

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

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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

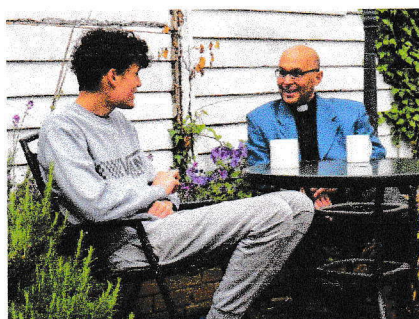
We work confidentially and compassionately with individuals. St Luke's provides access to expert mental health services for clergy, their spouses, and children up to the age of 18.

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.



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

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

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

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 \(stlukesforclergy.org.uk\)](https://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

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

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:

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



Dated: 28 November 2022

**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.

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
Chairman

18th November 2022

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.