



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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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.





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



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

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.

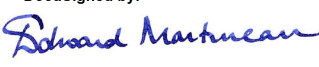
Clergy diaries are never other than full to overflowing, it seems. And of itself, that is perhaps no bad thing. Yet it is a bad thing *unless* there are regular days struck through, inviolate: time for recharging batteries. It seems obvious that someone who is drained of energy and - almost - of empathy, 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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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.

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.

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

St Luke's

for flourishing, healthy clergy

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.



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.



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.



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.



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.



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.



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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19th November 2021



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.

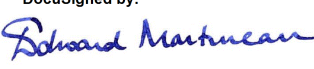
The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

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Edward Martineau
Chairman

19th November 2021



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:

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Dated: 15-Dec-2021

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

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.

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

DocuSigned by:

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19th November 2021

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.

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.

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

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

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.

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

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

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.