

St Luke's

for clergy wellbeing

Annual Report and Financial Statements

Year ended 31 March 2024

Registered charity number 1123195

Charitable company limited by guarantee number 06511046

Registered name St Luke's Healthcare for the Clergy



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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 Anna Bardsley (appointed 18 March 2024)
Gary Bell FRCPsych
The Revd Canon Dr Jack Dunn (appointed 17 November 2023)
The Revd Canon Stephen Fielding
The Revd Hilary Ison
Jan Korris
Edward Martineau (Chairman)
Jean McDonald FRCS
John Nugée
Graeme Pollard
The Ven Rick Simpson
The Ven Paul Taylor (retired 18 March 2024)
The Rt Revd Tim Thornton
The Rt Revd Peter Wheatley (retired 17 November 2023)

Secretary Claire Walker PhD



Principal and registered office

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

Charity registration number

1123195

Charitable company registration number

06511046

Registered charity name

St Luke's Healthcare for the Clergy

Working name

St Luke's for Clergy Wellbeing

Independent examiner

Janice Matthews FCA
Menzies LLP, Chartered Accountants
2nd Floor, Magna House
18-32 London Road
Staines-upon-Thames
TW18 4BP

Bankers

Virgin Money
154-158 Kensington High Street
London
W8 7RL

Solicitors

Hunters Law LLP
9 New Square
Lincoln's Inn
London
WC2A 3QN



Chairman's Report

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

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

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

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

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

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

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

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

Signed by:

 1F7851E915604C0...
Edward Martineau
 Chairman

22nd November 2024



Strategic Report

Objectives and activities

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

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

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

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

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

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

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

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

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



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

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

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

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

Achievements and performance

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

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

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

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

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

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



Fundraising

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

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

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

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

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

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

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

Review of preventive and restorative activities

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

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

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

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

Footsteps pastoral supervision programme for British Army Chaplains

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



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

Mental Health First Aid training for curates

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

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

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

'I really valued the trainer's sensitivity to the subject and to each individual in the room. The subject mattered and we mattered. I hadn't expected the training to be embedded within a Christian ministry context; this made it truly exceptional'

'It was a very meaningful course, helping to think about my own needs and mental health as well as that of others'

'One of the best courses I've had the privilege to attend'

'I feel much more confident in approaching those who are experiencing a crisis with poor mental health, and much more confident in my skills and abilities to help keep them safe and signpost to the correct professionals to help them further'

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

Reflective practice groups

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

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

The Henry Smith Charity programme of pastoral supervision for clergy

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

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



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

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

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

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

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

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

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



Examples of feedback from patients are shown below:

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

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

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

Review of advocacy activities

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

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

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

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

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

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

Summary of charitable activities

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



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

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

Beneficiary relations

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

Reach and awareness

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

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

Future plans

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

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

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



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

Financial Review

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

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

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

Investments and investment policy

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

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

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

Reserves policy

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



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. The charity is placing greater emphasis on preventive approaches, to improve mental health and wellbeing and help clergy to address the challenges of ministry.

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

Governance and management

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

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

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

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

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



Trustee recruitment and induction

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

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

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

Remuneration policy

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

Public benefit

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

Going concern

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



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

Signed by:

1F7851E915604C0...
Edward Martineau
Chairman

22nd November 2024



Statement of Directors' responsibilities

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

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

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


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

Independent Examiner

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

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

Signed on behalf of the Trustees

Signed by:

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Edward Martineau
Chairman

22nd November 2024



Independent Examiner's Report

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

Signed:

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

DocuSigned by:
Janice Matthews
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Dated: 19-Dec-2024

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

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

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

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

Balance Sheet at 31 March 2024

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

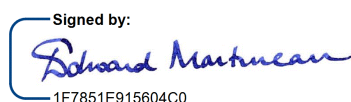
The notes on pages 23 to 30 form part of these financial statements.

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

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

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

Edward Martineau
Chairman

Signed by:

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22nd November 2024



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

1. Accounting policies

1.1 Basis of preparation of financial statements

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

1.2 Company status

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

1.3 Public benefit

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

1.4 Going concern

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

1.5 Income

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

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

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

1.6 Expenditure

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

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

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



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

1.7 Tangible fixed assets and depreciation

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

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

1.8 Investments

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

1.9 Fund accounting

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

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

2. Income

a) Donations, legacies and grants

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

b) Charitable activities

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

c) Investment income

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

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

3. Expenditure

a) Fundraising costs

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

b) Investment management

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

c) Charitable expenditure

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

d) Analysis of charitable expenditure by activities

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

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

3. Expenditure (cont'd)

e) Allocation of support costs

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

f) Independent examiner's remuneration

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

g) Trustees' remuneration and expenses

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

h) Staff costs

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

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

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

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

4. Tangible assets

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

5. Investments

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

6. Debtors

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

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

7. Creditors: amounts falling due within one year

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

8. Summary of funds

a) Current year

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

b) Prior year

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

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

9. Analysis of net assets between funds

a) Current year

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

b) Prior year

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

10. Other financial commitments

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

11. Related party transactions

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

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