

St Luke's

for clergy wellbeing

Annual Report and Financial Statements

Year ended 31 March 2023

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy

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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

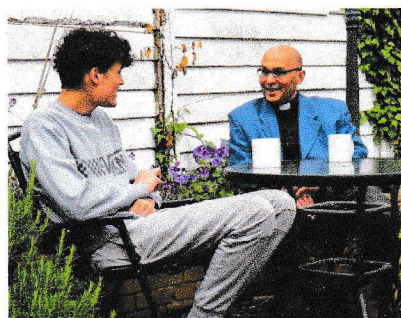
We work confidentially and compassionately with individuals. St Luke's provides access to expert mental health services for clergy, their spouses, and children up to the age of 18.

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 P S Thomson FRCS

Trustees Philip Arundel (retired 18 November 2022)
Gary Bell FRCPsych
The Revd Canon Stephen Fielding
The Revd Hilary Ison
Jan Korris
Edward Martineau (Chairman)
Jean McDonald FRCS
John Nugée
Graeme Pollard (appointed 16 August 2022)
A N Simkin FCA (retired 18 November 2022)
The Ven Rick Simpson
The Ven Paul Taylor
The Rt Revd Tim Thornton (appointed 20 March 2023)
The Rt Revd Peter Wheatley

Secretary Claire Walker PhD

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 2 nd Floor, Magna House 18-32 London Road Staines-upon-Thames TW18 4BP
Bankers	Virgin Money 154-158 Kensington High Street London W8 7RL
Solicitors	Hunters Law LLP 9 New Square Lincoln's Inn London WC2A 3QN

Chairman's Report

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

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

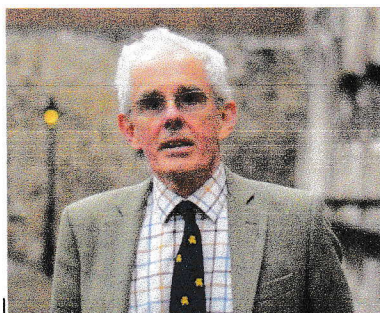
The impact of our advocacy work is, by contrast, less easy to measure: but we believe it to be far-reaching. Our work with diocesan Wellbeing Leads, our sessions with newly-appointed Bishops and Deans and our liaison with the newly-formed and impressive Episcopal Wellbeing Group are examples of our work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

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



Edward Martineau
Chairman

17th November 2023



Strategic Report

Objectives and activities

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

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

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

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

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

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

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

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

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

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

Clergy access support from St Luke's either:

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

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

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

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

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

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

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

Achievements and performance

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

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

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

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

Fundraising

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

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

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

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

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

Review of preventive and restorative activities

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

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

Footsteps pastoral supervision programme for British Army Chaplains

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

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

Mental Health First Aid training for curates

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

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

Long-Covid

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

New Bishops and Deans

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

Reflective practice groups

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

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

Enabling Conversations

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

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

Clergy wellbeing workshops

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

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

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

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

'Very many thanks for the support, which is hugely appreciated. It has made a big difference already'

'I so appreciate your patience in waiting on us to get this organised and the generosity of St Luke's in helping us with the cost. It is hugely appreciated'

'My sessions have been very useful, and they have made me aware of so much and that is determining my future so I have better wellbeing for myself'

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

Review of advocacy activities

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

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

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

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

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

'It's always good to hear of good practice from colleagues around the regions, and to share progress and frustrations too'

'There are lots of initiatives, many coming from the ground up, that are inspiring and useful. Networking is such a crucial part of this Symposium, and I'm grateful for the opportunities it gives us to share'

'Thank you all for arranging and facilitating such a good day. St Luke's is really making a difference in its support of good initiatives as well as being a resource for the mental health of individuals'

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

Summary of charitable activities

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

Beneficiary relations

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

Reach and awareness

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

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

Future plans

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

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

Financial Review

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

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

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

Investments and investment policy

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

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

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

Reserves policy

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

Risk management

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

Review of policies

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

Trustees' Report

Structure, governance and management

Governing document

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

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

Governance and management

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

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

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

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

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

Trustee recruitment and induction

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

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

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

Remuneration policy

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

Public benefit

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

Going concern

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

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



Edward Martineau
Chairman

17th November 2023

Statement of Directors' responsibilities

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

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

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

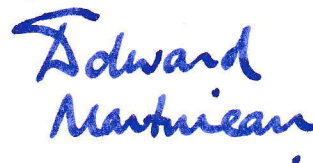
The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

Independent Examiner

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

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

Signed on behalf of the Trustees



Edward Martineau
Chairman

17th November 2023

Independent Examiner's Report

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Dated: 16 December 2023

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

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

The notes on pages 23 to 30 form part of these financial statements.

The Statement of Financial Activities includes all gains and losses recognised in the year.

Balance Sheet at 31 March 2023

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

The notes on pages 23 to 30 form part of these financial statements.

The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. The Trustees consider that the Company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ('the Act') and the members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

Edward Martineau
Chairman



17th November 2023

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

1. Accounting policies

1.1 Basis of preparation of financial statements

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

1.2 Company status

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

1.3 Public benefit

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

1.4 Going concern

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

1.5 Income

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

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

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

1.6 Expenditure

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

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

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

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

1.7 Tangible fixed assets and depreciation

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

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

1.8 Investments

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

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

1.9 Fund accounting

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

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

2. Income

a) Donations, legacies and grants

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

b) Charitable activities

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

c) Investment income

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

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

3. Expenditure

a) Fundraising costs

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

b) Investment management

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

c) Charitable expenditure

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

d) Analysis of charitable expenditure by activities

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

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

3. Expenditure (cont'd)

e) Allocation of support costs

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

f) Independent examiner's remuneration

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

g) Trustees' remuneration and expenses

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

h) Staff costs

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

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

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

4. Tangible assets

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

5. Investments

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

6. Debtors

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

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

7. Creditors: amounts falling due within one year

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

8. Summary of funds

a) Current year

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

b) Prior year

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

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

9. Analysis of net assets between funds

a) Current year

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

b) Prior year

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

10. Other financial commitments

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

11. Related party transactions

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