacity, the company that delivers resilience workshops for St Luke's, adapted these sessions so they could be delivered interactively via Zoom. The Diocese of Durham held five such workshops, attended by 89 clergy, with the help of a grant from The Mercers' Company to St Luke's. Feedback from clergy who participated was uniformly highly positive.

During 2020-21 the Wellbeing Team, made up of experienced wellbeing professionals, Trustees and staff, worked together on developing resources to help meet the evolving needs of the clergy post-pandemic. The Wellbeing Team is a valuable source of ideas and advice for our preventive activities and we are very grateful to them for giving their time to St Luke's.

St Luke's Virtual Clergy Wellbeing Programme

Recognising the additional stresses being experienced by clergy in their ministry during the pandemic, St Luke's developed 16 virtual wellbeing offerings, released weekly during the initial lockdown period in 2020 - 'Listening to Clergy'. These were designed to aid reflection and increase understanding of the difficult emotions that people were likely to be experiencing. They were sent to all dioceses as well as being made available on the St Luke's website: https://www.stlukesforclergy.org.uk/st-lukes-virtual-wellbeing-programme/. St Luke's is very grateful to everyone who contributed their expertise to the series.

Feedback from one of the dioceses that used the series to build communication with and between their clergy is shown here: *"The themes have proved a useful springboard for some honest and open conversations and zoom has proved to be a good platform. It has also proved to be really helpful for our relatively new bishop in getting to know her clergy and lay leaders in addition to the core purpose of helping people understand how to pay attention to themselves. Please pass on our thanks to all who have contributed to this programme, they have connected with different people in different ways over the weeks of lockdown and it has proved to be a lifesaver for some and helped others to see the diocese as an extended family who cares for them as people."* Stephen Taylor, Canterbury Diocese

Pilot project of pastoral supervision for British Army Chaplains

During 2020-21 St Luke's was invited to participate in a pilot project being undertaken by the British Army, which provides monthly one-to-one supervision with an experienced pastoral supervisor to a group of Army Chaplains. The work is continuing in 2021-22 and is being evaluated. Income and expenditure are shown under Restricted Funds.

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Pilot project of Mental Health First Aid and resilience training for curates

St Luke's is very pleased to have established a strategic partnership with Clergy Support Trust to pilot training in resilience and Mental Health First Aid for clergy during IME2 in three dioceses. While the start of the project was unfortunately delayed due to the pandemic, activities are underway in 2021-22 and are being evaluated. Initial responses have been hugely positive. Further information will be provided in the next Annual Report.

Advocacy

The main aim of our advocacy activities is to share examples of good practice and avoid 'reinventing the wheel'. By good practice we mean clergy wellbeing activities undertaken by dioceses, the national Church, other denominations, or by other third sector organisations, as well as the preventive activities promoted by St Luke's (described above).

In October 2020 St Luke's organised an online gathering ('Zymposium') of more than 30 wellbeing representatives from across the dioceses of the Church of England and the Church in Wales. Thought-provoking plenary talks by Bishop Chris Goldsmith and Ven Paul Davies were followed by breakout groups and 'Q&A' discussion. Feedback showed that four-fifths of the 29 respondents felt that their confidence in embedding the Covenant for Clergy Care and Wellbeing in the diocese had been positively impacted by the Zymposium.

A second aim is to promote and foster the need for clergy to pay attention to their psychological and emotional wellbeing, to help them with the pressures of ministry and reduce the likelihood of emotional exhaustion and burn-out. The Covenant for Clergy Care and Wellbeing, made an Act of Synod in 2020, emphasises the shared responsibility of diocesan senior staff, clergy and parish congregations in the wellbeing of the clergy. We would like to see it become 'the norm' for clergy to undertake the good practices seen in other caring professions, such as regular supervision or reflective practice, through which they can share the emotional and psychological burdens of ministry, enabling them to flourish throughout their ministerial career.

Our hope is that by bringing relevant people together we will catalyse the uptake and spread of good practice in clergy wellbeing across the Church.

Summary of charitable activities

Over the past five years, St Luke's has engaged directly with over 3,500 individual clergy or their family members across all the dioceses of the Church of England and the Church in Wales plus several dioceses of the Church of Ireland and the Scottish Episcopal Church.

Beneficiary relations

We seek feedback from individual beneficiaries of our reparative services and from participants in preventive wellbeing activities. We use the feedback received to help us to improve our services and expand our offerings to meet the evolving needs of clergy. In 2020-21 we received no formal complaints.

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We recognise that our reparative services are essentially reactive – we respond to the requests that we receive. While we set objectives to increase the number and the geographical reach of our services, in reality this is not entirely under our control. In 2021-22 the numbers of people seeking our help have increased as we ease out of lockdown in the early part of the new financial year.

Reach and awareness

The decision made in the previous year to enable consultations with local specialists in appropriate cases has been particularly beneficial during the pandemic, when a local referral meant that many clergy avoided the need to travel to London to see an Honorary Consultant. This was instrumental in enabling a similar number of clergy to access our reparative services in 2020-21 as in the previous year (330 compared with 329) despite the restrictions imposed by the pandemic. There is evidence that the number is increasing in 2021-22 as the restrictions ease.

Developing the St Luke's Virtual Clergy Wellbeing Programme (see p10) offered a way of enabling clergy to reflect on, and provide insights into, the difficulties they and their congregations were experiencing during the pandemic and the toll that these were taking on their mental and spiritual wellbeing. Online reflections offered a way of reaching clergy during lockdown when churches were closed and face-to-face wellbeing activities such as RPGs and workshops were not possible.

A total of 31 'blogs', most of them written by wellbeing professionals external to the charity, were posted on our website during 2020-21 and promoted via social media, to increase awareness of the many ways that clergy can attend to their own wellbeing. We are very grateful to everyone who contributed their time and expertise and wrote blogs for St Luke's in the past year. See for example https://www.stlukesforclergy.org.uk/2020/04/10/blog-you-your-congregation-and-coronavirus/ posted during the first lockdown in April 2020.

We believe that adopting different ways of communicating the message about clergy wellbeing to our key audiences, particularly the clergy themselves and their dioceses, will enhance the reach of the charity and increase awareness, to the benefit of clergy, congregations and the wider community.

Future plans

In 2021-22 higher numbers of clergy are coming forward with requests for psychological treatment and referrals for physical ailments compared with 2020-21. This is due to the additional stress and exhaustion that clergy have been experiencing during the pandemic and the longer waiting lists in the NHS. The increase in requests is putting pressure on our funds and we urgently need to increase our fundraising income so that we can continue to respond positively when clergy need our help.

The expansion of our fundraising in 2021-22 focuses on parishes, trusts and legacies. A sustained increase in annual income is essential to enable St Luke's to continue to meet the health needs of clergy.

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With the help of our Wellbeing Team of experienced professionals, we are developing, piloting and rolling out new workshops and tailored interactive sessions to help to address some of the issues that clergy face post-Covid - including negotiating relationships, managing expectations and addressing behaviour that undermines ministry.

St Luke's seeks to help laity and clergy thrive together and is keen to help the dioceses to implement the recommendations of the Covenant, including conversations concerning clergy wellbeing between clergy, laity and diocesan senior staff.

Information on these new resources will be available on our website from autumn 2021.

Financial Review

Income this year amounted to £164,962 (£186,936 in 2019-20). Direct charitable expenditure was £306,571 (£291,207 in 2019-20). Fundraising and communication expenses were £43,673 in the year (£66,444 in 2019-20).

The operational deficit was £194,682 (£179,341 in 2019-20), which was worse than the planned budget deficit. Voluntary income was hit by the pandemic, which prevented the planned fundraising campaign in parishes taking place. Legacy income was also very low. After the budgeted drawdown of capital, the investment portfolio stands at £1,182,391 at 31 March 2021 (£1,053,838 in 2020) and the total net assets less current liabilities are £1,214,119 (£1,120,848 in 2020).

Investments and investment policy

The charity's investment objective is to maximise the total return of the portfolio over the longer term using a balance of capital growth and income with a prudent level of risk and liquidity. The policy was reviewed by the Trustees during the year.

Following discussions with the investment managers Brewin Dolphin, in March 2021 the Finance Committee recommended to the Trustees that the charity put two years of reserves into cash or near-cash vehicles, leaving the remainder of the portfolio at its existing risk level. Holding a significant cash reserve means that this can be drawn down without risking damaging the investment portfolio. This change was executed in March 2021.

The Trustees wish to ensure that the charity's investments support a positive environmental or social impact as well as achieving the financial returns needed for its charitable activities. The Trustees' policy is therefore only to appoint managers that are signatories to the Principles for Responsible Investment developed by the United Nations (UNPRI). Brewin Dolphin is a UNPRI signatory.

The Trustees receive quarterly reports from Brewin Dolphin, which are discussed in detail by the Finance Committee on behalf of the Board. The value of the portfolio at the end of the financial year was £1,182,391. This was a significant increase compared with the previous year (£1,053,838 in March 2020) due in large part to the recovery of stock markets after the financial crisis precipitated by the pandemic. This increase was achieved despite drawing down £150,000 from the portfolio to meet operational needs during the year.

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Reserves policy

The charity's reserves policy is to ensure that the objective of providing funding for the health and wellbeing of the clergy in the long term is achieved. The charity intends to maintain a significant level of reserves, equivalent to a minimum of six months' expenditure. We regard this as essential. As our accounts show, we face challenges in raising sufficient funds year-on-year to meet the increasing demand from clergy for physical and psychological health care, our main areas of expenditure. Holding reserves enables the charity to draw on them in years when income is low without jeopardising continuity of services for our beneficiaries, whilst still maintaining the key objective of providing long-term funding for the health and wellbeing of clergy.

Risk management

The charity maintains a comprehensive Risk Register and the actions necessary to mitigate risks. This was reviewed in March 2021 in the light of experience gained through the Covid-19 pandemic. The charity has a Charity and Community Insurance policy with Ecclesiastical Insurance, which includes cover for Trustees' liability.

Review of policies

The Trustees maintain a schedule of all policies relevant to the charity's activities, including an Employee Handbook. These are reviewed on an agreed frequency, taking external professional advice as appropriate.

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Trustees' Report

Structure, governance and management

Governing document

St Luke's has a long history of supporting the health and wellbeing of Anglican clergy. It was established in 1892 as St Luke's Hostel, later becoming St Luke's Hospital in Fitzroy Square, where the consultants gave their time free of charge and running costs were covered by donations. In 2009 the Hospital closed and the name changed. Over the last 12 years the charity has continued to grow its activities to reflect the evolving needs of its beneficiaries. In recent years, a greater emphasis has been placed on preventive wellbeing activities for clergy, working with the dioceses, as well as fostering sharing of good practice between dioceses.

St. Luke's Healthcare for the Clergy is a company limited by guarantee, as defined by the Companies Act 2006, with exclusively charitable objects, and is governed by its Memorandum & Articles of Association adopted on 21 February 2008 and amended on 18 June 2008, 30 October 2009 and 18 November 2019.

Governance and management

The Directors (who are the Trustees of the charity) are responsible for the overall governance of the charity. They aim to maintain a balance on the Board between clerical members, clinical members and others with specific skills. The Board meets three times a year to review income and expenditure, strategy and performance and to agree plans and budgets. A Governance Framework is reviewed at each Board meeting to ensure that governance remains on track. The Board delegates day-to-day management to the Chief Executive.

St Luke's is based in a rented office in Church House, Westminster. It employs three staff: Chief Executive Claire Walker, Fundraising Manager Sam Appleby and Wellbeing Coordinator Shannon O'Dam. It is also hugely fortunate to have the services of experienced Medical Secretary Hazel Adams. During the entire 2020-21 financial year all the staff worked from home, due to the restrictions imposed by the Government and the desire to reduce the risk of contracting or unwittingly transmitting Covid-19.

Processes are in place to ensure that timely, appropriate management information is prepared, so that expenditure, performance and progress can be monitored by the Board. The systems of internal control are designed to provide reasonable assurance against material misstatement or loss. They include:

- an annual budget approved by the Board;
- regular consideration by the Trustees of financial results, variance from budget and non-financial performance;
- identification and management of risks.

The Finance Committee is a formal sub-committee of the Board and meets every four months. The Strategy Development Group is composed of five Trustees plus the Chief Executive and meets four or five times per year to support the implementation of the charity's strategy, under the oversight of the full Trustee body. During the 2020-21 financial year, all meetings of the Board, Finance Committee and the Strategy Development Group were held remotely.

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Trustee recruitment and induction

There were no changes to the Trustee body during the year. It consisted of 12 people, of whom six are ordained, three are women and three have specific clinical expertise. Upon appointment, new Trustees are given an induction by the Chairman and the Chief Executive as well as background information on the charity, including the Memorandum & Articles of Association, recent Reports and Accounts and Minutes of Board meetings.

Remuneration policy

Remuneration of key personnel is disclosed in note 3h to the financial statements. All Trustees give their time related to their roles as Trustees freely. The charity's Memorandum and Articles of Association enable Directors (Trustees) to be paid for specific services. In accordance with these provisions, one Trustee received payments for professional services in the FY 2020-21 amounting to £1,675. St Luke's also uses the services of the mental wellbeing company Cognacity to provide reparative and preventive services for its beneficiaries at a concessionary rate that does not cover the company's costs in providing those services. One of the Trustees, Gary Bell, is a Director of Cognacity, and receives no personal benefit from this arrangement. Trustees' expenses are shown in note 3g in the financial statements.

Public benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011. They have considered the public benefit guidance published by the Charity Commission and have followed it. In supporting the healthcare needs of the clergy, their spouses and children under the age of 18, St Luke's enables clergy to serve their congregations and wider community more effectively. As well as supporting individual clergy who have specific health needs, St Luke's takes a preventive approach, enabling clergy and dioceses to address wellbeing through appropriate strategies and input of expertise.

Going concern

The Trustees have a reasonable expectation that the charity has adequate resources to continue operational existence for the foreseeable future. For this reason, the Trustees continue to adopt the going concern basis of accounting in preparing the annual financial statements.

This report, incorporating the Chairman's Report and the Strategic Report, was approved by the Trustees in their capacity as company directors on 19th November 2021 and signed on their behalf by:

Edward Martineau
Chairman

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Edward Martineau
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19th November 2021

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Statement of Directors' responsibilities

The Directors (who are also Trustees of St Luke's Healthcare for the Clergy for the purposes of charity law) are responsible for preparing the Annual Report of the Company and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for that period. In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

Independent Examiner

Menzies LLP has been re-appointed as independent examiner for the ensuing year.

Registered office
Room 201
Church House
27 Great Smith Street
London
SW1P 3AZ

Signed on behalf of the Trustees

DocuSigned by:
Edward Martineau
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Edward Martineau
Chairman

19th November 2021

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St Luke's
for flourishing, healthy clergy

Independent Examiner's Report
Independent examiner's report to the Trustees of St Luke's Healthcare for the Clergy ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2021. This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records: or
3. The accounts do not comply with the accounting requirement of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: DocuSigned by: Janice Matthews 634F24DE92A4471... Dated: 15-Dec-2021

Janice Matthews FCA
Menzies LLP, Chartered Accountants
Centrum House, 36 Station Road
Egham,
Surrey TW20 9LF

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Statement of Financial Activities for the year ended 31 March 2021 (incorporating income and expenditure account)

		Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
Income from:					
Donations and legacies	2a	111,876	10,500	**122,376**	141,287
Charitable activities	2b	6,392	-	**6,392**	4,056
Investments	2c	36,194	-	**36,194**	41,593
Total income		154,462	10,500	**164,962**	186,936
Expenditure on:					
Raising funds:					
Voluntary income	3a	43,673	-	**43,673**	66,444
Investment management	3b	9,400	-	**9,400**	8,626
Charitable activities	3c	290,879	15,692	**306,571**	291,207
Total expenditure		343,952	15,692	**359,644**	366,277
Net income/(expenditure) before investment gains/(losses)		(189,490)	(5,192)	**(194,682)**	(179,341)
Net gains / (losses) on investments		287,953	-	**287,953**	(173,260)
Net movement in funds		98,463	(5,192)	**93,271**	(352,601)
Reconciliation of funds					
Total funds brought forward		1,108,556	12,292	**1,120,848**	1,473,449
Total funds carried forward		1,207,019	7,100	**1,214,119**	1,120,848

The notes on pages 21 to 28 form part of these financial statements.
The Statement of Financial Activities includes all gains and losses recognised in the year.

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Balance Sheet at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	4	**2**	2
Investments	5	**1,182,391**	1,053,838
		1,182,393	1,053,840
Current assets			
Debtors	6	**24,670**	1,344
Cash at bank and in hand		**43,583**	102,891
		68,253	104,235
Creditors: amounts falling due within one year	7	**(36,527)**	(37,227)
Net current assets		**31,726**	67,008
Net assets		**1,214,119**	1,120,848
Charity funds			
Restricted funds	8a	**7,100**	12,292
Unrestricted funds	8a	**1,207,019**	1,108,556
Total funds		**1,214,119**	1,120,848

The notes on pages 21 to 28 form part of these financial statements.
The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The Trustees consider that the Company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ('the Act') and members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Act.
The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the Trustees on 19th November 2021 and signed on their behalf by:

Edward Martineau
Chairman

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Edward Martineau
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19th November 2021

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Notes to the Financial Statements for the year ended 31 March 2021

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective 1 January 2019, ('Charities SORP (FRS 102)') and the Companies Act 2006. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

St Luke's Healthcare for the Clergy ('St Luke's') is a charitable company limited by guarantee incorporated in England and Wales. The address of the registered office is shown in the Reference and Administrative Details section.

1.3 Public benefit

St Luke's meets the definition of a public benefit entity under FRS 102.

1.4 Going concern

The coronavirus pandemic created significant uncertainty in this and the previous year. Although income streams have been affected, the Trustees are confident that the charity will ride out the current uncertainty. The charity has taken action to control costs where appropriate and will continue to monitor the position carefully. The Trustees believe that the charity will continue in operational existence and it is their opinion that the going concern basis of preparation of the accounts continues to be appropriate.

1.5 Income

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Legacy income is recognised when either probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity of the value of the distribution and the settlement date, or when a distribution has been received. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

1.6 Expenditure

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and includes value added tax, which is irrecoverable.

Fundraising costs comprise investment management fees, fundraising and PR consultancy advice and relevant staff salaries, namely that of the Fundraising Manager and a proportion of the Chief Executive's salary.

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Expenditure on charitable activities reflects the charity's strategic areas of reparative, preventive and advocacy. Charitable activities include directly attributable staff salaries, namely the Wellbeing Coordinator and a proportion of the Chief Executive's salary.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and comprise an allocation of the charity's running costs (office rental, IT and website, bookkeeping fees, insurance etc) according to the proportion of expenditure on its three areas of charitable activities.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. The costs of fixed assets are written off over their estimated useful lives as follows:

Short-term leasehold property	– nil
Plant and machinery	- 33% straight line
Computer equipment	- one year

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction value and subsequently measured at fair value as at the balance sheet date using the closing market bid price. Investment gains and losses, realised or unrealised, are combined and shown in the SOFA as 'Net gains/(losses) on investments'.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

1.9 Fund accounting

The general fund is composed of unrestricted donations or legacies available for use at the discretion of the trustees in furtherance of the charity's objects. Restricted funds are donations or legacies to be used for specific purposes as set out by the donor or which have been raised by the charity for specific purposes. The restricted funds referred to in the accounts relate to a grant from the Mercers' Company received in a prior year and payments received in 2020-21 from the Ministry of Defence for the pilot of Pastoral Supervision of British Army chaplains, which began in November 2020. Restricted funds totalling £15,692 were spent during the year.

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Notes to the Financial Statements for the year ended 31 March 2021

2. Income

a) Donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	35,416	10,500	**45,916**	38,034
Legacies	8,410	-	**8,410**	59,853
Grants from trusts	68,050	-	**68,050**	43,400
Total donations and legacies	111,876	10,500	**122,376**	141,287

b) Charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Reparative health services	6,392	**6,392**	4,056

c) Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Listed investments	36,194	**36,194**	41,588
Interest on cash deposits	-	**-**	5
Total investment income	36,194	**36,194**	41,593

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Notes to the Financial Statements for the year ended 31 March 2021

3. Expenditure

a) Fundraising costs

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Costs of raising funds	11,473	**11,473**	37,610
Fundraising staff costs	32,200	**32,200**	28,834
Total fundraising costs	43,673	**43,673**	66,444

b) Investment management

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Investment management fees	9,400	**9,400**	8,626

c) Charitable expenditure

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Reparative health services	216,211	-	**216,211**	185,276
Preventive health services	25,946	15,692	**41,638**	64,854
Advocacy	20,535	-	**20,535**	14,354
Governance costs	28,187	-	**28,187**	26,723
Total charitable expenditure	290,879	15,692	**306,571**	291,207

d) Analysis of charitable expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total 2021 £	Total 2020 £
Reparative health services	186,626	29,585	**216,211**	185,276
Preventive health services	35,941	5,697	**41,638**	64,854
Advocacy	17,725	2,810	**20,535**	14,354
Governance costs	-	28,187	**28,187**	26,723
Total charitable expenditure	240,292	66,279	**306,571**	291,207

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Notes to the Financial Statements for the year ended 31 March 2021

3. Expenditure (cont'd)

e) Allocation of support costs

	Reparative 2021 £	Preventive 2021 £	Advocacy 2021 £	Governance 2021 £	Total 2021 £	Total 2020 £
Premises costs	9,165	1,765	870	-	**11,800**	12,076
IT, database and website costs	5,462	1,052	519	-	**7,033**	12,448
Bookkeeping services	10,196	1,963	969	-	**13,128**	12,893
Meetings costs and Trustees' expenses	265	51	25	-	**341**	7,727
Other office costs	4,497	866	427	-	**5,790**	11,826
Staff costs	-	-	-	19,157	**19,157**	17,000
Governance costs	-	-	-	9,030	**9,030**	9,723
Total support costs	29,585	5,697	2,810	28,187	**66,279**	83,693

f) Independent examiner's remuneration

	2021 £	2020 £
Independent examination fee	**7,800**	7,750

g) Trustees' remuneration and expenses

During the year, one Trustee received payments for professional services totalling £1,675 (2020 – £950)
During the year, no Trustees received any benefits in kind (2020 – nil)
One Trustee received reimbursement of travel expenses amounting to £244 (2020 - four Trustees, £6,258).

h) Staff costs

	2021 £	2020 £
Wages and salaries	**91,839**	77,799
Social security costs	**4,220**	3,843
Other pension costs	**2,578**	1,687
Total staff costs	**98,637**	83,329

The average number of employees during the year ended 31 March 2021 was 3 (2020 - 3). No employee received remuneration amounting to more than £60,000 in either year.

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Notes to the Financial Statements for the year ended 31 March 2021

4. Tangible assets

	Freehold property £	Plant and machinery £	Computer equipment £	Total 2021 £
Cost				
At 1 April 2020 and 31 March 2021	2	8,454	329	8,785
Depreciation				
At 1 April 2020 and 31 March 2021	-	8,454	329	8,783
Net book value				
At 31 March 2020 and 31 March 2021	2	-	-	2

5. Investments

	Total 2021 £
Market value at 1 April 2020	**1,053,838**
Funds extracted	**(150,000)**
Net gain / (loss) on market value	**278,553**
Market value at 31 March 2020	**1,182,391**

6. Debtors

	2021 £	2020 £
Debtors	**11,735**	-
Legacies receivable	**934**	1,344
Gift Aid recoverable, sundry debtors and prepayments	**12,001**	-
	24,670	1,344

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Notes to the Financial Statements for the year ended 31 March 2021

7. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	**1,064**	17,450
Other taxation and social security	**-**	2,294
Other creditors	**3,158**	508
Accruals and deferred income	**32,305**	16,975
	36,527	37,227

8. Summary of funds

a) Current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2021 £
General funds	1,108,556	154,462	(343,952)	287,953	1,207,019
Restricted funds:					
Mercers' Company grant	12,292	-	(9,404)	-	2,888
British Army grant	-	10,500	(6,288)	-	4,212
	12,292	10,500	(15,692)	-	7,100
	1,120,848	**164,962**	**(359,644)**	**287,953**	**1,214,119**

b) Prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (losses) £	Balance at 31 March 2020 £
General funds	604,237	175,936	(359,569)	861,212	(173,260)	1,108,556
Endowment fund	850,212	11,000	-	(861,212)	-	-
Restricted funds: Mercers'	19,000	-	(6,708)	-	-	12,292
	1,473,449	186,936	(366,277)	-	(173,260)	1,120,848

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Notes to the Financial Statements for the year ended 31 March 2021

9. Analysis of net assets between funds

a) Current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	2	-	2
Fixed asset investments	1,182,391	-	1,182,391
Current assets	61,153	7,100	68,253
Creditors due within one year	(36,527)	-	(36,527)
	1,207,019	**7,100**	**1,214,119**

b) Prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	2	-	2
Fixed asset investments	1,053,838	-	1,053,838
Current assets	91,943	12,292	104,235
Creditors due within one year	(37,227)	-	(37,227)
	1,108,556	**12,292**	**1,120,848**

10. Other financial commitments

At the year end, funds of £205,273 were committed to meet specific referral requests for investigation, diagnosis and treatment made by clergy and their families. If the funds committed are unused within a year they are written back, though beneficiaries are welcome to reapply.

11. Related party transactions

There were no transactions with related parties for the year ended 31 March 2021, nor for the year ended 31 March 2020.