

GOVERNORS OF THE CHARITY FOR RELIEF OF THE POOR WIDOWS AND CHILDREN OF CLERGYMEN (COMMONLY CALLED CLERGY SUPPORT TRUST)

England & Wales · Charity number 207736

Details

| | |
|--------------------|---|
| Other names | CORPORATION OF THE SONS OF THE CLERGY, GOVERNORS OF THE CHARITY FOR RELIEF OF THE POOR WIDOWS AND CHILDREN OF CLERGYMEN (COMMONLY CALLED SONS AND FRIENDS OF THE CLERGY), GOVERNORS OF THE CHARITY FOR RELIEF OF THE POOR WIDOWS AND CHILDREN OF CLERGYMEN (COMMONLY CALLED THE CORPORATION OF THE SONS OF THE CLERGY), GOVERNORS OF THE CHARITY FOR THE RELIEF OF POOR WIDOWS AND CHILDREN OF CLERGYMEN (COMMONLY CALLED THE CORPORATION OF THE SONS OF THE CLERGY), SONS OF THE CLERGY, THE SONS OF THE CLERGY CORPORATION, CLERGY ORPHAN CORPORATION, CLERGY SUPPORT TRUST, SONS AND FRIENDS OF THE CLERGY |
| Status | Registered |
| Legal form | Other |
| Registered | 1963-04-24 |
| Register | View on the Charity Commission register |

Contact

| | |
|----------------|--|
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| Website | www.clergysupport.org.uk |

Activities

Objects: THE OBJECT OF THE CHARITY IS:FOR THE PUBLIC BENEFIT PROVIDING ASSISTANCE TO BENEFICIARIES, WHETHER DIRECTLY OR INDIRECTLY, IN SUCH MANNER AS AND BY SUCH MEANS AS THE COURT OF ASSISTANTS FROM TIME TO TIME IN THEIR ABSOLUTE DISCRETION THINK FIT FOR THE RELIEF OR PREVENTION OF POVERTY OR HARDSHIP OR FOR THE RELIEF OF ILLNESS AND THE PROMOTION OF HEALTH, WHETHER PHYSICAL OR MENTAL."BENEFICIARIES" MEANS MEMBERS OF THE CLERGY, ORDINANDS AND THE SPOUSES, FORMER SPOUSES, CHILDREN AND DEPENDANTS OF LIVING OR DECEASED MEMBERS OR FORMER MEMBERS OF THE CLERGY OR OF ORDINANDS.(A) "CHILDREN" INCLUDES ADOPTED CHILDREN, STEP-CHILDREN AND PERSONS TREATED AS THE CHILDREN OF A MARRIAGE OR CIVIL PARTNERSHIP.(B) "CIVIL PARTNERS" MEANS THE MEMBERS OF A CIVIL PARTNERSHIP WITHIN THE MEANING OF SECTION 1(1) OF THE CIVIL PARTNERSHIP ACT 2004.(C) "CLERGY" AND "MEMBERS OF THE CLERGY" MEAN BISHOPS, PRIESTS AND DEACONS OF THE ANGLICAN COMMUNION.(D) "ORDINANDS" MEANS PERSONS WHO ARE PREPARING FOR ORDINATION AS MEMBERS OF THE CLERGY.(E) THE "SPOUSE" OF A PERSON MEANS HIS OR HER WIFE, HUSBAND, CIVIL PARTNER, WIDOW, WIDOWER OR SURVIVING CIVIL PARTNER.

Activities: Clergy Support Trust, formerly Sons & Friends of the Clergy, is a clergy support charity established in 1655. Our mission is to support Anglican clergy families through difficult times, whether caused by financial hardship, health problems or other difficulties. We do this mainly through cash grants to individual beneficiaries and through working with other clergy wellbeing organisations.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations
- **What:** The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Other Defined Groups

Geography

- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|------------|-------------|--------------|-----------|
| 2024-12-31 | £4,498,565 | £8,978,412 | £115,589,685 | 23 |
| 2023-12-31 | £4,641,398 | £8,543,210 | £116,137,166 | 21 |
| 2022-12-31 | £4,712,508 | £6,902,917 | £116,014,115 | 16 |
| 2021-12-31 | £4,262,203 | £4,572,340 | £134,722,483 | 11 |
| 2020-12-31 | £3,671,329 | £3,731,154 | £118,584,617 | 9 |

Trustees

| Name | Role | Appointed |
|---------------------------------------|-------|------------|
| RICHARD DAVID FARMBROUGH | Chair | 2018-11-08 |
| Anna McDonald | | 2023-11-16 |
| Canon Simon Butler | | 2018-11-08 |
| Dr Mayowa Sarah Marcus | | 2021-11-18 |
| JACQUELINE EMILY JORDAN | | 2018-11-08 |
| JEREMY ARTHUR HARGREAVES | | 2018-11-08 |
| MARTIN LUKE COOPER | | 2019-11-14 |
| Patience Mary Thody | | 2025-10-09 |
| Peter John Curtis Warren | | 2025-10-09 |
| STEPHEN SLACK CBE | | 2020-11-12 |
| THE REVD NANCY ELISABETH GOODRICH | | 2019-11-14 |
| THE VEN ANTONY CHARLES MACROW-WOOD | | 2024-07-01 |
| TSANAGURAI CONSTANCE CHINHENGO | | 2020-11-12 |
| The Most Revd Patricia Louise Storey | | 2021-11-18 |

Linked charities

- THE ALLOTT FUND (207736-1)
- JAMES PETER (207736-10)
- G E LAYTON PENSION FUND (207736-11)
- SWEET FUND (207736-12)
- ANNE WATSON FUND (207736-13)
- MARY EYRE (OTHERWISE KNOWN AS THE COSBY WHITE FUND) (207736-14)
- ANN PARTIS (207736-15)
- ANNA PHELPS (207736-16)
- THE FESTIVAL FUND CUSTOMARY TRUSTS (207736-17)
- TILSON FUND (207736-18)
- HENRY WAGNER (207736-19)
- THE EASTON FUND (207736-2)
- DR J TAYLOR'S AND MR WILLIAM MIDDLETON'S BENEFACTION TO POOR CLERGYMEN (207736-20)
- MRS ANN GAM'S BENEFACTION TO POOR CLERGYMEN (207736-21)
- W EMERY STARK BEQUEST (207736-22)
- SAMUEL HENDY FOR POOR DISTRESSED CLERGYMEN (207736-23)
- JOHN STOCK (207736-24)
- ALETHEA MARIA STAFFORD (207736-25)
- REVEREND JAMES PALMER (207736-26)
- EDWARD PANCEFORT FOR MINISTERS' WIDOWS (207736-27)
- HENRY LANNOY HUNTER (207736-28)
- JOHN PEPYS (207736-29)
- REVEREND EDWARD OWEN JONES FUND (207736-3)
- SION COLLEGE FUND (207736-30)
- STROUD LUCAS FUND (207736-31)
- NON-EDUCATIONAL CHARITY OF DR LIONEL GATFORD (207736-32)
- ELIZABETH JACKSON (207736-33)
- SUSANNAH JACKSON (207736-34)
- MRS YARNOLD'S (207736-35)
- JOHN FREDERICK PIKE SCRIVENER (207736-36)
- CLERGY ORPHAN CORPORATION (207736-37)
- CORPORATION OF THE SONS OF THE CLERGY AMALGAMATED CHARITY (207736-38)
- GEORGE JAMES CHOLMONDELEY (207736-39)

- REVEREND ROLAND INGRAM'S FUND (207736-4)
- THE FRIENDS OF THE CLERGY CORPORATION CONSOLIDATED SUBSIDIARY FUND (207736-40)
- THE FRIENDS OF THE CLERGY CORPORATION (207736-41)
- GUNYON HOLIDAY GRANTS FUND (207736-42)
- JESSIE BELL AIREY FUND (207736-43)
- MRS ALICE NEED (207736-44)
- REVEREND HENRY PRESTON VAUGHAN NUNN (207736-45)
- HENRY AND ELIZA BACK FUND (207736-46)
- EDITH WOOLCOTT CHARITY (207736-47)
- KENNEDY'S HOLIDAY FUND FOR CLERGY (207736-48)
- HENRY FRANCIS BAILEY TRUST (207736-49)
- HENRIETTA GRIFFITHS (207736-5)
- ST CLAIR POOR CLERGY HOLIDAY FUND (207736-50)
- SARAH DAVIDSON CHARITY (207736-51)
- COSBY WHITE MEMORIAL PENSIONS FUND (207736-52)
- IN MEMORIAM PERPETUAM E C W G FUND (207736-53)
- THERESA STANFIELD KENNEDY TRUST (207736-54)
- COUNTRY CLERGY HOLIDAY FUND (207736-55)
- CURATES' AUGMENTATION FUND (207736-56)
- CHARITY OF KATHLEEN ISABEL HALL IN CONNECTION WITH THE FRIENDS OF THE CLERGY CORPORATION (207736-57)
- EDWARD LONSDALE BECKWITH (207736-6)
- JANE JOY (207736-7)
- WILLIAM CAMPIONS FUND (207736-8)
- SKEEL FUND (207736-9)

Accounts



Ways to access support

We are independent, inclusive and impartial. If you need us, we are here to help you and your family, with the challenges and joys of life and ministry.



0800 389 5192



grants@clergysupport.org.uk



www.clergysupport.org.uk



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1 Dean Trench Street, London, SW1P 3HB
Charity Registered in England and Wales
Charity No. 207736

Patron: His Majesty The King
Honorary Presidents: The Archbishop of Canterbury*
The Archbishop of York
The Bishop of London
The Bishop of Norwich
The Lord Mayor of the City of London

*The See of Canterbury has been vacant since January 2025.

A message from the Treasurers

Last year, we reported that a remarkable 22% of Church of England clergy – alongside others in Scotland, Wales and Ireland – came to Clergy Support Trust for help in 2023.

In 2024, that figure remained the same, emphasising the continued challenges faced by Anglican ministers and their families, and their continued recourse to an independent charity for support.

While the rate of growth in demand has slowed considerably since 2023, the overall number of grants given (7,289) and households helped (2,781) in 2024 were both higher than the previous year. Strikingly, 35% of applicants in 2024 approached us for the first time, suggesting that the financial, mental and physical health of clergy continues to pose questions for the Church, including around the wellbeing and support of those early in ministry. Across our broad programme of grants and services, we spent £6.6m on direct charitable activity.

All of these statistics have caused us, during 2024, to advocate as well as act. We began the year with a series of meetings, discussing with senior clergy and National Church Institutions the trends and narratives which Clergy Support Trust sees. This, in partnership with other organisations and with the generous support of several key leaders, including the former Archbishop of Canterbury, led to General Synod proposals for significant, generational shifts in the basic stipend, which we warmly welcome.

Acknowledging that the Trust continues to support too many “essentials” of everyday life, which in other fields and vocations would not be the role of an independent charity, the Church of England subsequently agreed to providing direct financial support to the Trust, to make a dent in our significant operational deficit, and to help struggling clergy households. A grant of £2m from the Archbishops' Council, believed to be the first in the Trust's 370-year history, was confirmed in December 2024 and welcomed by stakeholders, donors and applicants.

Of course, this grant in no way changes the Trust's absolute and unbending commitment to independence and confidentiality, which remain cornerstones of our mission. All who reach out to us are met with impartiality and inclusivity, and with a pastoral approach which, sadly, is still not endemic across Church leadership itself.

Alongside this renewed and energetic commitment to advocacy, our exceptional staff continued to deliver our ambitious 2022-25 Strategy. Our Visiting Caseworker service expanded in 2024, as did our programme of Wellbeing Workshops for Dioceses. We introduced a new coaching service for clergy, in September 2024. As part of our revitalised commitment to engage with supporters and stakeholders, we held our first-ever Carol Service, in the beautiful surroundings of The King's Chapel of the Savoy. We also launched a new grants portal in January 2024, which has sped up applicant and staff experience significantly. We also began a significant review of our safeguarding policies and procedures, which completed successfully in 2025.

As we approach the end of our current strategic period, Trustees and staff turn their attention to the next three years, which will see a continued commitment to grants and services alongside new, self-service support for clergy households, an increased focus on research and engagement, and a growing concern for early intervention and prevention across the many challenges clergy households face.

As ever, our deepest thanks are to the thousands of clergy who, as they so selflessly serve others, invite us to walk alongside them in their ministry. We are grateful, also, to the Trust's many friends and supporters, not least as we continue to experience increased demand – we could not continue to operate without you all.



Richard Farmbrough
Senior Treasurer



The Revd Nancy Goodrich
Treasurer



Constance Chinhengo
Treasurer

The charity's impact in 2024

The national churches

In 2024, the Trust continued to help record numbers of people and households. 85% of our applicants were from the Church of England, including the Dioceses of Europe and Sodor & Man, alongside whom we supported colleagues in Wales, Scotland and Ireland. We received applications from all of the sixty-six dioceses whose clergy we seek to serve.

Grants and services

The focus of our charitable giving is through our Grants and Services. These cover four main areas:

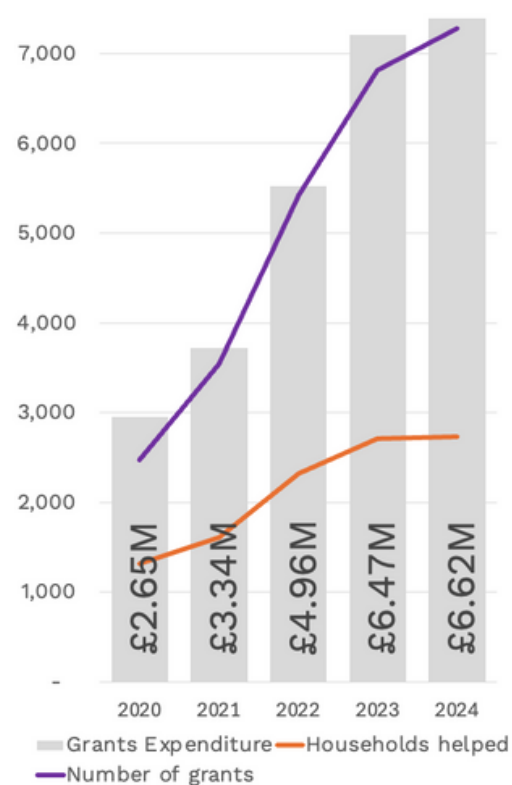
- Financial challenges (through Emergency, Debt, and Financial Support Grants)
- Physical health (through Health Grants, Financial Support Grants and related services)
- Mental health and wellbeing (through Wellbeing Grants, Organisation Grants, Wellbeing Support Grants, and related services)
- Supporting family life (through Wellbeing Grants, Wellbeing Support Grants, Financial Support Grants, Organisation Grants, and related services)

Across these programmes, we also support eligible clergy households with pre-paid-for support services, including:

- Occupational therapy assessments, through The OT Practice – referrals for occupational therapy assessment for adults and children, for either single or multiple assessments.
- Counselling, through JR Corporate Health – generalist online counselling available for adult clergy and their partners / spouses.
- Help and support when experiencing poor quality sleep or insomnia, through Sleepstation - online access to guides and a sleep coach, and potential referral to Cognitive Behavioural Therapy for insomnia.
- Consolidation loan support for households with debts, through Churches Mutual Churches Union (along with an incentive grant).
- Debt advice, through Stepchange Debt Charity (with potential grant support in exceptional circumstances).
- Coaching support for clergy, partners / spouses and young adults, through 3D Coaching.



*within the geographical bounds of each national Church



- Plus, our Visiting Caseworker Service seeks to support households with complex or persistent challenges, working closely with our Grants & Services Officers.

As in recent years, the highest area of charitable spend was Wellbeing Grants, within which holidays accounted for £2.1m. These grants are preventative in nature, aiding as they do the wellbeing and family life of clergy, and ensuring that the extraordinary people we serve are refreshed for the challenges of their ministries.

Grant spend and funds

Overall, our grant spend was once again the highest on record, at £6.62m. The average grant made, across all categories and households, was £882. 12% of our grants (value and volume) went to support clergy children directly.

Our total funds were £115.6m in 2024, compared with £116.1m in 2023. The percentage of our annual total spend which went towards fulfilling our charitable objects was 93.2% in 2024, compared with 93.4% in 2023.

The Trustees and leadership team continued to monitor spending closely, given the inevitable market fluctuations which affect our investment income, and to ensure that the vast majority of our spending was committed to supporting applicants in need. Careful stewardship of the charity's significant assets, balanced with focussing on those in need, ensured that – alongside record levels of spending – we ended the year with a healthy overall portfolio, comparing favourably to recent years.

Engagement and resources

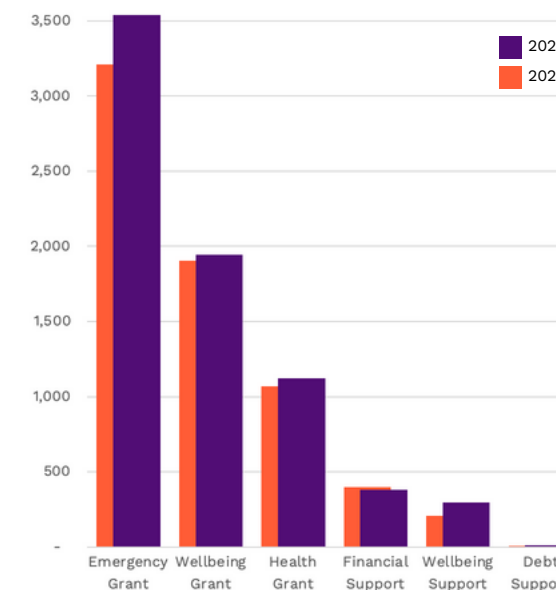
As ever, the true illustration of the Trust's impact – and the greatest privilege of the charity's mission – is in the stories of those we have been able to walk alongside.

As well as serving clergy, who account for the majority of our charitable spend, this included retired clergy, ordinands (those training for ministry), the partners, spouses, former partners, children, and widows/widowers of clergy, and a small number of organisations whose mission relates closely to ours. That impact was not only felt through delivery of our core grants and services, but increasingly through our engagement and resources, as well.

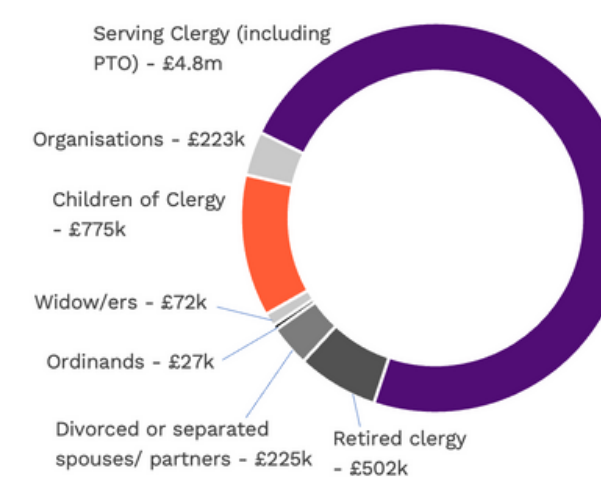
For example, we continued to provide funding for major research initiatives, and for innovative responses to clergy household wellbeing, such as the Life To The Max adventure weekends for children, and retreat centres including Sheldon.

To ensure continued and high-quality delivery of our core programme, we delivered positively against our operational objectives, not least in improving our infrastructure and governance. We launched a new application portal, which has brought significant time-savings for applicants and staff, and recruited a new chair of our Finance & Operations Committee, The Venerable Antony Macrow-Wood. As we approach the end of our current Strategic period (2022-25), we are pleased to report positive delivery against all of our current Objectives, as summarised in our 2022-25 Strategy.

Number of grants provided, by type



Spend, by beneficiary type



Objectives, activities and public benefit

Clergy Support Trust ("the Charity") is a charity set up by Royal Charter dated 1 July 1678 (subsequently revised) and registered in England & Wales (number 207736). The Charity is governed by a board of Trustees ("the Trustees"), known under the Royal Charter as the Court of Assistants.

The Trustees are pleased to present their Annual Report, together with audited financial statements, for the year ended 31 December 2024.

Objects and principal activities of the Charity

The Charity was originally established in 1655 by sons of clergymen, to raise funds for destitute Anglican clergy who had lost their livings under Oliver Cromwell. The current objects of the Charity were established in 2012 through Charity Commission Schemes and an Order in Council as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation, which itself was incorporated by Act of Parliament in 1849. The objects were further amended by an Order in Council effective 15 November 2017 and now read as follows:

'The Charity shall apply the clear yearly income and at its discretion the whole or part of the property of the Charity for the public benefit in providing assistance to beneficiaries, whether directly or indirectly, in such manner as and by such means as the Court of Assistants from time to time in their absolute discretion think fit for the relief or prevention of poverty or hardship or for the relief of illness, and the promotion of health, whether physical or mental.

"Beneficiaries" means members of the clergy, ordinands and the spouses, former spouses, children and dependents of living or deceased members or former members of the clergy or ordinands.

a) "children" includes adopted children, step-children and persons treated as the children of a marriage or civil partnership.

b) "civil partners" means the members of a civil partnership within the meaning of Section 1 (1) of the Civil Partnership Act 2004.

c) "clergy" and "members of the clergy" means bishops, priests and deacons of the Anglican Communion.

d) "ordinands" means persons who are preparing for ordination as members of the clergy.

e) the "spouse" of a person means his or her wife, husband, civil partner, widow, widower or surviving civil partner.'

The main focus of the Charity at present is to provide assistance in the form of discretionary grants and support services to serving and retired clergy in the Church of England, the Church in Wales, the Scottish Episcopal Church, and the Church of Ireland, together with the dependents of such clergy. In addition, we provide limited support to those training for ordained Anglican ministry (ordinands).

Grants are made at the full discretion of the Charity to applicants in the furtherance of the objects. Applicants for financial support grants are asked to complete an application form giving details of their household's financial circumstances and the Charity takes this information into account when considering applications and awarding grants. Applications for health-related grants are often assessed by the Charity's medical adviser, at the consent of the applicant. The Charity also offers pre-paid-for services to the same group of applicants, such as counselling, occupational therapy assessments, cognitive behaviour therapy for insomnia and referrals to our own internal visiting casework service. Through our Wellbeing Workshops, we offer training support for clergy, and plan to expand this and related areas in our next Strategic period (2026-28).

Public benefit

In carrying out these activities, the Trustees have complied with the duty under section 175 of the Charities Act 2011 to have regard to the Charity Commission's guidance on public benefit, and they are satisfied that the Charity fulfils its fundamental objects and so provides public benefit.

Volunteers

The Trustees and Committee advisers (see page 7) are the only volunteers directly involved in the work of the Charity. All Trustees and advisers give their time voluntarily and receive no personal benefit from the Charity. Further information on the Trustees is included in the Governance section below. Details of Trustees' expenses reclaimed from the Charity are set out in Note 8 to the financial statements.

Governance and Leadership

Trustees

The overall management of the Charity is vested in the Board of Trustees, known historically as the Court of Assistants ("the Court"). Trustees are elected formally by the Governors of Clergy Support Trust at the Annual Assembly, having been recruited through a fair and open process overseen by the Board itself. Three Trustees are elected by the Governors to serve as the Treasurers, one of whom – as Senior Treasurer – acts as Chair of the Board.

During 2024, one Trustee resigned, and one new Trustee was elected. As such, the following served as Trustees during 2024 and up to the date of this report.

- The Reverend Canon Simon Butler
- Adam Chamberlain
- Constance Chinhengo (Treasurer)
- Martin Cooper
- Richard Farmbrough (Senior Treasurer)
- The Reverend Nancy Goodrich (Treasurer)
- Jeremy Hargreaves
- Jackie Jordan
- The Venerable Antony MacRow-Wood [appointed 4 June 2024]
- Dr Mayowa Marcus
- Anna McDonald
- The Reverend Ruth Newton [resigned in January 2024]
- Stephen Slack CBE
- The Most Reverend Patricia Storey

The Court delegates some of its responsibilities to five committees with agreed terms of reference which are reviewed annually. A new committee structure, reflecting more closely the key areas of the charity's work and executive leadership structure, was introduced in January 2024, comprising:

- Charitable Services Committee – meeting quarterly; chaired by Jackie Jordan
- External Relations Committee – meeting quarterly; chaired by Stephen Slack
- Finance & Operations Committee – meeting quarterly; chaired by Constance Chinhengo and latterly by Antony MacRow-Wood
- Investment Committee – meeting quarterly; chaired by Adam Chamberlain
- Governance Committee – meeting every six months; chaired by Jeremy Hargreaves

Advisors

The Investment Committee continued to benefit from the expert support of three non-Trustee independent members during 2024: The Reverend Christopher Hancock, Bill Seddon, and Hugh Smart [appointed during 2024].

Two specialist advisers support the work of the Charitable Services staff team: Andrew Trotman (education) and Dr Catherine Monteith (medical), who during 2024 replaced Dr Christopher Trower after several years' outstanding service, for which the Trust expresses its deep gratitude.

Executive Leadership

The day-to-day management of the Charity is delegated to the Chief Executive, The Revd Ben Cahill-Nicholls, who heads a Senior Leadership Team which additionally consists of the following roles and colleagues:

- Director of Charitable Services: Sarah Davies
- Head of External Relations: Catherine Cashmore
- Head of Finance: Tonya Goldring [to February 2024]; Atawa Aryee [from March 2024]
- Head of Grants & Services: Jane Pattullo

At the end of 2024, the staff team comprised 23 people: 15 in Charitable Services (inc. Grants & Services), 3 in External Relations, 2 in Finance, and 3 in the Executive Office.

The total employee benefits of the key management personnel of the Charity are disclosed in Note 8 to the financial statements. Remuneration and benefits for executive management are set by Trustees on the basis of peer sector benchmarking and annual cost of living adjustments. There is currently no performance-related pay scheme in operation.

Governance and Leadership (cont.)

Principal risks and uncertainties

The Trustees and SLT regularly review the risks to which the Charity is exposed, primarily through a comprehensive Risk Register which is analysed at committee meetings, under the overall oversight of the Governance Committee and Chief Executive.

For most of 2024, the highest-scored risks on that Register related to:

- Security of investment income - In the context of continued market volatility and persistent growth in demand for the charity's services. These risks are primarily reviewed at Finance & Operations and Investment Committees, and our approach to mitigating such risk is outlined under 'Investments and investment performance' on pages 9 - 10. While investments can and do fluctuate, the Trust's reserves, as well as lack of reliance on statutory or donated income, mean this risk is well-managed.
- Information security, including the risk of cyber attack or malfunction - Staff undertake regular training in these areas, which are carefully reviewed and monitored at both Finance & Operations Committee and at the full Court.
- The wellbeing, capacity and retention of staff in the face of sustained increases in demand - The Trustees take the wellbeing and morale of their staff colleagues extremely seriously, and regularly ask leadership about this at Court meetings and at other times. Staff retention is reviewed by Finance & Operations Committee, and the growth in the staff team, while not sufficient to entirely avoid periods of considerable pressure, has been significant since 2020, as has the investment in smarter and more efficient systems to both applicant and staff advantage.

None of the Charity's activities are subject to external regulation (other than by the Charity Commission) and the Charity does not engage in any regulated activities for Safeguarding purposes. Although our Visiting Caseworkers do not meet the definition of "regulated activity", they are DBS-checked as an additional measure given their contact with some vulnerable adults and children.

Fundraising

In accordance with the Charities (Protection and Social Investment) Act 2016, the following statement outlines the approach of the Charity to fundraising in 2024:

At present, and in the light of its significant investment portfolio, the Charity has a "light-touch" approach to fundraising, including through and following its annual Festival Service at St Paul's Cathedral, and Annual Assembly, where appeals to support the work of the Charity are made. Occasional donations and legacies are also received.

The Charity does not contract the services of any professional fundraisers, nor does it have any commercial participator agreements, but is registered by the Fundraising Regulator. During the course of the year we did not receive any complaints about our fundraising practice. We do not engage in persistent or intrusive fundraising practices with any of our supporters.

However, the Trustees considered the nature of future fundraising during 2024, ahead of a dedicated staff appointment to generate new income streams, to take effect in 2025.

Financial Review

Unless otherwise stated, figures are expressed in m (millions) or k (thousands).

Total income for the year amounted to £4.50m (2023: £4.64m). Total expenditure amounted to £8.98m (2023: £8.54m). Whilst the number of grants awarded increased by 7% to 7,287 grant expenditure of £6.62m was £151k higher than 2023. Further information on our grants expenditure can be found in Note 6 to the financial statements and also under Grant Making on Pages 4 and 5 of the Trustees' Report.

Support and governance costs, at £713k have increased from the 2023 figure of £632k. Staff costs of £1.31m were higher than the previous year (2023: £1.14m). The overall net deficit before net gain on valuation of properties and deficit on investments was £4.48m (2023: net deficit of £3.90m) and reflected the ongoing policy for a period of operating deficits after many years of annual surpluses. After taking into account the net gains on investments of £3.79m (2023: gains on investments of £3.95m) – there were no revaluation gains on the investment property portfolio in 2024 (2023: £80k) – and gains on property disposal of £143k, total funds at year-end decreased by £547k (2023: increase of £123k).

Investments and investment performance

The main source of income for the Charity continues to be its investment portfolio. The Charity's Statement of Investment Policy is reviewed annually by Trustees, and the Investment Committee reviews the performance of the Charity's investment managers on a regular basis, together with asset allocation.

The Charity adopts a long-term approach to investment, seeking to achieve the best possible total return within an acceptable level of risk. The Charity's investment objective over the medium-term is to achieve a total return which outperforms the rate of inflation (as measured by CPI) by at least 4.0%.

The Charity seeks to mitigate investment risk by having a diversified portfolio managed by four fund managers. One of these, the Charities Property Fund (CPF), managed by Savills Investment Management Limited, focuses only on property investments and consequently performed less well in the year relative to the other portfolios. The portfolios managed by Sarasin (73% UK and overseas equities) and Cazenove (75%) have a balanced multi-asset approach while the Charles Stanley portfolio is at present almost wholly (98%) focused on equities. During the year, the portfolio managed by Cazenove was disposed of in full. The CBF investment portfolio managed by CCLA is a multi-asset fund managed specifically for Church of England organisations that has an objective of delivering CPI+4% net of all costs.

The portfolio values and performance of the four fund managers during 2024 are summarised below. Total investment funds at year-end were £109.9m (2023: £106.3m). Cazenove's performance benchmark is its long-term (ten-year) target of inflation plus 4%, so not directly comparable to the other benchmarks, which are annual targets. Sarasin's benchmark is a composite of relevant indices. Charles Stanley's benchmark is the FTSE All Share index, while the CPF's benchmark is the AREF/MSCI All Balanced Property Funds Index. The CBF investment fund benchmark is CPI+5% gross and CPI+4% net of all costs on an annualised basis on a rolling market cycle.

| Manager | Value of portfolio £m | Portfolio return % | Performance benchmark % | Relative performance % |
|---|--------------------------|-----------------------|----------------------------|---------------------------|
| CCLA - CBF Investment Fund (Charities Multi-Asset Fund) | 23.8 | 1.4 | 2.3 | -0.9 |
| Sarasin & Partners LLP (Alpha CIF for Endowments) | 31.3 | 12.1 | 14.3 | -2.3 |
| Charles Stanley & Co Limited | 44.9 | 3.5 | 9.5 | -6.0 |
| Charities Property Fund | 9.9 | 5.5 | 5.4 | 0.1 |

Financial Review (cont.)

The annualised three and five year returns for the Charity's longer-serving investment managers are shown for information here.

| Periods ended 2024 (annualised) | Portfolio return 3 years % | Performance benchmark % | Relative performance % | Portfolio return 5 years % | Performance benchmark % | Relative performance % |
|--|-------------------------------------|-------------------------------|------------------------------|-------------------------------------|-------------------------------|------------------------------|
| CCLA - CBF Investments | 2.43 | 5.51 | -3.08 | 6.72 | 7.40 | -0.68 |
| Sarasin & Partners LLP (Alpha CIF for Endowments) | 3.40 | 5.90 | -2.50 | 6.10 | 7.60 | -1.50 |
| Charles Stanley & Co Ltd | -1.20 | 5.80 | -7.00 | 2.90 | 4.80 | -1.90 |
| Charities Property Fund | 0.40 | -2.00 | 2.40 | 3.30 | 2.10 | 1.20 |

The Charity also owns two investment properties, together with some agricultural land in Northamptonshire, with a value of £1.86m (2023: £2.78m).

Further information on our investments can be found in Note 11 to the financial statements.

Funds and reserves policy

The Charity's total funds as at 31 December 2024 were £115.6m (2023: £116.1m) comprising £114.6 of unrestricted funds (2023: £114.6m) and £973k of restricted funds (2023: £1.5m).

The unrestricted funds principally comprise a designated investment fund which as at 31 December 2024 totalled £109.0m (2023: £105.7m). The designated investment fund represents the Charity's unrestricted investment assets held for the long-term to generate income for the Charity's current and future activities in support of its beneficiaries. Other unrestricted funds at 31 December 2024 included an undesignated general fund of £2.1m (2023: £2.1m), a designated fund for strategic development and reinvestment of £2.6m (2023: £6.0m) and a designated sum of £0.9m (2023: £0.9m) which represents an amount set aside by Trustees for investment in partnerships and special projects as envisaged in the 2020-23 Strategic Plan.

The restricted funds principally comprise the Clergy Orphan Corporation fund, which is restricted to providing financial assistance to children of clergy of the Church of England and of the Church in Wales.

Further details of the designated, restricted and endowment funds held by the Charity can be found in Note 15 to the financial statements.

The Charity's revised policy on reserves, agreed by Trustees in May 2020, is to hold free reserves (defined as unrestricted net current assets less provisions and excluding any designated funds) sufficient to cover at least three months of forecast operating costs for the current year. As at 31 December 2024 the Charity held free reserves of £1.5m (2023: £1.4m), equivalent to approximately 1.8 months of expected operating costs, (2023: 2.2 months). The trustees are monitoring the reserves position with a view to returning this to 3 months of operating costs in the future.

Reference and Administrative Details

Incorporation and registration

The Charity now operating under the working name of 'Clergy Support Trust', and previously (until March 2020) known as 'Sons & Friends of the Clergy', was originally founded in 1655 by a group of sons of clergymen. It was later incorporated by Royal Charter in 1678 under the name of 'the Governors of the Charity for Releefe of the Poore Widdowes and Children of Clergymen'.

The Royal Charter was amended in 1971, in 2012 (as part of the amalgamation, effective 1 January 2013, of 'the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation'), in November 2017 (to amend the Charity's objects to include the promotion of health) and again in February 2020 (a complete revision of the Royal Charter to bring it into line with Charity Commission guidance). Clergy Support Trust is registered with the Charity Commission for England and Wales with the number 207736.

Trustees

The membership of the Court of Assistants during 2024 was as listed on page 7.

Officers

Honorary Presidents

The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Lord High Almoner [The Bishop of Worcester to 9 October 2024; the Bishop of Norwich from 13 November 2024]
The Lord Mayor of the City of London

Honorary Vice-Presidents

Marsha De Cordova MP
The Reverend Prebendary The Lord Green of Hurstpierpoint
The Baroness Hale of Richmond DBE PC KC FBA
The Lord Lisvane KCB DL
The Baroness May of Maidenhead PC

Senior Treasurer

Mr Richard Farmbrough

Treasurers

Constance Chinhengo
The Reverend Nancy Goodrich

Chief Executive

The Reverend Ben Cahill-Nicholls

Registered office

1 Dean Trench Street, Westminster, London, SW1P 3HB

Auditors

Buzzacott Audit LLP, 130 Wood Street, London, EC2V 6DL

Investment Managers

Sarasin & Partners LLP, Juxon House,
100 St. Paul's Churchyard, London, EC4M 8BU

CCLA Investment Management Ltd, One Angel Lane,
London, EC4R 3AB

Charles Stanley & Co. Limited, 55 Bishopsgate,
London, EC2N 3AS

The Charities Property Fund, 33 Margaret Street,
London, W1G 0JD

Bankers

Messrs C Hoare & Co, 37 Fleet Street,
London, EC4P 4DQ

National Westminster Bank Plc, PO Box 3038,
57 Victoria Street, London, SW1H 0HN

Statement of Trustees' Responsibilities

The Court of Assistants is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Court of Assistants to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the income and expenditure of the Charity for that period. In preparing these financial statements, the Court of Assistants is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

Signed 11 September 2025



Richard Farmbrough
Senior Treasurer



The Revd Nancy Goodrich
Treasurer



Constance Chinhengo
Treasurer

The Court of Assistants is responsible for adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Royal Charter and Act of Parliament under which the Charity is incorporated.

It is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor's Report

Opinion

We have audited the financial statements of Clergy Support Trust (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, and the related notes to the financial statements, including the principal accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusion relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and performance review, and the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Independent Auditor's Report (cont.)

Responsibilities of the Trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and

- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation).

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual variances;
- tested journal entries to identify unusual transactions;
- tested the authorisation of expenditure and bank payments; and
- reviewed the implementation and design of controls and procedures in place around the grants payable system.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described previously. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Buzzacott Audit LLP, 130 Wood Street, London, EC2V 6DL

Date: 16 September 2025

Buzzacott Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities

At 31 December 2024

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ | Total Funds 2023 £ |
|---|-------|-------------------------|-----------------------|--------------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 314,592 | 300 | 314,892 | 361,973 |
| Investments | 3 | 4,150,320 | 33,353 | 4,183,673 | 4,279,425 |
| Total income | | <u>4,464,912</u> | <u>33,653</u> | <u>4,498,565</u> | <u>4,641,398</u> |
| Expenditure on: | | | | | |
| Raising funds | 4 | 598,399 | 14,842 | 613,241 | 559,291 |
| Charitable activities | 5 | 7,605,414 | 759,757 | 8,365,171 | 7,983,919 |
| Total expenditure | | <u>8,203,813</u> | <u>774,599</u> | <u>8,978,412</u> | <u>8,543,210</u> |
| Net (expenditure) before transfers and investment gains/(losses) | | (3,738,901) | (740,946) | (4,479,847) | (3,901,812) |
| Gain on valuation of property | | - | - | - | 80,000 |
| Gain on disposal of property | | - | 142,911 | 142,911 | - |
| Net investment gains | 11 | <u>3,706,334</u> | <u>83,121</u> | <u>3,789,455</u> | <u>3,944,863</u> |
| Net (expenditure)/income and net movement in funds | | (32,567) | (514,914) | (547,481) | 123,051 |
| Total funds brought forward at 1 January 2024 | | 114,648,912 | 1,488,254 | 116,137,166 | 116,014,115 |
| Total funds brought forward at 31 December 2024 | 15 | <u>114,616,345</u> | <u>973,340</u> | <u>115,589,685</u> | <u>116,137,166</u> |

All of the Charity's activities during the above two financial periods derived from continuing operations.
The notes set out on pages 20 - 34 form part of these financial statements.

Statement of Financial Activities

At 31 December 2023

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|---|-------|-------------------------|-----------------------|--------------------------|
| Income and endowments from: | | | | |
| Donations and legacies | 2 | 361,373 | 600 | 361,973 |
| Investments | 3 | 4,223,693 | 55,732 | 4,279,425 |
| Total income | | <u>4,585,066</u> | <u>56,332</u> | <u>4,641,398</u> |
| Expenditure on: | | | | |
| Raising funds | 4 | 547,283 | 12,008 | 559,291 |
| Charitable activities | 5 | 7,414,861 | 569,058 | 7,983,919 |
| Total expenditure | | <u>7,962,144</u> | <u>581,066</u> | <u>8,543,210</u> |
| Net (expenditure) before transfers and investment gains/(losses) | | (3,377,078) | (524,734) | (3,901,812) |
| Gain on valuation of property | | 80,000 | - | 80,000 |
| Net investment gains/(losses) | 11 | <u>3,884,670</u> | <u>60,193</u> | <u>3,944,863</u> |
| Net income/(expenditure) and net movement in funds | | 587,592 | (464,541) | 123,051 |
| Total funds brought forward at 1 January 2023 | | 114,061,320 | 1,952,795 | 116,014,115 |
| Total funds brought forward at 31 December 2023 | 15 | <u>114,648,912</u> | <u>1,488,254</u> | <u>116,137,166</u> |

All of the Charity's activities during the above two financial periods derived from continuing operations.
The notes set out on pages 20 - 34 form part of these financial statements.

Balance Sheet

For the year ended 31 December 2024

| | Notes | £ | 2024 £ | £ | 2023 £ |
|--|-------|--------------------|--------------------|--------------------|--------------------|
| Fixed assets | | | | | |
| Tangible fixed assets | 10 | 585,427 | | 620,132 | |
| Investment assets | 11 | <u>111,712,880</u> | | <u>109,046,632</u> | |
| | | | 112,298,307 | | 109,666,764 |
| Current assets | | | | | |
| Debtors | 12 | 463,675 | | 498,665 | |
| Cash at bank and in hand | | <u>3,205,990</u> | | <u>6,406,710</u> | |
| | | 3,669,665 | | 6,905,375 | |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 13 | <u>(378,287)</u> | | <u>(434,973)</u> | |
| | | | | | |
| Net current assets | | <u>3,291,378</u> | | <u>6,470,402</u> | |
| Total assets less liabilities | | | 115,589,685 | | 116,137,166 |
| Total net assets | | | <u>115,589,685</u> | | <u>116,137,166</u> |
| Funds | | | | | |
| Unrestricted - Designated | 15 | | 112,548,870 | | 112,581,437 |
| Unrestricted - General | 15 | | 2,067,475 | | 2,067,475 |
| Restricted | 15 | | 973,340 | | 1,488,254 |
| Total funds | | | <u>115,589,685</u> | | <u>116,137,166</u> |

The financial statements were approved and authorised for issue by the Court of Assistants on 11 September 2025 and signed on their behalf by



Richard Farmbrough
Senior Treasurer



The Revd Nancy Goodrich
Treasurer

The notes set out on pages 20 - 34 form part of these financial statements.

Statement of Cashflows

For the year ended 31 December 2024

| | | Total Funds 2024 £ | Total Funds 2023 £ |
|---|-----|-------------------------------|-------------------------------|
| Net cash (used in)/provided by operating activities | (a) | (8,647,556) | (7,694,120) |
| Cash flows from investing activities: | | | |
| Income, interest and rents from investments | | 4,183,674 | 4,279,425 |
| Purchase of furniture and equipment | | (2,957) | (31,205) |
| Proceeds from sale of investment | | 28,743,511 | 4,314,785 |
| Purchase of investment | | (28,545,303) | (1,866,142) |
| Proceeds from sale of investment properties | | 1,067,911 | - |
| Net cash provided by investing activities | | <u>5,446,836</u> | <u>6,696,863</u> |
| Change in cash and cash equivalents | | (3,200,720) | (997,257) |
| Cash and cash equivalents brought forward | | 6,406,710 | 7,403,967 |
| Cash and cash equivalents carried forward | (b) | <u>3,205,990</u> | <u>6,406,710</u> |
| Reconciliation of net movement in funds to net cash used in operating activities | | | |
| (a) Net (expenditure)/income for the reporting period | | (547,481) | 123,051 |
| Adjustments for: | | | |
| Depreciation charge | | 37,662 | 40,565 |
| Income, interest and rents from investments | | (4,183,674) | (4,279,425) |
| (Gains) on investments | | (3,789,455) | (3,944,863) |
| (Gains) on investment properties | | (142,911) | - |
| Decrease (increase) in debtors | | 34,990 | 287,434 |
| Increase/(decrease) in creditors | | (56,687) | 79,118 |
| Net cash used in operating activities | | <u>(8,647,556)</u> | <u>(7,694,120)</u> |
| (b) Analysis of changes in net debt | | Balance at 31 Dec 2023 | Change in net debt |
| | | £ | £ |
| Cash at bank and in hand | | 6,406,710 | (3,200,720) |
| | | <u>6,406,710</u> | <u>(3,200,720)</u> |
| | | | Balance at 31 Dec 2024 |
| | | | £ |
| | | | 3,205,990 |

The notes set out on pages 20 - 34 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2024

Clergy Support Trust (“the Charity”) is a corporation governed by Royal Charter and a charity registered in England & Wales with the registered address of 1 Dean Trench Street, Westminster, London SW1P 3HB. Its principal charitable activity is the provision of financial grants and other support to Anglican clergy households in times of hardship or crisis.

1 Accounting policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Charities Act 2011, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements are presented in pounds sterling which is the Charity's functional currency. Unless otherwise stated, amounts are rounded to the nearest £1.

The Charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. The most significant area of uncertainty that affects the future carrying value of the assets held by the Charity is the level of investment return and the performance of investment markets (see the investment policy and performance of investment markets (see the investment policy and performance and risk management sections of the trustees' annual report for more information).

(b) Funds structure

Details of the various funds held and of the terms on which each of those funds is held are set out in Note 15 to the financial statements.

(c) Income recognition

Income is recognised in the Statement of Financial Activities when entitlement is both reliably measurable and there is probable receipt. Where income derived from endowment funds is unrestricted this is included within unrestricted funds. Income comprises donations, legacies, income from listed investments and rental income from the Charity's investment properties.

Legacies are recognised following the granting of probate when the administrator or executor for the estate has communicated in writing both the amount and settlement date. In the event that the legacy is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the legacy being reliably measurable with a degree of reasonable certainty.

Interest on funds held on deposit is included when receivable and notification has been received from the bank. Income from investment funds is recognised once notification has been received from the investment advisors. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Income derived from the letting of the Charity's investment properties is recognised in the period to which the tenancy relates.

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Grants are considered as gifts from the Charity and are made at the full discretion of the Trustees to beneficiaries in the furtherance of the charitable objects of the Charity. In the case of an unconditional grant offer, this is accrued once the recipient has been notified of the grant award. Deferred grants are grants that have been awarded but are not payable until some future date. Most school fees grants and certain other grants are paid by instalments and some other grants are awarded for payment at a future date.

(e) Governance costs

Governance costs comprise all costs associated with the strategic as opposed to day-to-day management of the Charity's activities together with the public accountability of the Charity and its compliance with regulations and good practice.

(f) Expenditure on raising funds

Expenditure on raising funds consists of investment management costs and an allocation of staff costs based on staff time. Investment funds management costs are allocated on the basis of percentage holdings of investments in each of the Charity's funds. Investment property costs are those relating to the individual properties held in each of the Charity's funds.

(g) Expenditure on charitable activities

Expenditure on charitable activities consists of grants made, an allocation of staff costs based on staff time and all support and governance costs. These costs have been allocated wholly to charitable activities as a significant proportion of the Charity's investments are managed externally and the amount spent on fundraising is insignificant.

(h) Tangible fixed assets and depreciation

Freehold properties are included at cost. No depreciation is provided on such properties as the Charity is an unincorporated charity, and the estimated residual values are considered to be in excess of cost. Regular maintenance is carried out on these properties to mitigate against any indicator of impairment.

All assets costing over £1,000 are capitalised and stated at historical cost. Depreciation is charged on a straight line basis on fixtures and fittings and equipment over their estimated useful life from the year of acquisition of ten, five and three years, respectively.

(i) Fixed asset investments

Fixed asset investments that are a form of basic financial instrument are initially recognised at their transaction value and subsequently measured at their fair value as at the reporting date using the closing quoted market price.

Fixed asset investment properties are measured at fair value at each reporting date.

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(j) Gains and losses on investments

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(k) Pensions

In accordance with auto-enrolment, the Charity contributes a percentage of salary into a Group Pension Plan, which comprises a series of personal pension plans arranged for the Charity's eligible employees. The employer contribution levels exceed the minimum levels required under auto-enrolment. The Charity historically operated a pension scheme, the Corporation of the Sons of the Clergy Staff Retirement Benefit Scheme which is now closed and a resolution was passed in February 2020 by the Charity's Trustees to wind up the scheme.

(l) Financial assets and liabilities

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. With the exception of the fixed asset investments referred to in (i) above, the Charity's basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The main form of financial risk faced by the Charity is that of volatility in investment markets due to wider economic conditions.

(m) Key judgements and estimates

The preparation of the financial statements requires the Trustees to make estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosures of contingent liabilities at the date of the financial statements. If in the future such estimates and assumptions, which are based on the Trustees' best judgement at the date of the financial statements, deviate from the actual circumstances, the original estimates and assumptions will be modified as appropriate in the year in which the circumstances change. The Trustees consider the following to be the main sources of estimation uncertainty:

- Provisions – a provision to cover the winding up of the pension scheme has been included in the balance sheet. This has been calculated based on the Trustees' available knowledge up to the date that the financial statements are approved.
- Income recognition of legacies – legacies have been recognised when receipt is probable and on a case-by-case basis once the value can be measured reliably.
- The estimated useful life of tangible fixed assets.
- The valuation of the Charity's investment properties.

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

2 Donations and Legacies

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|-----------|-------------------------|-----------------------|--------------------------|
| Donations | 91,072 | 300 | 91,372 |
| Legacies | 223,520 | - | 223,520 |
| | <u>314,592</u> | <u>300</u> | <u>314,892</u> |
| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
| Donations | 80,795 | 350 | 81,145 |
| Legacies | 280,578 | 250 | 280,828 |
| | <u>361,373</u> | <u>600</u> | <u>361,973</u> |

3 Investment Income

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|------------------------------|-------------------------|-----------------------|--------------------------|
| Rental income | 53,167 | - | 53,167 |
| Income from investment funds | 4,085,404 | 32,369 | 4,117,773 |
| Bank interest | 11,749 | 984 | 12,733 |
| | <u>4,150,320</u> | <u>33,353</u> | <u>4,183,673</u> |
| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
| Rental income | 52,717 | 22,200 | 74,917 |
| Income from investment funds | 4,170,270 | 32,725 | 4,202,995 |
| Bank interest | 706 | 807 | 1,513 |
| | <u>4,223,693</u> | <u>55,732</u> | <u>4,279,425</u> |

4 Expenditure on raising funds

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|-----------------------------|-------------------------|-----------------------|--------------------------|
| Investment management costs | | | |
| - investment properties | 10,730 | 11,685 | 22,415 |
| - investment funds | 301,693 | 3,157 | 304,850 |
| Staff costs (see note 8) | 285,976 | - | 285,976 |
| | <u>598,399</u> | <u>14,842</u> | <u>613,241</u> |
| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
| Investment management costs | | | |
| - investment properties | 13,638 | 8,886 | 22,524 |
| - investments | 275,889 | 3,122 | 279,011 |
| Staff costs (see note 8) | 257,756 | - | 257,756 |
| | <u>547,283</u> | <u>12,008</u> | <u>559,291</u> |

Investment management costs are allocated to the funds on the basis of percentage holdings of investments held in each fund. Investment property costs comprise management fees and property maintenance costs relating to properties held in each fund. Staff costs are allocated on the basis of estimated staff time.

5 Expenditure on charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|-------------------------------------|-------------------------|-----------------------|--------------------------|
| Grants (see note 6) | 5,863,894 | 759,757 | 6,623,651 |
| Support and governance (see note 7) | 712,599 | - | 712,599 |
| Staff costs (see note 8) | 1,028,921 | - | 1,028,921 |
| | <u>7,605,414</u> | <u>759,757</u> | <u>8,365,171</u> |
| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
| Grants (see note 6) | 5,903,226 | 569,058 | 6,472,284 |
| Support and governance (see note 7) | 631,776 | - | 631,776 |
| Staff costs (see note 8) | 879,859 | - | 879,859 |
| | <u>7,414,861</u> | <u>569,085</u> | <u>7,983,919</u> |

All support and governance costs have been allocated to charitable activities as the amount spent on cost of generating funds is insignificant. Staff costs are allocated on the basis on estimated staff time.

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

6 Grants

During the year, the Charity awarded 7,289 grants to qualifying individuals and organisations (2023: 6,811).

| | Number of grants | 2024 £ | Number of grants | 2023 £ |
|---|------------------|------------------|------------------|------------------|
| Serving clergy households | 5,476 | 4,799,495 | 5,284 | 4,853,375 |
| Retired clergy households | 559 | 501,677 | 408 | 421,057 |
| Divorced or separated clergy households | 225 | 225,073 | 232 | 232,964 |
| Ordinands (health and book grants) | 54 | 26,718 | 79 | 48,433 |
| Widows/Widowers | 93 | 72,338 | 117 | 98,172 |
| Children of clergy | 873 | 775,450 | 682 | 569,058 |
| Organisations | 7 | 143,900 | 7 | 170,101 |
| Contractors for services | 2 | 79,000 | 2 | 79,125 |
| | 7,289 | 6,623,651 | 6,811 | 6,472,284 |

Serving clergy includes retired clergy who are still in active ministry with a bishop's Permission to Officiate (PTO).

In addition to the above, the Charity partnered with SPCK Publishing to provide free subscriptions for its Clergy Support Trust Library e-book resource to ordinands, Anglican curates-in-training and others (eg diocesan staff and theological college librarians) as follows:

| | Subscriptions (new and renewals) | 2024 £ | Subscriptions (new and renewals) | 2023 £ |
|------------------------------|----------------------------------|-----------|----------------------------------|-----------|
| Clergy Support Trust Library | - | - | 863 | 61,425 |

The breakdown of grants expenditure by type of support was as follows:

| | Number of grants | 2024 £ | Number of grants | 2023 £ |
|---------------------------|------------------|------------------|------------------|------------------|
| Financial support | 379 | 982,384 | 403 | 1,034,182 |
| Emergencies | 3,540 | 1,735,587 | 3,214 | 1,592,116 |
| Health | 1,113 | 857,018 | 1,073 | 943,652 |
| Wellbeing | 2,235 | 2,771,462 | 2,097 | 2,577,511 |
| Servicing clergy debt | 13 | 54,300 | 14 | 90,328 |
| Training support (grants) | - | - | 1 | (4,731) |
| Organisations | 7 | 143,900 | 7 | 170,101 |
| Contractors for services | 2 | 79,000 | 2 | 79,125 |
| | 7,289 | 6,623,651 | 6,811 | 6,472,284 |

6 Grants (continued)

The following organisations received grants from the Charity:

Society of Mary & Martha

£60,000 (2023: £50,000). This charity, also known as Sheldon, supports people in ministry at times of stress, crisis, burnout or breakdown.

Holy Rood House Centre for Health and Pastoral Care

£20,000 (2023: £20,000). This charity provides professional therapeutic support and relaxation for Anglican Clergy, their partners (current or former) and family.

Clergy Transitions Service

£5,000 (2023: £nil).

St Beuno's

£15,000 (2023: £nil).

Emmanuel Theological College

£nil (2023: £500).

Church in Wales 'Rock and Wild' children's weekend

£4,500 (2023: £nil).

Personal Emergencies Fund

£35,000 (2023: £20,000).

Life to the Max

£4,400 (2023: £3,800).

The following contractors provided services to beneficiaries of the Charity:

SPCK

£nil (2023: £61,425).

Sleep Station

£12,500 (2023: £17,700).

In addition, grants were made to the following care home in respect of residents who were beneficiaries:

College of St Barnabas

Individual grants were awarded to 19 residents of the College of St. Barnabas, totalling £84,000 (2023: 16 individual grants totalling £66,000). The College is a retirement community for Anglican clergy and their spouses, as well as clergy widows, with a significant number of residents whose means are insufficient to meet the costs incurred for their care.

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

7 Support and governance costs

| 2024 | Unrestricted Funds £ | Restricted Funds £ | Total Funds £ |
|------------------------------|-------------------------|-----------------------|------------------|
| Festival costs | 99,348 | - | 99,348 |
| Property costs | 94,156 | - | 94,156 |
| Marketing and communication | 70,458 | - | 70,458 |
| Recruitment costs | 11,965 | - | 11,965 |
| Office equipment maintenance | 44,478 | - | 44,478 |
| Website costs | 9,184 | - | 9,184 |
| Staff training | 58,784 | - | 58,784 |
| Other office expenses | 271,874 | - | 271,874 |
| Legal and professional | 30,722 | - | 30,722 |
| Governance costs: | | | |
| Legal and professional | 2,850 | - | 2,850 |
| Auditor's remuneration | 18,780 | - | 18,780 |
| | <u>712,599</u> | <u>-</u> | <u>712,599</u> |

| 2023 | Unrestricted Funds £ | Restricted Funds £ | Total Funds £ |
|------------------------------|-------------------------|-----------------------|------------------|
| Festival costs | 84,874 | - | 84,874 |
| Property costs | 55,202 | - | 55,202 |
| Marketing and communication | 63,908 | - | 63,908 |
| Recruitment costs | 4,785 | - | 4,785 |
| Office equipment maintenance | 48,116 | - | 48,116 |
| Website costs | 13,116 | - | 13,116 |
| Staff training | 77,168 | - | 77,168 |
| Other office expenses | 236,432 | - | 236,432 |
| Legal and professional | 24,395 | - | 24,395 |
| Governance costs: | | | |
| Legal and professional | 6,380 | - | 6,380 |
| Auditor's remuneration | 17,400 | - | 17,400 |
| | <u>631,776</u> | <u>-</u> | <u>631,776</u> |

The annual Festival is the most significant event in the Charity's year, providing the opportunity to celebrate both the support that the Charity is able to give its beneficiaries today and the nearly four-hundred-year tradition on which the Charity is founded. Through the Festival Service and Dinner, the Charity increases the awareness of its activities and benefits from the generous donations received, including those from Stewards, the Livery Companies and the collection at the Service.

8 Staff costs

| | 2024 £ | 2023 £ |
|-----------------------------|------------------|------------------|
| Salaries | 1,069,977 | 925,689 |
| Social security costs | 117,373 | 94,667 |
| Pension costs (see note 17) | 108,319 | 92,534 |
| Contracted staff | 19,229 | 24,756 |
| | <u>1,314,898</u> | <u>1,137,655</u> |

These net costs comprise the staff costs referred to in Notes 4 and 5 and have been allocated on the basis on estimated staff time. During the year under review, the following staff earned total emoluments, excluding employer's pension costs, in excess of £60,000:

| | 2024 No. | 2023 No. |
|---------------------|-------------|-------------|
| £70,000 - £80,000 | - | 1 |
| £80,001 - £90,000 | 1 | - |
| £90,001 - £100,000 | - | 1 |
| £100,001 - £110,000 | 1 | - |

The Charity's key management personnel during the year comprised the members of the Court of Assistants, the Chief Executive, the Director of Charitable Services, the Head of Finance and Operations, the Head of External Relations and the Head of Grants and Services. Total employment benefits, including employer pension contributions, of the key management personnel in 2024 were £446,474 (2023: £407,569) in relation to five staff (2023: five). In 2024, two employees had benefits in excess of £60k (2023: two).

The average number of employees, analysed by function, was:

| | 2024 No. | 2023 No. |
|--------------------------------------|-------------|-------------|
| Generating funds, grants and support | 19 | 17 |
| Administration and governance | 4 | 4 |
| | <u>23</u> | <u>21</u> |

Pension costs

| | 2024 £ | 2023 £ |
|--|----------------|---------------|
| Pension payments (10% Personal Pension Plan) | 108,319 | 92,534 |
| Death in Service premiums and admin costs | 7,465 | 6,053 |
| | <u>115,784</u> | <u>98,587</u> |

Members of the Court of Assistants did not receive any remuneration or benefits in kind in respect of their services during the year under review (2023: none). Travel expenses of £4,968 (2023: £11,241) were reimbursed to 8 trustees (2023: 10).

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

9 Auditor's remuneration

The auditor's remuneration comprised an audit fee of £16,275 (2023: £15,650).

10 Tangible fixed assets

| | Freehold property £ | Fixtures, fittings and equipment £ | Total £ |
|-----------------------|---------------------------|--|----------------|
| Cost | | | |
| At 1 January 2024 | 500,775 | 289,104 | 789,879 |
| Addition | - | 2,957 | 2,957 |
| Disposal | - | (20,538) | (20,538) |
| At 31 December 2024 | <u>500,775</u> | <u>271,523</u> | <u>772,298</u> |
| Depreciation | | | |
| At 1 January 2024 | - | 169,747 | 169,747 |
| Charge for year | - | 37,662 | 37,662 |
| Disposal | - | (20,538) | (20,538) |
| At 31 December 2024 | <u>-</u> | <u>186,871</u> | <u>186,871</u> |
| Net book value | | | |
| At 31 December 2024 | <u>500,775</u> | <u>84,652</u> | <u>585,427</u> |
| At 31 December 2023 | <u>500,775</u> | <u>119,357</u> | <u>620,132</u> |

The Charity's property at 1 Dean Trench Street in Westminster is a 'mixed use' property comprising the Charity's office and a three-bedroom residential flat which is rented out. The property was previously classified as a freehold property under tangible fixed assets and shown at cost. Since 2019 the residential component of the property has been reclassified as an investment property (see note 11). The land and operational component of the building remain classified as a freehold property under tangible fixed assets.

11 Investment assets

| | 2024 £ | 2023 £ |
|---|--------------------|--------------------|
| Investment properties - United Kingdom | 1,855,000 | 2,780,000 |
| Investment funds | 109,857,880 | 106,266,632 |
| | <u>111,712,880</u> | <u>109,046,632</u> |

11 Investment assets (continued)

| | 2024 £ | 2023 £ |
|--|------------------|------------------|
| a) Investment properties - United Kingdom | | |
| Market value at 1 January | 2,780,000 | 2,700,000 |
| Disposal | (925,000) | - |
| Net gain (loss) on revaluation | - | 80,000 |
| Market value at 31 December | <u>1,855,000</u> | <u>2,780,000</u> |
| Historical cost at 31 December | 234,497 | 239,897 |

Investment properties are valued at open Market Value at the balance sheet date. Investment properties were all valued in September 2023 by Gerald Eve LLP. The Trustees of the Charity have adopted a policy of obtaining an independent valuation for the investment properties every five years, and adjusting the most recent valuation by a suitable property price index annually to account for any material differences arising in the intervening years.

| | Total 2024 £ | Total 2023 £ |
|--|--------------------|--------------------|
| b) Investment funds | | |
| Market value at 1 January | 104,340,908 | 104,729,317 |
| Additions | 28,545,303 | 1,866,142 |
| Disposal | (26,944,319) | (6,199,173) |
| Net gain on revaluation | 3,789,455 | 3,944,622 |
| Market value at 31 December | <u>109,731,347</u> | <u>104,340,908</u> |
| Cash balances held with investment managers | 126,533 | 1,925,724 |
| | <u>109,857,880</u> | <u>106,266,632</u> |
| Historical cost at 31 December | <u>93,848,695</u> | <u>93,848,695</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

11 Investment assets (continued)

The investments at the end of the year were held in realisable funds consisting of the following:

| | 2024 £ | 2023 £ |
|---|--------------------|--------------------|
| Sarasin Alpha CIF for Endowments | 31,296,281 | 28,721,492 |
| Cazenove Charity Multi Asset Fund | - | 23,032,581 |
| CCLA - CBF | 23,852,235 | - |
| Charles Stanley Discretionary Portfolio | 44,754,440 | 44,611,896 |
| Charities Property Fund | 9,954,924 | 9,900,663 |
| | <u>109,857,880</u> | <u>106,266,632</u> |

The split of the holdings at 31 December was:

| | Total 2024 £ | Total 2023 £ |
|--------------------|--------------------|--------------------|
| Fixed Interest | 5,299,646 | 8,968,209 |
| UK Equities | 34,288,011 | 34,453,600 |
| Global Equities | 50,617,093 | 45,208,574 |
| Property | 12,657,538 | 12,989,345 |
| Alternative Assets | 5,942,246 | 2,721,180 |
| Cash and Near Cash | 1,053,346 | 1,925,724 |
| | <u>109,857,880</u> | <u>106,266,632</u> |

The Sarasin portfolio is invested in the Alpha CIF for Endowments. This fund is diversified across the world's principal stock, bond and currency markets, together with investments in alternative assets such as property, commodities and hedge funds. Holdings are at the bid price. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. The Cazenove portfolio is invested in the Charities Multi Asset Fund. This is a long-term investment fund with a diversified strategy investing in equities, bonds, property and alternative assets. As at January 2021 the portfolio was transferred wholly to The Responsible Multi Asset Fund. In the Charles Stanley Discretionary portfolio, investment in equities, unit trusts and fixed interest securities are all traded in quoted public markets. Holdings are valued at the closing mid-price. No single investment was more than 5% of the total portfolio. The investment in the Charities Property Fund is valued using the NAV price. The CCLA portfolio is invested in multi asset funds.

At 31 December 2024, listed investments included the following individual holdings deemed material when compared with the overall investment portfolio (including cash held by investment managers):

| | Value of holding 2024 £ | Percentage of portfolio 2024 % | Value of holding 2023 £ | Percentage of portfolio 2023 % |
|---|-------------------------------|--------------------------------------|-------------------------------|--------------------------------------|
| Sarasin Endowments Fund Class A Inc | 31,296,281 | 28 | 28,721,492 | 27 |
| SUTL Cazenove Charity Multi-Asset S Inc | - | - | 23,032,581 | 22 |
| Charities Property Fund | 9,954,924 | 9 | 9,900,663 | 9 |

The significance of financial instruments to the ongoing financial sustainability of the Charity is considered in the financial review section of the Trustees' Annual Report. The main risk to the Charity from financial instruments in the future lies in the combination of uncertain investment markets and volatility in yield, which is mitigated through the Charity's Investment Policy.

12 Debtors

| | Total 2024 £ | Total 2023 £ |
|----------------------------------|-----------------|-----------------|
| Income tax recoverable | 1,700 | 1,700 |
| Cash held by investment managers | 283,651 | 269,831 |
| Prepayments and other debtors | 178,324 | 227,134 |
| | <u>463,675</u> | <u>498,665</u> |

All prepayments relate to unrestricted funds in both 2024 and 2023.

13 Current liabilities

Credits: amounts falling due within one year.

| | Total 2024 £ | Total 2023 £ |
|--------------------|-----------------|-----------------|
| Grants commitments | 274,389 | 273,312 |
| Accruals | 103,898 | 161,661 |
| | <u>378,287</u> | <u>434,973</u> |

Deferred grants:

| | 2024 £ | 2023 £ |
|---------------------------------|----------------|----------------|
| Balance brought forward | 273,312 | 258,617 |
| New grants committed to in year | 603,461 | 584,174 |
| Grants paid | (602,384) | (569,479) |
| Balance carried forward | <u>274,389</u> | <u>273,312</u> |

Deferred grants are grants that have been awarded but which are not payable until some future date. Most school fees grants and a number of other grants are paid by instalments and certain other grants are awarded for payment at a future date.

14 Operating lease commitments

As at 31 December, the Charity had total commitments under non-cancellable operating leases as set out below:

| | 2024 £ | 2023 £ |
|--------------------|--------------|--------------|
| Amounts due: | | |
| Within one year | 1,387 | 1,387 |
| Within 2 - 5 years | - | 1,387 |
| | <u>1,387</u> | <u>2,774</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

15 Statement of funds

The following were the Charity's funds during the year under review.

Unrestricted funds:

General fund

The unrestricted general funds are applied by the Trustees in accordance with the objects of the Charity (see The Charity's Impact in 2024 on Page 4, and the Objectives, Activities and Public Benefit section of the Trustees' Report on Page 6).

Designated investment funds

The designated investment funds represent the carrying value of the Charity's investments that are not held in restricted or endowment funds as at 31 December 2024. The investment fund has been ring-fenced to demonstrate that the assets are being held for the long-term to generate income to support the Charity's future activities in support of its beneficiaries. In addition, the Trustees passed resolutions in December 2020 to designate a sum of £1 million for expenditure on Partnerships and Special Projects over the next 3-5 years and in April 2022 designated a sum of £8m for Strategic Development.

Restricted funds

Clergy Orphan Corporation

The Clergy Orphan Corporation (COC) is restricted as its beneficiaries are limited to children of clergy of the Church of England and of the Church in Wales. The fund includes the investment assets held to generate the income required to fund the Charity's core activities insofar as they relate to beneficiaries covered by the above restriction.

Other restricted funds

These funds represent donations that are restricted by their terms as to their use.

| | Balance at 1 January 2024 £ | Income £ | Expenditure £ | Other recognised gains and losses £ | Transfer between funds £ | Balance at 31 December 2024 £ |
|--------------------------------------|-----------------------------------|------------------|--------------------|---|-----------------------------------|--|
| Unrestricted funds | | | | | | |
| General | 2,067,475 | - | - | - | - | 2,067,475 |
| Designated | | | | | | |
| - General | 105,658,919 | 4,464,912 | (8,203,813) | 3,706,334 | 3,365,411 | 108,991,763 |
| - Strategic Reinvestment | 6,012,618 | - | - | - | (3,365,411) | 2,647,207 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| | <u>114,648,912</u> | <u>4,464,912</u> | <u>(8,203,813)</u> | <u>3,706,334</u> | <u>-</u> | <u>114,616,345</u> |
| Restricted funds | | | | | | |
| COC - General | 1,488,254 | 33,653 | (774,599) | 226,032 | - | 973,340 |
| Total funds | <u>116,137,166</u> | <u>4,498,565</u> | <u>(8,978,412)</u> | <u>3,932,366</u> | <u>-</u> | <u>115,589,685</u> |

15 Statement of funds (continued)

| | Balance at 1 January 2023 £ | Income £ | Expenditure £ | Other recognised gains and losses £ | Transfer between funds £ | Balance at 31 December 2023 £ |
|--------------------------------------|-----------------------------------|------------------|--------------------|---|-----------------------------------|--|
| Unrestricted funds | | | | | | |
| General | 2,067,475 | - | - | - | - | 2,067,475 |
| Designated | | | | | | |
| - General | 105,071,327 | 4,585,066 | (7,962,144) | 3,964,670 | - | 105,658,919 |
| - Strategic Reinvestment | 6,012,618 | - | - | - | - | 6,012,618 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| | <u>114,061,320</u> | <u>4,585,066</u> | <u>(7,962,144)</u> | <u>3,964,670</u> | <u>-</u> | <u>114,648,912</u> |
| Restricted funds | | | | | | |
| COC - General | 1,952,795 | 56,332 | (581,066) | 60,193 | - | 1,488,254 |
| Total funds | <u>116,014,115</u> | <u>4,641,398</u> | <u>(8,543,210)</u> | <u>4,024,863</u> | <u>-</u> | <u>116,137,166</u> |

16 Analysis of net assets between funds

| | Unrestricted funds £ | Restricted funds £ | Total funds 2024 £ |
|-----------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets | 585,427 | - | 585,427 |
| Investment properties | 855,000 | 1,000,000 | 1,855,000 |
| Investment funds | 109,857,880 | - | 109,857,880 |
| Net current assets | 3,318,038 | (26,660) | 3,291,378 |
| | <u>114,616,345</u> | <u>973,340</u> | <u>115,589,685</u> |
| | Unrestricted funds £ | Restricted funds £ | Total funds 2023 £ |
| Tangible fixed assets | 620,132 | - | 620,132 |
| Investment properties | 1,780,000 | 1,000,000 | 2,780,000 |
| Investment funds | 106,266,632 | - | 106,266,632 |
| Net current assets | 5,982,146 | 488,254 | 6,470,402 |
| | <u>114,648,912</u> | <u>1,488,254</u> | <u>116,137,166</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2024

17 Pensions

The Charity operates a defined contribution pension scheme in compliance with auto-enrolment. Contributions of £107,978 (2023: £92,534) were made in the year.

18 Related party transactions

During the year six Trustees made donations totalling £655 (2023: none) to the Charity.

19 Financial instruments

| | 2024 £ | 2023 £ |
|---|-------------|-------------|
| Financial assets | | |
| Financial assets at amortised cost | 3,669,665 | 6,764,469 |
| Financial instruments at fair value | 109,857,880 | 106,266,632 |
| Financial liabilities | | |
| Financial liabilities at amortised cost | 378,286 | 434,973 |

Financial assets measured at amortised cost comprise cash at bank and in hand, short-term cash deposits, trade debtors, other debtors and accrued income. Financial instruments at fair value comprise investment funds managed by external investment managers, valued at fair value at the balance sheet date. Further information is included in Note 12. Financial liabilities measured at amortised cost comprise accruals and other commitments.

20 Capital commitments

At 31 December 2024 the charity had capital commitments of £nil (2023: £nil).

Our work

Meet some of our applicants

Sara's story

Sara is the Clergy Household Support Officer for the Diocese of London and a clergy spouse.

She and her husband, Graham have had a relationship with the Trust for over a decade.

"When our kids were little, I was a full-time mum, so money was very tight. My husband was always quite on top of what support was out there and what we could apply for."

As the saying goes, when it rains, it pours, and when car repairs, dental fees and school expenses all came round at once, Sara and her family were confident that Clergy Support Trust could lend a hand.

"There's no need to feel embarrassed about needing support. We're all in this same boat together."



Albert's story

Albert was a curate in Edgware, and has now moved on to become Interim Team Vicar of Brereton with Rugeley and Armitage.

"I had been in the UK for almost three years without my immediate family. It became so lonely. I'd come home from the stress of work, and I was alone."

After facing a difficult period of personal challenges, we were privileged to provide Albert with a Wellbeing grant to return home to Ghana and enjoy the company of family and friends.

"I will forever be grateful to the Trust for the help that was extended to me. It made things easier."



Support us

Thank you to everyone who has donated, supported us and spread the word about our grants and services in 2024 - and to the thousands of Anglican clergy households who have trusted us with their experiences and stories.

As we look to the future, we warmly invite you to help us continue walking alongside clergy and their families, providing the support they need to live well, serve boldly, and lead flourishing communities.

There are many ways you can continue to support our work moving forward. You can:

- Join us at our Christmas Carol Service at The King's Chapel of the Savoy, for an evening of celebration, singing and likely your first mince pie of the festive season. We hope to see you there, on Monday 1 December 2025, 6.30pm
- Attend our historic 371st Festival Service at St Paul's Cathedral, and Festival Dinner at Plaisterers' Hall, on Tuesday 12 May 2026, 5pm
- Encourage your friends, connections and others in your network to get involved
- Give a gift to provide steady, long-term support for our vital grants and services. This can be a one-off or a regular donation, or a larger gift pledged in your Will, to ensure the wellbeing of clergy for generations to come

Regular donations ensure we can help those who reach out to us in need. If you would like to learn more about any of these options, please email us at hello@clergysupport.org.uk

Accounts



Get in touch.
Give us a call or email.
Tel: 020 7799 3696
hello@clergysupport.org.uk

www.clergysupport.org.uk

Patron:
His Majesty King Charles III [announced May 2024]

Honorary Presidents:
The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester (as Lord High Almoner)
The Lord Mayor of the City of London

Charity registered in England and Wales charity number 207736



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**Clergy
Support
Trust**

Charity registered in England & Wales
Charity number 207736

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His Majesty King Charles III
[announced May 2024]

Honorary Presidents:
The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester
(as Lord High Almoner)
The Lord Mayor of the City of London

**1 Dean Trench Street
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Website: www.clergysupport.org.uk**

A message from the Treasurers

During 2023, the Trust's busiest year on record, a staggering 22% of serving clergy in the Church of England came to us for support with their financial, mental and physical health needs, alongside scores of others from Ireland, Scotland, and Wales.

Every conversation with each applicant is an enormous privilege, and the whole team at Clergy Support Trust – staff and trustees alike – feels blessed to serve those who spend their lives serving others. To a significant extent, the challenges facing clergy were faced in 2023 by others, too. Lingering impacts of the Covid-19 pandemic, and the subsequent cost-of-living crisis, affected Anglican ministers just as they affected the communities those ministers serve. Although we saw a reduction in energy costs (the only grant category to see such a decrease in 2023), some households continued to rely on the Trust's support with general living expenses, cars and appliances, and costs of family life.

However, we believe that societal factors are only one part of the story. It became increasingly clear, during 2023, that the standard-of-living for too many clergy is simply unacceptable, and owes something to the demands of ministry, as well as to the stipend's inability to keep pace with inflation. As such, we consider there to be specifically ecclesial factors contributing to that 22% statistic. These are supported by the Church's own research, through the excellent Living Ministry project, which suggested in 2023 that two-thirds of clergy required help with the cost-of-living, and that over a third exhibited signs of clinical depression.

Our highest single area of spend – accounting for almost £2m of Wellbeing Grants – was for holidays, and here too we believe there are specifically ecclesial factors at play. Clergy often work day-in-day-out, with limited regular time off, and with worries about cover as well as the impact on their communities if they are absent too much or for too long. Enabling clergy households to step away from the vicarage, even for a short time, remains a vital part of our work.

Across our programme, therefore, we continued to support record numbers of people, but we also “upped our game” in terms of advocating for better, longer-term solutions to clergy finance and wellbeing. Alongside our diocesan visits, we began to work more closely with the Church and others; while focusing fully on delivery of our 2022-25 Strategy, we also looked to the future, in the hope that our next strategic period would see partnership solutions, particularly in those areas where the Trust is doing work which, in any secular profession, might well be the employer's responsibility.

As ever, our charitable services work – the heartbeat of our mission – was underpinned by an exciting programme of events and engagements. The 368th Festival was better-attended than for some years, and included a stimulating sermon from the Bishop of Gloucester, with the fine singing of St Paul's, Leicester and Llandaff Cathedral Choirs. We launched our Wellbeing Workshops at the Festival Dinner (which moved to a more informal buffet format), and have seen pleasing take-up from a number of dioceses; we hope to grow the services and resources we offer over coming years. We continued to professionalise our work, aiming for the best possible applicant experience, and in particular, put considerable effort into designing a new grant management system, which was launched early in 2024. In all this, the trustees remain deeply grateful to work in partnership with our hard-working, creative, dedicated and efficient staff team. Our thanks go also, as ever, to our generous friends and supporters, and most of all to those applicants who trust us to walk alongside them. It remains an enormous privilege to do so.



Richard Farmbrough
Senior Treasurer



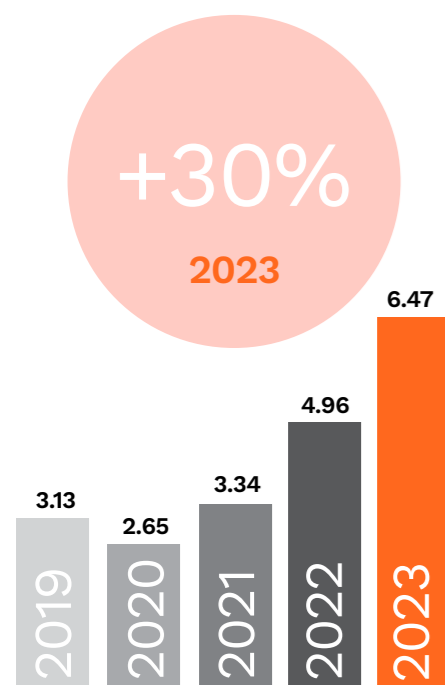
The Revd Nancy Goodrich
Treasurer



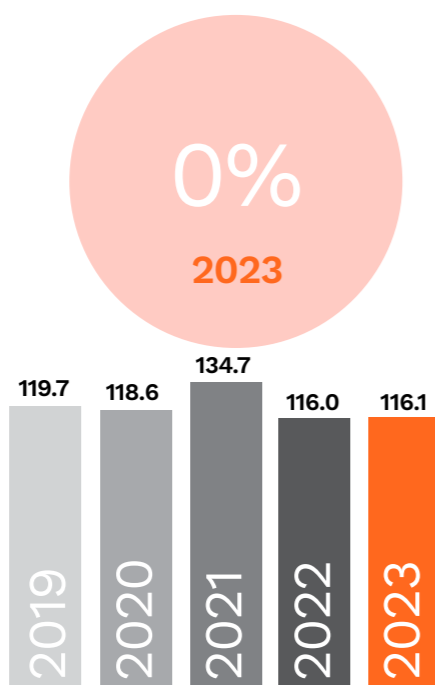
Constance Chinhengo
Treasurer

The Charity in numbers

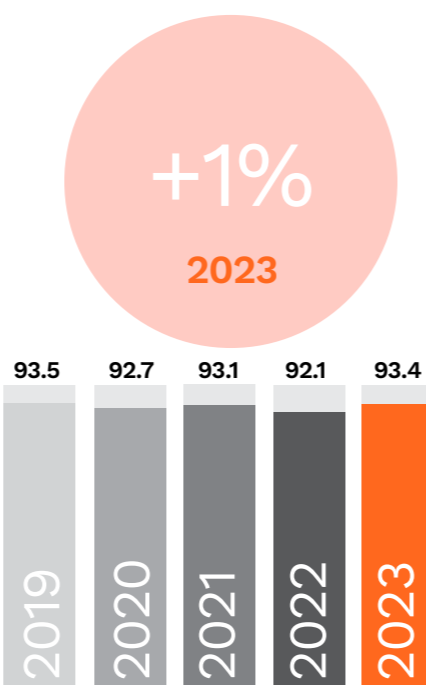
Grants expenditure (£m)



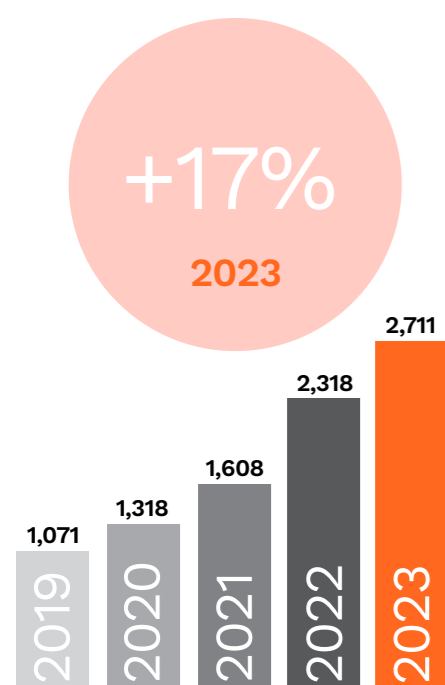
Total funds (£m)



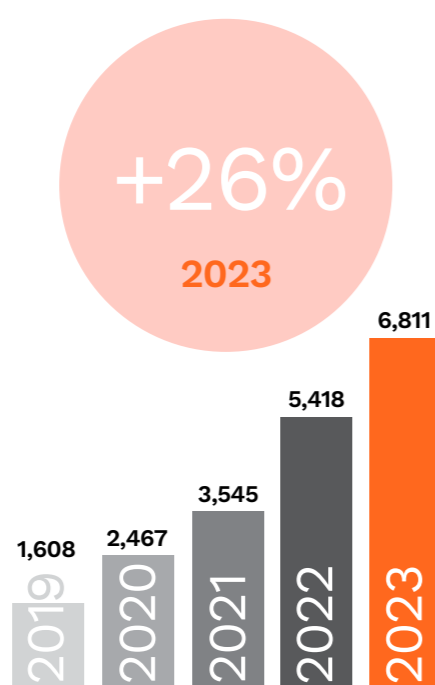
Charitable spend as % of total



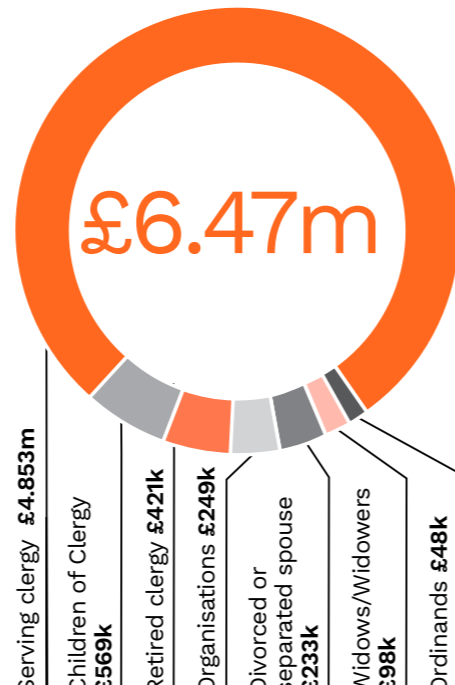
Households helped



Number of grants



2023 Grant spend by beneficiary type



The above figures are taken from the audited results for the Charity for the years from 2019 to 2023. Further commentary on the 2023 results can be found in the

'Financial review' section on pages 11-12. In the pages that follow, we give more specific details of what we achieved in 2023, and set out our future plans.

Objectives, activities and public benefit

Clergy Support Trust ("the Charity") is a charity set up by Royal Charter dated 1 July 1678 (subsequently revised) and registered in England & Wales (number 207736). The Charity is governed by a board of Trustees ("the Trustees"), known under the Royal Charter as the Court of Assistants.

The Trustees are pleased to present their Annual Report, together with audited financial statements, for the year ended 31 December 2023.

Objects and principal activities of the Charity

The Charity was originally established in 1655 by sons of clergymen, to raise funds for destitute Anglican clergy who had lost their livings under Oliver Cromwell. The current objects of the Charity were established in 2012 through Charity Commission Schemes and an Order in Council as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation, which itself was incorporated by Act of Parliament in 1849. The objects were further amended by an Order in Council effective 15 November 2017 and now read as follows:

'The Charity shall apply the clear yearly income and at its discretion the whole or part of the property of the Charity for the public benefit in providing assistance to beneficiaries, whether directly or indirectly, in such manner as and by such means as the Court of Assistants from time to time in their absolute discretion think fit for the relief or prevention of poverty or hardship or for the relief of illness, and the promotion of health, whether physical or mental. "Beneficiaries" means members of the clergy, ordinands and the spouses, former spouses, children and dependents of living or deceased members or former members of the clergy or ordinands.

- a) "children" includes adopted children, step-children and persons treated as the children of a marriage or civil partnership.
- b) "civil partners" means the members of a civil partnership within the meaning of Section 1 (1) of the Civil Partnership Act 2004.
- c) "clergy" and "members of the clergy" means bishops, priests and deacons of the Anglican Communion.
- d) "ordinands" means persons who are preparing for ordination as members of the clergy.
- e) the "spouse" of a person means his or her wife, husband, civil partner, widow, widower or surviving civil partner.'

The main focus of the Charity at present is to provide assistance in the form of discretionary grants and support services to serving and retired clergy in the Church of England, the Church in Wales, the Scottish Episcopal Church, and the Church of Ireland, together with the dependents of such clergy. In addition, we provide limited support to those training for ordained Anglican ministry (ordinands).

Grants are made at the full discretion of the Charity to applicants in the furtherance of the objects. Applicants for financial support grants are asked to complete an application form giving details of their household's financial circumstances and the Charity takes this information into account when considering applications and awarding grants. Applications for health-related grants are usually assessed by the Charity's medical adviser.

Increasingly, the Charity also offers non-financial support to the same group of applicants, such as counselling, occupational therapy assessments, cognitive behaviour therapy for insomnia and referrals to our own internal visiting casework service. The majority of services are delivered primarily through partner organisations; more information is included under 'Achievements, Performance and Future Plans' below, where we also outline our ambitious Strategy for 2022-25.

Public benefit

In carrying out these activities, the Trustees have complied with the duty under section 175 of the Charities Act 2011 to have regard to the Charity Commission's guidance on public benefit, and they are satisfied that the Charity fulfils its fundamental objects and so provides public benefit.

Volunteers

The Trustees and Committee advisers (see p.13) are the only volunteers directly involved in the work of the Charity. All Trustees and advisers give their time voluntarily and receive no personal benefit from the Charity. Further information on the Trustees is included in the Governance section below. Details of Trustees' expenses reclaimed from the Charity are set out in Note 8 to the financial statements.

Achievements, performance and future plans

Our principal focus, in 2023, was on continued delivery of the Strategy agreed and published the previous summer, structured around six programme objectives (P1-6) and three supporting objectives (S1-3). The commentary which follows aims to summarise progress, under each objective, during the course of 2023.

Grants & Services (P1 – P3, P5)

Confident that we had delivered well against our 2019-22 Strategy, as narrated in our last Annual Report, we launched (at General Synod in York) a new three-year strategy from July 2022. This includes six programme objectives (P1-6) and three supporting objectives (S1-3):

- *We will aim to help 3,000 families with financial support each year, by 2025, continuing recent years' significant growth in this area.*
- *Our current programme of specialist support will be significantly expanded, including increased help for clergy households with financial planning, and mental and physical health, delivered primarily through partner organisations.*
- *A new Clergy Support Hub will be launched on our website, so that clergy and their families can easily access a wide range of guidance and toolkits.*
- *Clergy and their families requiring longer-term support will be offered more intensive support through a new team of caseworkers.*

As referenced earlier in the Treasurers' introduction, 2023 saw record applications for grants and services. Overall, we processed (from 2022) 26% more grants (a total of over 6,800) to 17% more households (2,700).

Of a total charitable spend of £8m, over a third provided direct wellbeing support to applicants. Our Wellbeing Grants, which include financial assistance for holidays and retreats, as well as support for leisure activities, accounted for 42% of total grants given, of which the single biggest proportion was for holidays. Emergency Grants accounted for a further 25% of total spend; any eligible household can apply for three such grants in any given year, capped at £500 each.

Across those Emergency Grants, as well as our larger Financial Support Grants for households in the most pressing financial circumstances, we saw a rise in applications for essentials of day-to-day living. Some of those, such as school uniforms and household appliances, should arguably be affordable on a basic income – and it is notable that 17% of our grants went to households which, using the Joseph Rowntree Minimum Income Standard, are deemed not to reach that basic level. Others, such as laptops and car repairs, are such fundamentals of modern parochial ministry

that we, along with others, began to question more seriously why the Trust is the provider of such core equipment. These grant categories, therefore, formed a key element of our increasing advocacy, and our series of strategic discussions with the Church which began towards the end of 2023.

While the bulk of our grant-giving was for clergy households within the Church of England (where we supported, in 2023, over a fifth of serving clergy), we saw increases from the Church in Wales, Scottish Episcopal Church, and Church of Ireland as well. Grants given outside the Church of England accounted for over £350,000 of total spend (compared with £5.5m in England).

As well as broadening our applicant base, and being privileged to build new relationships with many households, we aimed to deepen our offer, as well, particularly to those in the most challenging circumstances. Much of this was delivered through our Visiting Caseworker service, launched in 2022; the team supported households with carers' breaks, benefit and educational tribunals, complex health concerns and disabilities, and income maximization through non-Trust avenues. In 2024, the focus will turn towards the final section of these programme objectives – our ambitions for an online hub, where clergy can access and be signposted to a range of resources, and into which considerable early planning took place during 2023.

Training & Research (P4, P6)

- *We will develop a programme of training and resources for dioceses and theological education institutions.*
- *We will reinvigorate our approach to research, including by commissioning and curating work to improve outcomes for those we serve.*

Our new Wellbeing Workshops were launched in May 2023. Working with five outstanding partners, the initiative offers seven training opportunities to dioceses across the UK and Ireland, as well as to some other organisations and groups (for example, senior clergy and the Sees of Provincial Episcopal Visitors), with all training costs borne by the Trust. The courses offered – which we hope to expand over coming years – include Mental Health First Aid, resilience, trauma-informed ministry, and personal development, all with the aim of improving individual and collective wellbeing amongst clergy. Within six months, half-a-dozen dioceses had partaken of these courses, with others booked for early 2024, and with initial feedback being highly positive. We plan, next year, to promote the Workshops more proactively, as well as to engage with theological colleges over this and other opportunities.

We made some progress with our research aspirations in 2023, although this remains an area for greater focus and capacity-building over the second half of the 2022-25

strategic period. Most notably, we co-commissioned, as a further stage in the Living Ministry project, a major study on the wellbeing of disabled clergy, following the well-received work on the wellbeing of Global Majority Heritage clergy, published in October 2022.

Engagement & Data (S1)

- *We will engage more proactively with Dioceses, Theological Education Institutions and others, including in Scotland, Wales, Ireland and Europe, ensuring that our work represents, speaks to, and is accessible by the full diversity of our Church.*
- *We will make more effective use of our data, and use this to contribute to research, advocacy, and thought leadership.*

By the end of 2023, members of the Clergy Support Trust staff team had visited half of the sixty-six dioceses whose clergy we serve. This included the Chief Executive's "mini tour" of southern Ireland, to be followed in 2024 by a trip to northern Church of Ireland dioceses. Conscious that many clergy will also engage with each other and the wider Church through non-diocesan routes, we prioritized a range of other engagements, too, including with the Retired Clergy Association, the Church of England Employees & Clergy Advocates, the National Estate Churches Network, and the Ordinands Association. For marketing and strategic purposes, we continued to work closely with senior clergy across the UK and Ireland, and were delighted to welcome a good number of them – as well as many applicants and supporters – to the 368th Festival in May 2023. In that work, and more broadly, we continued to utilize our data to greater effect, including through media contributions and by supporting internal Church discussions.

The Festival and Annual Assembly are also the Trust's principal events for donors and friends, and we were delighted to welcome many to both. The Bishop of Gloucester, who preached at the Festival, spoke movingly of the impact of ministry on individual and wider community, and Bishop Humphrey Southern – Principal of Ripon College Cuddesdon – provided fascinating insights, for the Trust's Governors at the Assembly, on theological education and formation. Following the Assembly, we were delighted to see increases in annual and one-off giving from a range of supporters, and deeply grateful for this; whilst the Trust's assets remain significant, the enormous growth in applications means that a new approach to fundraising will be a key conversation during 2024 and ahead.

Infrastructure & Governance (S3)

- *We will continue to improve our infrastructure and governance, developing better information management systems and operational processes.*

Having commissioned a governance review in 2022, led by external consultancy Action Planning, we spent some time in 2023 working through its recommendations and executing resultant changes; although the report noted the Trust's overall excellent governance, we are determined not to be complacent in such a critical area of our operations. Specifically, we conducted a full overhaul of our Governance Guidelines and designed a new structure for Board and committee meetings, scheduled to begin from January 2024. We also commissioned an externally-led review of staff pay, introduced new staff benefits (including a reformed approach to the key area of training and development), and continued to improve our operational systems and policies.

A key piece of infrastructural development, during 2023, was preparation for the launch of our new grants management system in January 2024. Having spoken to a range of suppliers, we then worked with external partners and others to design a bespoke platform suitable for the diverse needs of our applicant base, aiming for an improved user experience as well as a more sophisticated internal platform for data analysis.

Future plans

Supporters who have scrutinised the Annual Report to this point will notice a persistent theme of "advocacy" throughout our summary of 2023. As the number of people helped by the Trust continued to grow, and as our own understanding of their wellbeing and finance deepened, it has become clear to us that – alongside supporting these extraordinary people – we have a responsibility, as an independent and impartial charity, to advocate for those same people, and to use what influence we have to develop a better wellbeing culture across the Church. This developed in greater earnest during 2023, and will, we hope, lead to fruition in 2024 and beyond.

More broadly, though, our understanding of our applicant base means that we now begin to turn our attention – though with plenty of our current Strategy still to deliver – to the next three-year period (2025-28). There, we envisage a broadening programme of resources and services, possibly in partnership with the Churches whose people we serve and with other charities, with a renewed focus on prevention, and on supporting positive wellbeing from early in the ministry journey. Although one element of this is financial, as the Trust has continued deliberately to overspend its income in 2023, a greater motivation is building a culture where all clergy households can truly thrive, better equipped for the ministry to which God has called them, and in which we are so honoured to be a partner.

Governance

Court of Assistants

The overall management of the Charity is vested in the Court of Assistants ("the Court"), which consists of the Trustees of the Charity. The Trustees who served during the year and up to the date of this report are listed under 'Reference and Administrative Details' on page 13. The Court met seven times in 2023 in order to conduct the principal business of the Charity, including an extended strategy away-day in January 2023.

The members of the Court are elected each year by the Governors of Clergy Support Trust at the Annual Assembly, previously known as the Annual General Court, in accordance with the Royal Charter. Three Officers of the Charity, known as the Treasurers, are also elected by the Governors at the Annual Assembly.

The Court delegates some of its responsibilities to several committees with agreed terms of reference which are reviewed annually. The committees met as follows during 2023:

- Governance Committee – met four times to consider governance issues.
- Grants & Partnerships Committee – met four times to consider the Charity's charitable services, including the main programme of grants.
- Risk, Audit & Finance Committee – met four times to oversee all matters relating to risk, internal and external audit, and finance.
- Investment Committee – met four times to consider investment policy and to review the performance of the Charity's investment managers.

At the end of 2023, the Court – following an externally-led review of its governance arrangements – refreshed its committee and meeting patterns, moving from six to four Court meetings per year, but with five sub-committees, rather than four. These changes will take place from January 2024.

Trustee recruitment and induction

The Trustees keep their membership under review in order to ensure a wide and relevant representation among their number. When recruitment takes place for new Trustees, skill-set and professional experience are key considerations, as well as commitment to and passion for the Charity's work. The Trustees also consider issues of diversity and inclusion when considering new members, as well as the overall size of the Court (which is fixed by our governing documents).

In 2023, three Trustees left the Court, with an outstanding and much-appreciated twenty years' service between them. The Revd Canon Dr Jack Dunn retired from the Court having served three full, three-year terms. Stephen Hogg, having served for five years including as an exceptional Risk, Audit and Finance Committee chair, resigned due to other commitments, as did Alderman Robert Hughes-Penney, a greatly-valued trustee and Investment Committee member since 2020. All three were thanked for their service and contributions at the Annual Assembly in November 2023.

Minded of their agreed aim of keeping Court numbers to around a dozen (as discussed in the aftermath of the externally-led Governance Review), but similarly of the expertise and experiences needed across the Court to oversee the work of a complex charity, the Trustees recruited one new Assistant, who was elected at the Annual Assembly in November 2023. Anna McDonald, who joined the new Finance & Operations and Investment Committees, brings a wide background in ethical investment, including from her current role as Director of Global ESG Strategy at PGIM.

The Trustees can appoint a number of committee advisers with expertise in particular areas of the Charity's operation, these advisers attend relevant meetings but are not Trustees. In 2023 Bill Seddon and The Revd Christopher Hancock continued as advisers to the Investment Committee. No other committee advisers were appointed during the year, but the Trust continued to benefit from the expertise of its two specialist advisers on health – Dr Christopher Trower – and education – Andrew Trotman.

Trustee attendance

The table below sets out the attendance of Trustees at meetings of the Court and its committees during 2023.

| | Court of Assistants ¹ | | Committees ^{2,3} | | Total | |
|--|----------------------------------|----------|---------------------------|----------|-------|----------|
| | Total | Attended | Total | Attended | Total | Attended |
| The Revd Canon Simon Butler ^{4,5} | 7 | 7 | 8 | 4 | 15 | 11 |
| Mr Adam Chamberlain ⁷ | 7 | 6 | 4 | 4 | 11 | 10 |
| Ms Constance Chinhengo ^{4,6} | 7 | 7 | 8 | 8 | 15 | 15 |
| Mr Martin Cooper ⁶ | 7 | 2 | 4 | 2 | 11 | 4 |
| The Revd Canon Dr Jack Dunn ^{4,8} | 6 | 5 | 4 | 4 | 10 | 9 |
| Mr Richard Farmbrough ⁷ | 7 | 7 | 4 | 4 | 11 | 11 |
| The Revd Nancy Goodrich ⁶ | 7 | 7 | 4 | 4 | 11 | 11 |
| Mr Jeremy Hargreaves ^{4,6} | 7 | 7 | 8 | 8 | 15 | 15 |
| Mr Stephen Hogg ^{4,6,7,8} | 6 | 6 | 9 | 7 | 15 | 13 |
| Alderman Robert Hughes-Penney ^{7,8} | 6 | 2 | 4 | 4 | 10 | 6 |
| Mrs Jackie Jordan ⁵ | 7 | 6 | 4 | 3 | 11 | 9 |
| Dr Mayowa Marcus ⁵ | 7 | 6 | 4 | 4 | 11 | 10 |
| Ms Anna McDonald ⁹ | 1 | 1 | 0 | 0 | 1 | 1 |
| The Revd Ruth Newton ^{5,10} | 7 | 5 | 4 | 2 | 11 | 7 |
| Mr Stephen Slack ^{4,5} | 7 | 7 | 8 | 7 | 15 | 14 |
| The Most Revd Patricia Storey ⁵ | 7 | 7 | 4 | 3 | 11 | 10 |

1. Substantive Court meetings only, including January 2023 away-day
2. Excludes working groups
3. Excludes Treasurer ex officio membership, unless designated 'lead ex officio' for that committee
4. Governance Committee
5. Grants & Partnerships Committee

6. Risk, Audit & Finance Committee
7. Investment Committee
8. Left the Court in November 2023
9. Joined the Court in November 2023
10. On sabbatical during summer/autumn

Executive management and organisational structure

The day-to-day management of the Charity is delegated to the Chief Executive, The Revd Ben Cahill-Nicholls, who heads a Senior Leadership Team which additionally consists of the following colleagues:

- Sarah Davies, Director of Charitable Services, who leads the Charity's grant-making and other charitable services, and oversees a team which, at the end of 2023, consisted of fourteen staff (seven of whom are her direct reports).

- Catherine Cashmore, Head of External Relations, who leads the Charity's communications, marketing, fundraising and events work, and in 2023 managed two other members of staff.
- Tonya Goldring, Head of Finance & Operations, who leads the Charity's support functions including finance, HR, IT, property and office management, and in 2023 managed two other members of staff. [Tonya Goldring resigned in November 2023, but remained in post until February 2024.]

Governance (cont.)

- Jane Pattullo, Head of Grants & Services (re-titled from Grants & Services Manager during the course of 2023). Jane, who reports to the Director of Charitable Services, oversees the work of, and directly line manages, the Grants & Services team (six staff at the end of 2023).

One additional member of staff (not on SLT) reports directly to the Chief Executive (his Executive Assistant), meaning that the total personnel count at the end of 2023 was twenty-two [FTE: 21.7].

Key management personnel

The key management personnel of the Charity at the end of 2023 comprised the Trustees, the Chief Executive, the Director of Charitable Services, and the Heads of External Relations and Finance & Operations. The total employee benefits of the key management personnel of the Charity are disclosed in Note 8 to the financial statements. Remuneration and benefits for executive management are set by Trustees on the basis of peer sector benchmarking and annual cost of living adjustments. There is currently no performance-related pay scheme in operation, although the trustees commissioned an externally led review of pay during 2023, anticipating potential changes in 2024.

Principal risks and uncertainties

Trustees and management regularly review the major risks to which the Charity is exposed and consider how these might be mitigated. A detailed risk register is kept constantly under review by Trustees and management, having been significantly restructured and revised in 2021. In general, the activities of the Charity are not subject to major risk, beyond those detailed below. Income is derived from a diverse portfolio of investments and charitable expenditure is largely discretionary, so could be scaled back if income fell below expected levels. There is no over-reliance on donated income or statutory funding. None of the Charity's activities are subject to external regulation (other than by the Charity Commission) and the Charity does not engage in any regulated activities for Safeguarding purposes. Although our Visiting Caseworkers do not meet the definition of "regulated activity", they are DBS-checked as an additional measure given their contact with some vulnerable adults and children.

Subject to this, the three main risks identified by Trustees as potentially impacting the work of the Charity are closely related to those identified in our Annual Reports of recent years:

- The security and sustainability of the Charity's **investment portfolio**, and the associated income, in the context of increased market volatility and continued, sustained and growing demand for the Trust's work,

continues to be the principal risk. The Charity's approach to mitigating this risk is set out under 'Investments and investment performance' on page 15 to 16 below, and is managed via close monitoring at the Risk, Audit & Finance and Investment Committees. During 2023, the full Court continued to have significant discussion around future financial strategy, and implemented a range of reforms to ensure that its ambitious 2022-25 Strategy could be delivered in full, and to continue its desire to spend during a time of great need for our applicants, following several years of not spending our full income.

- The capacity of the Charity and its staff team to deliver on its objectives in the face of **significantly increased applicant demand**. The staff team continued to grow in 2023, though less than in 2022. As both the demand for and the complexity of the charity's work continue to grow, this remains under active review.
- Although the effects of the **cost-of-living crisis** began to ease for some people during 2023, others continued to find times extremely challenging. As well as directly impacting demand for our grants and services, this has also impacted the Trust's wider culture, for example by requiring us to advocate more decisively on behalf of those we support, an area of work which grew substantially particularly towards the end of the year. As the effects of the current climate continue to be felt, the Trustees will keep under active review both the programme we offer, and the ways in which it is managed, with a view to a more diverse programme of support, and new funding streams, from 2025/26.

Fundraising

In accordance with the Charities (Protection and Social Investment) Act 2016, the following statement outlines the approach of the Charity to fundraising in 2023.

At present, and in the light of its significant investment portfolio, the Charity has a "light-touch" approach to fundraising, including through and following its annual Festival Service at St Paul's Cathedral, and Annual Assembly, where appeals to support the work of the Charity are made. Occasional donations and legacies are also received. The Charity does not contract the services of any professional fundraisers, nor does it have any commercial participator agreements, but is registered by the Fundraising Regulator. During the course of the year we did not receive any complaints about our fundraising practice. We do not engage in persistent or intrusive fundraising practices with any of our supporters. Given the enormous growth in the Trust's work in recent years, and its deliberate utilisation of assets in meeting that need, it is likely that more strategic fundraising will materialise in the coming years.

Financial Review

Unless otherwise stated, figures are expressed in m (millions) or k (thousands).

Total income for the year amounted to £4.64m (2022: £4.71m). Total expenditure amounted to £8.54m (2022: £6.90m). Whilst the number of grants awarded increased by 26% to 6,811 grant expenditure of £6,47m was £1.51m higher than 2022. Further information on our grants expenditure can be found in Note 6 to the financial statements and also under Grant Making on Pages 6 and 7 of the Trustees' Report.

Support and governance costs, at £632k have decreased from the 2022 figure of £701k. However, staff costs of £1,137k were higher than the previous year (2022: £860k). The overall net deficit before net gain on valuation of properties and deficit on investments was £3.90m (2022: net deficit of £2.19m) and reflected the ongoing policy for a period of operating deficits after many years of annual surpluses. After taking into account the net gains on investments of £3.94m (2022: loss on investments of £16.72m) and revaluation gains on the investment property portfolio of £80k (2022: £201k), total funds at year-end increased by £123k (2022: decrease of £18.71m).

Investments and investment performance

The main source of income for the Charity continues to be its investment portfolio. The Charity's Statement of Investment Policy is reviewed annually by Trustees, and the Investment Committee reviews the performance of the Charity's investment managers on a regular basis, together with asset allocation. The Charity adopts a long-term approach to investment, seeking to achieve the best possible total return within an acceptable level of risk. The Charity's investment objective over the medium-term is to achieve a total return which outperforms the rate of inflation (as measured by CPI) by at least 4.0%.

The Charity seeks to mitigate investment risk by having a diversified portfolio managed by four fund managers. One of these, the Charities Property Fund (CPF), managed by Savills Investment Management Limited, focuses only on property investments and consequently performed less well in the year relative to the other portfolios. The portfolios managed by Sarasin (73% UK and overseas equities) and Cazenove (75%) have a balanced multi-asset approach while the Charles Stanley portfolio is at present almost wholly (98%) focused on equities.

The portfolio values and performance of the four fund managers during 2023 are summarised below. Total investment funds at year-end were £106.3m (2022: £105.4m). Cazenove's performance benchmark is its long-term (ten-year) target of inflation plus 4%, so not directly comparable to the other benchmarks, which are annual targets. Sarasin's benchmark is a composite of relevant indices. Charles Stanley's benchmark is the FTSE All Share index, while the CPF's benchmark is the AREF/MSCI All Balanced Property Funds Index.

| Manager | Value of Portfolio £m | Portfolio Return % | Performance Benchmark % | Relative Performance % |
|--|--------------------------|-----------------------|----------------------------|---------------------------|
| Cazenove Capital Management ¹ | 23.1 | 7.1 | 8.2 | -1.1 |
| Sarasin & Partners LLP ² | 28.7 | 9.1 | 11.7 | -2.6 |
| Charles Stanley & Co Limited | 44.6 | 8.5 | 7.90 | 0.6 |
| Charities Property Fund | 9.9 | 0.1 | -1.4 | 1.5 |

¹ Charity Multi-Asset Fund
² Alpha CIF for Endowments

Financial Review (cont.)

The annualised three and five year returns for the Charity's longer-serving investment managers are shown for information here.

| Periods ended December 2023 (annualised) | Portfolio Return 3 years | Performance Benchmark | Relative Performance | Portfolio Return 5 years | Performance Benchmark | Relative Performance |
|--|--------------------------|-----------------------|----------------------|--------------------------|-----------------------|----------------------|
| | % | % | % | % | % | % |
| Sarasin & Partners LLP ¹ | 2.9 | 5.8 | -2.9 | 7.5 | 8.4 | -0.9 |
| Charles Stanley & Co Ltd | 4.5 | 8.6 | -4.1 | 7.4 | 6.6 | 0.8 |
| Charities Property Fund | 3.2 | 2.1 | 1.1 | 2.6 | 1.3 | 1.3 |

¹ Alpha CIF for Endowments

The Charity also owns three investment properties, together with some agricultural land in Northamptonshire, which had an independently assessed market value at the year-end of £2.78 (2022: £2.70m). All properties were externally revalued in 2023 by Gerald Eve LLP.

Further information on our investments can be found in Note 11 to the financial statements.

Funds and reserves policy

The Charity's total funds as at 31 December 2023 were £116.1m (2022: £116.0m) comprising £114.6 of unrestricted funds (2022: £114.0m) and £1.5m of restricted funds (2022: £2.0m).

The unrestricted funds principally comprise a designated investment fund which as at 31 December 2023 totalled £105.7 (2022: £105.1m). The designated investment fund represents the Charity's unrestricted investment assets held for the long-term to generate income for the Charity's current and future activities in support of its beneficiaries. Other unrestricted funds at 31 December 2023 included an undesignated general fund of £2.1 (2022: £2.1m), a designated fund for strategic development and reinvestment of £6.0m (2022 £6.0m) and a designated sum of £0.9m (2022: £0.9m) which represents an amount set aside by Trustees for investment in partnerships and special projects as envisaged in the 2020-23 Strategic Plan.

The restricted funds principally comprise the Clergy Orphan Corporation fund, which is restricted to providing financial assistance to children of clergy of the Church of England and of the Church in Wales.

Further details of the designated, restricted and endowment funds held by the Charity can be found in Note 15 to the financial statements.

The Charity's revised policy on reserves, agreed by Trustees in May 2020, is to hold free reserves (defined as unrestricted net current assets less provisions and excluding any designated funds) sufficient to cover at least three months of forecast operating costs for the current year. As at 31 December 2023 the Charity held free reserves of £1.4m (2022: £1.4m), equivalent to approximately 2.2 months of expected operating costs, (2022: 2.6 months). The trustees are monitoring the reserves position with a view to returning this to 3 months of operating costs in the future.

Reference and Administrative Details

Incorporation and registration

The Charity now operating under the working name of Clergy Support Trust, and previously (until March 2020) known as Sons & Friends of the Clergy, was originally founded in 1655 by a group of sons of clergymen. It was later incorporated by Royal Charter in 1678 under the name of the Governors of the Charity for Releefe of the Poore Widdowes and Children of Clergymen. The Royal Charter was amended in 1971, in 2012 (as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation), in November 2017 (to amend the Charity's objects to include the promotion of health) and again in February 2020 (a complete revision of the Royal Charter to bring it into line with Charity Commission guidance). Clergy Support Trust is registered with the Charity Commission for England and Wales with the number 207736.

Trustees

The membership of the Court of Assistants during 2023 was as follows:

The Reverend Canon Simon Butler
Mr Adam Chamberlain
Ms Constance Chinhengo
Mr Martin Cooper
The Reverend Canon Dr Jack Dunn [to 16th November 2023]
Mr Richard Farmbrough
The Reverend Nancy Goodrich
Mr Jeremy Hargreaves
Mr Stephen Hogg [to 16th November 2023]
Alderman Robert Hughes-Penney [to 16th November 2023]
Mrs Jackie Jordan
Dr Mayowa Marcus
Ms Anna McDonald [from 16th November 2023]
The Reverend Ruth Newton
Mr Stephen Slack CBE
The Most Reverend Patricia Storey

Officers and Chief Executive

The officers of the Charity during 2023 were as follows:

Honorary Presidents

The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester (as Lord High Almoner)
The Lord Mayor of the City of London

Honorary Vice-Presidents

Marsha De Cordova MP
The Reverend Prebendary The Lord Green of Hurstpierpoint
The Baroness Hale of Richmond DBE PC QC FBA
The Lord Lisvane KCB DL
The Rt Hon. Lady May MP

Senior Treasurer

The Reverend Canon Simon Butler [to 16th November 2023]
Mr Richard Farmbrough [from 16th November 2023]

Treasurers

Mr Richard Farmbrough [to 16th November 2023]
The Reverend Nancy Goodrich
Ms Constance Chinhengo [from 16th November 2023]

Chief Executive

The Reverend Ben Cahill-Nicholls

The Charity was privileged to have Her late Majesty Queen Elizabeth II as its Patron, until her death in September 2022. In May 2024, we were notified of His Majesty King Charles III's decision to be Patron of the Trust, continuing an unbroken line of the Sovereign's Patronage since 1678.

Registered office

1 Dean Trench Street, Westminster, London SW1P 3HB

Auditors

Buzzacott LLP, 130 Wood Street, London EC2V 6DL

Investment advisers/managers

Sarasin & Partners LLP, Juxon House, 100 St. Paul's Churchyard, London EC4M 8BU

Cazenove Charities, 12 Moorgate, London EC2R 6DA

Charles Stanley & Co. Limited, 55 Bishopsgate, London EC2N 3AS

The Charities Property Fund, 33 Margaret Street, London W1G 0JD

Bankers

Messrs C Hoare & Co, 37 Fleet Street, London EC4P 4DQ

National Westminster Bank Plc. PO Box 3038, 57 Victoria Street, London SW1H 0HN

Statement of Trustees' Responsibilities

The Court of Assistants is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Court of Assistants to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the income and expenditure of the Charity for that period. In preparing these financial statements, the Court of Assistants is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

Signed on behalf of the Court of Assistants on 17 September 2024.



Richard Farmbrough
Senior Treasurer



Constance Chinhengo
Treasurer



The Revd Nancy Goodrich
Treasurer

The Court of Assistants is responsible for adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Royal Charter and Act of Parliament under which the Charity is incorporated. It is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor's Report to the Trustees

Opinion

We have audited the financial statements of Clergy Support Trust (the 'charity') for the year ended 31 December 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, and the related notes to the financial statements, including the principal accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and performance review 2023, and the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent Auditor's Report to the Trustees (cont.)

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation).

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual variances;
- tested journal entries to identify unusual transactions;
- tested the authorisation of expenditure and bank payments; and
- reviewed the implementation and design of controls and procedures in place around the grants payable system.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

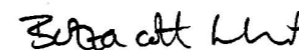
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Buzzacott LLP, 130 Wood Street, London EC2V 6DL

Date: 17 September 2024

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activity

For the year ended 31 December 2023

| Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ | Total Funds 2022 £ | |
|--|-------------------------|-----------------------|--------------------------|--------------------------|---------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 361,373 | 600 | 361,973 | 320,248 |
| Investments | 3 | 4,223,693 | 55,732 | 4,279,425 | 4,392,260 |
| Total income | | 4,585,066 | 56,332 | 4,641,398 | 4,712,508 |
| Expenditure on: | | | | | |
| Raising funds | 4 | 547,283 | 12,008 | 559,291 | 540,580 |
| Charitable activities | 5 | 7,414,861 | 569,058 | 7,983,919 | 6,362,337 |
| Total expenditure | | 7,962,144 | 581,066 | 8,543,210 | 6,902,917 |
| Net (expenditure)/income before transfers and investment gains/(losses) | | | | | |
| | | (3,377,078) | (524,734) | (3,901,812) | (2,190,409) |
| Gain on valuation or property | | 80,000 | - | 80,000 | 201,205 |
| Net investment gains/(losses) | 11 | 3,884,670 | 60,193 | 3,944,863 | (16,719,164) |
| Net income/(expenditure) and net movement in funds | | 587,592 | (464,541) | 123,051 | (18,708,368) |
| Total funds brought forward at 1 January 2023 | | 114,061,320 | 1,952,795 | 116,014,115 | 134,722,483 |
| Total funds carried forward at 31 December 2023 | 15 | 114,648,912 | 1,488,254 | 116,137,166 | 116,014,115 |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 22 to 32 form part of these financial statements.

Statement of Financial Activity

For the year ended 31 December 2022

| Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ | Total Funds 2021 £ | |
|--|-------------------------|-----------------------|--------------------------|--------------------------|--------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 316,363 | 3,885 | 320,248 | 116,382 |
| Investments | 3 | 4,316,025 | 76,235 | 4,392,260 | 4,145,821 |
| Total income | | 4,632,388 | 80,120 | 4,712,508 | 4,262,203 |
| Expenditure on: | | | | | |
| Raising funds | 4 | 527,663 | 12,917 | 540,580 | 314,709 |
| Charitable activities | 5 | 6,106,408 | 255,929 | 6,362,337 | 4,257,631 |
| Total expenditure | | 6,634,071 | 268,846 | 6,902,917 | 4,572,340 |
| Net (expenditure)/income before transfers and investment gains/(losses) | | | | | |
| | | (2,001,683) | (188,726) | (2,190,409) | (310,137) |
| Gain on valuation or property | | 40,000 | 161,205 | 201,205 | - |
| Net investment (losses)/gains | 11 | (16,569,257) | (149,907) | (16,719,164) | 16,448,003 |
| Net (expenditure)/income and net movement in funds | | (18,530,940) | (177,428) | (18,708,368) | 16,137,866 |
| Total funds brought forward at 1 January 2022 | | 132,592,260 | 2,130,223 | 134,722,483 | 118,584,617 |
| Total funds carried forward at 31 December 2022 | 15 | 114,061,320 | 1,952,795 | 116,014,115 | 134,722,483 |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 22 to 32 form part of these financial statements.

Balance Sheet

For the year ended 31 December 2023

| | Notes | £ | 2023 £ | £ | 2022 £ |
|--|-------|-------------|-------------|-------------|-------------|
| Fixed assets | | | | | |
| Tangible fixed assets | 10 | 620,132 | | 630,257 | |
| Investment assets | 11 | 109,046,632 | | 108,124,515 | |
| | | | 109,666,764 | | 108,754,772 |
| Current assets | | | | | |
| Debtors | 12 | 498,665 | | 211,230 | |
| Short-term deposits | | – | | 6,012,618 | |
| Cash at bank and in hand | | 6,406,710 | | 1,391,349 | |
| | | 6,905,375 | | 7,615,197 | |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 13 | (434,973) | | (355,854) | |
| | | | | | |
| Net current assets | | 6,470,402 | | 7,259,343 | |
| Total assets less liabilities | | | 116,137,166 | | 116,014,115 |
| Total net assets | | | 116,137,166 | | 116,014,115 |
| Funds | | | | | |
| Unrestricted - Designated | 15 | | 112,581,437 | | 111,993,845 |
| Unrestricted | | | | | |
| - Designated Specific | 15 | | – | | – |
| Unrestricted - General | 15 | | 2,067,475 | | 2,067,475 |
| Restricted | 15 | | 1,488,254 | | 1,952,795 |
| Total funds | | | 116,137,166 | | 116,014,115 |

The financial statements were approved and authorised for issue by the Court of Assistants on 17 September 2024 and signed on their behalf by



Richard Farmbrough
Senior Treasurer



The Revd Nancy Goodrich
Treasurer

The notes set out on pages 22 to 32 form part of these financial statements.

Statement of Cashflows

For the year ended 31 December 2023

| | | Total Funds 2023 £ | Total Funds 2022 £ | |
|---|-----|--------------------------------|----------------------------|--------------------------------|
| Net cash used in operating activities | (a) | 195,606 | (6,583,820) | |
| Cash flows from investing activities: | | | | |
| Income, interest and rents from investments | | 4,279,425 | 3,971,576 | |
| Purchase of furniture and equipment | | (31,205) | (9,915) | |
| Proceeds from sale of investments | | 6,199,173 | 11,710,275 | |
| Purchase of investments | | (1,866,142) | (3,304,214) | |
| Net cash provided by investing activities | | 8,581,251 | 12,367,722 | |
| Change in cash and cash equivalents | | (997,257) | 5,783,902 | |
| Cash and cash equivalents brought forward | | 7,403,967 | 1,620,065 | |
| Cash and cash equivalents carried forward | (b) | 6,406,710 | 7,403,967 | |
| Reconciliation of net movement in funds to net cash used in operating activities | | | | |
| (a) Net income/(expenditure) for the reporting period | | 123,051 | (18,708,368) | |
| Adjustments for: | | | | |
| Depreciation charge | | 40,565 | 35,858 | |
| Income, interest and rents from investments | | (4,279,425) | (4,392,260) | |
| Loss/(profit) on sale of fixed assets | | – | – | |
| (Gains)/losses on investments | | 3,944,863 | 16,719,164 | |
| (Gains)/losses on investment properties | | – | (201,205) | |
| Decrease (increase) in debtors | | 287,434 | (66,805) | |
| Increase in creditors | | 79,118 | 29,796 | |
| Net cash used in operating activities | | (195,606) | (6,583,820) | |
| (b) Analysis of changes in net debt | | | | |
| | | Balance at 31 Dec 2022 £ | Change in net debt £ | Balance at 31 Dec 2023 £ |
| Cash at bank and in hand | | 7,403,967 | (997,257) | 6,406,710 |
| | | 7,403,967 | (997,257) | 6,406,710 |

The notes set out on pages 22 to 32 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2023

Clergy Support Trust (“the Charity”) is a corporation governed by Royal Charter and a charity registered in England & Wales with the registered address of 1 Dean Trench Street, Westminster, London SW1P 3HB. Its principal charitable activity is the provision of financial grants and other support to Anglican clergy households in times of hardship or crisis.

1 Accounting policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Charities Act 2011, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements are presented in pounds sterling which is the Charity’s functional currency. Unless otherwise stated, amounts are rounded to the nearest £1.

The Charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the Charity’s ability to continue as a going concern. The most significant area of uncertainty that affects the future carrying value of the assets held by the Charity is the level of investment return and the performance of investment markets (see the investment policy and performance of investment markets (see the investment policy and performance and risk management sections of the trustees’ annual report for more information).

(b) Funds structure

Details of the various funds held and of the terms on which each of those funds is held are set out in Note 16 to the financial statements.

(c) Income recognition

Income is recognised in the Statement of Financial Activities when entitlement is both reliably measurable and there is probable receipt. Where income derived from endowment funds is unrestricted this is included within unrestricted funds. Income comprises donations, legacies, income from listed investments and rental income from the Charity’s investment properties.

Legacies are recognised following the granting of probate when the administrator or executor for the estate has communicated in writing both the amount and settlement date. In the event that the legacy is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the legacy being reliably measurable with a degree of reasonable certainty.

Interest on funds held on deposit is included when receivable and notification has been received from the bank. Income from investment funds is recognised once notification has been received from the investment advisors. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Income derived from the letting of the Charity’s investment properties is recognised in the period to which the tenancy relates.

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Grants are considered as gifts from the Charity and are made at the full discretion of the Trustees to beneficiaries in the furtherance of the charitable objects of the Charity. In the case of an unconditional grant offer, this is accrued once the recipient has been notified of the grant award. Deferred grants are grants that have been awarded but are not payable until some future date. Most school fees grants and certain other grants are paid by instalments and some other grants are awarded for payment at a future date.

(e) Governance costs

Governance costs comprise all costs associated with the strategic as opposed to day-to-day management of the Charity’s activities together with the public accountability of the Charity and its compliance with regulations and good practice.

(f) Expenditure on raising funds

Expenditure on raising funds consists of investment management costs and an allocation of staff costs based on staff time. Investment funds management costs are allocated on the basis of percentage holdings of investments in each of the Charity’s funds. Investment property costs are those relating to the individual properties held in each of the Charity’s funds.

(g) Expenditure on charitable activities

Expenditure on charitable activities consists of grants made, an allocation of staff costs based on staff time and all support and governance costs. These costs have been allocated wholly to charitable activities as a significant proportion of the Charity’s investments are managed externally and the amount spent on fundraising is insignificant.

(h) Tangible fixed assets and depreciation

Freehold properties are included at cost. No depreciation is provided on such properties as the Charity is an unincorporated charity, and the estimated residual values are considered to be in excess of cost. Regular maintenance is carried out on these properties to mitigate against any indicator of impairment.

All assets costing over £1,000 are capitalised and stated at historical cost. Depreciation is charged on a straight line basis on fixtures and fittings and equipment over their estimated useful life from the year of acquisition of ten, five and three years, respectively.

(i) Fixed asset investments

Fixed asset investments that are a form of basic financial instrument are initially recognised at their transaction value and subsequently measured at their fair value as at the reporting date using the closing quoted market price.

Fixed asset investment properties are measured at fair value at each reporting date.

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(j) Gains and losses on investments

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(k) Pensions

In accordance with auto-enrolment, the Charity contributes a percentage of salary into a Group Pension Plan, which comprises a series of personal pension plans arranged for the Charity’s eligible employees. The employer contribution levels exceed the minimum levels required under auto-enrolment. The Charity historically operated a pension scheme, the Corporation of the Sons of the Clergy Staff Retirement Benefit Scheme which is now closed and a resolution was passed in February 2020 by the Charity’s Trustees to wind up the scheme.

(l) Financial assets and liabilities

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. With the exception of the fixed asset investments referred to in (i) above, the Charity’s basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The main form of financial risk faced by the Charity is that of volatility in investment markets due to wider economic conditions.

(m) Key judgements and estimates

The preparation of the financial statements requires the Trustees to make estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosures of contingent liabilities at the date of the financial statements. If in the future such estimates and assumptions, which are based on the Trustees’ best judgement at the date of the financial statements, deviate from the actual circumstances, the original estimates and assumptions will be modified as appropriate in the year in which the circumstances change. The Trustees consider the following to be the main sources of estimation uncertainty:

- Provisions – a provision to cover the winding up of the pension scheme has been included in the balance sheet. This has been calculated based on the Trustees’ available knowledge up to the date that the financial statements are approved.
- Income recognition of legacies – legacies have been recognised when receipt is probable and on a case-by-case basis once the value can be measured reliably.
- The estimated useful life of tangible fixed assets.
- The valuation of the Charity’s investment properties.

2 Donations and legacies

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|-----------|-------------------------|-----------------------|--------------------------|
| Donations | 80,795 | 350 | 81,145 |
| Legacies | 280,578 | 250 | 280,828 |
| | <u>361,373</u> | <u>600</u> | <u>361,973</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|-----------|-------------------------|-----------------------|--------------------------|
| Donations | 94,310 | 2,885 | 97,195 |
| Legacies | 222,053 | 1,000 | 223,053 |
| | <u>316,363</u> | <u>3,885</u> | <u>320,248</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2023

3 Investment income

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|------------------------------|-------------------------|-----------------------|--------------------------|
| Rental income | 52,717 | 22,200 | 74,917 |
| Income from investment funds | 4,170,270 | 32,725 | 4,202,995 |
| Bank interest | 706 | 807 | 1,513 |
| | <u>4,223,693</u> | <u>55,732</u> | <u>4,279,425</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|------------------------------|-------------------------|-----------------------|--------------------------|
| Rental income | 52,168 | 32,880 | 85,048 |
| Income from investment funds | 4,263,282 | 43,015 | 4,306,297 |
| Bank interest | 575 | 340 | 915 |
| | <u>4,316,025</u> | <u>76,235</u> | <u>4,392,260</u> |

4 Expenditure on raising funds

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|-----------------------------|-------------------------|-----------------------|--------------------------|
| Investment management costs | | | |
| - investment properties | 13,638 | 8,886 | 22,524 |
| - investment funds | 275,889 | 3,122 | 279,011 |
| Staff costs (see note 8) | 257,756 | - | 257,756 |
| | <u>547,283</u> | <u>12,008</u> | <u>559,291</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|-----------------------------|-------------------------|-----------------------|--------------------------|
| Investment management costs | | | |
| - investment properties | 18,243 | 8,946 | 27,189 |
| - investments | 350,925 | 3,971 | 354,896 |
| Staff costs (see note 8) | 158,495 | - | 158,495 |
| | <u>527,663</u> | <u>12,917</u> | <u>540,580</u> |

Investment management costs are allocated to the funds on the basis of percentage holdings of investments held in each fund. Investment property costs comprise management fees and property maintenance costs relating to properties held in each fund. Staff costs are allocated on the basis of estimated staff time.

5 Expenditure on charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|---|-------------------------|-----------------------|--------------------------|
| Grants (see note 6) | 5,903,226 | 569,058 | 6,472,284 |
| Support and governance costs (see note 7) | 631,776 | - | 631,776 |
| Staff costs (see note 8) | 879,859 | - | 879,859 |
| | <u>7,414,861</u> | <u>569,058</u> | <u>7,983,919</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|---|-------------------------|-----------------------|--------------------------|
| Grants (see note 6) | 4,702,076 | 255,929 | 4,958,005 |
| Support and governance costs (see note 7) | 701,895 | - | 701,895 |
| Staff costs (see note 8) | 702,437 | - | 702,437 |
| | <u>6,106,408</u> | <u>255,929</u> | <u>6,362,337</u> |

All support and governance costs have been allocated to charitable activities as the amount spent on cost of generating funds is insignificant. Staff costs are allocated on the basis on estimated staff time.

6 Grants

During the year, the Charity awarded 6,811 grants to qualifying individuals and organisations (2022: 5,418).

| | Number of grants | 2023 £ | Number of grants | 2022 £ |
|------------------------------------|------------------|------------------|------------------|------------------|
| Serving clergy households | 5,284 | 4,853,375 | 4,428 | 3,975,031 |
| Retired clergy households | 408 | 421,057 | 302 | 271,157 |
| Divorced or separated spouses | 232 | 232,964 | 204 | 194,583 |
| Ordinands (health and book grants) | 79 | 48,433 | 76 | 57,450 |
| Widows/Widowers | 117 | 98,172 | 77 | 69,554 |
| Children of Clergy | 682 | 569,058 | 322 | 251,091 |
| Organisations | 7 | 170,101 | 9 | 139,139 |
| Contractors for services | 2 | 79,125 | - | - |
| | <u>6,811</u> | <u>6,472,284</u> | <u>5,418</u> | <u>4,958,005</u> |

Serving clergy includes retired clergy who are still in active ministry with a bishop's Permission to Officiate (PTO).

Notes to the Financial Statements (cont.) For the year ended 31 December 2023

6 Grants (cont.)

In addition to the above, the Charity partnered with SPCK Publishing to provide free subscriptions for its Clergy Support Trust Library e-book resource to ordinands, Anglican curates-in-training and others (eg diocesan staff and theological college librarians) as follows:

| | Number of subscriptions | 2023 £ | Number of subscriptions | 2022 £ |
|-------------------------------------|-------------------------|--------|-------------------------|--------|
| Clergy Support Trust Library | 863 | 61,425 | 777 | nil |

The breakdown of grants expenditure by type of support was as follows:

| | Number of grants | 2023 £ | Number of grants | 2022 £ |
|---|------------------|------------------|------------------|------------------|
| Financial support | 403 | 1,034,182 | 347 | 893,557 |
| Emergencies | 3,214 | 1,592,116 | 2,721 | 1,348,293 |
| Health | 1,073 | 943,652 | 748 | 612,681 |
| Wellbeing | 2,097 | 2,577,511 | 1,600 | 1,953,726 |
| Servicing clergy debt | 14 | 80,328 | - | - |
| Training support (grants) | 1 | (4,731) | 2 | - |
| Training support (Clergy Support Trust Library) | - | - | - | - |
| Organisations | 7 | 170,101 | 5 | 149,748 |
| Contractors for services | 2 | 79,125 | - | - |
| | 6,811 | 6,472,284 | 5,423 | 4,958,005 |

The following organisations received grants from the Charity:

Society of Mary & Martha – £50,000 (2022: £50,000). This charity, also known as Sheldon, supports people in ministry at times of stress, crisis, burnout or breakdown.

Holy Rood House/ Centre for Health and Pastoral Care – £20,000 (2022: £20,000).

St Lukes Healthcare – £nil (2022: £7,649)..

Emmanuel Theological College – £500 (2022: £nil).

Church in Wales Family Support - £3,800 (2022: £nil).

Personal Emergencies Fund - £20,000 (2022: £nil).

Life to the Max - £3,800 (2022: £nil)..

The following contractors provided services to beneficiaries of the Charity:

SPCK - £61,425 (2022: £nil).

Sleep Station - £17,700 (2022: £nil).

In addition, grants were made to the following two care homes in respect of residents who were beneficiaries:

College of St Barnabas – individual grants were awarded to 16 residents of the College of St. Barnabas, totalling £66,000 (2022: 17 individual grants totalling £63,100). The College is a retirement community for Anglican clergy and their spouses, as well as clergy widows, with a significant number of residents whose means are insufficient to meet the costs incurred for their care.

Terrys Cross – an individual grant was awarded to one resident of Terrys Cross Trust totalling £6,000 (2022: one resident totalling £6,000). This charity provides retirement accommodation and respite care for those associated with the Church of England.

7 Support and governance costs

| | Unrestricted Funds | Restricted Funds | Total Funds |
|------------------------------|--------------------|------------------|----------------|
| | £ | £ | 2023 £ |
| Support costs: | | | |
| Festival costs | 84,874 | - | 84,874 |
| Property costs | 55,202 | - | 55,202 |
| Marketing & communication | 63,908 | - | 63,908 |
| Recruitment costs | 4,785 | - | 4,785 |
| Office equipment maintenance | 48,116 | - | 48,116 |
| Website costs | 13,116 | - | 13,116 |
| Staff training | 77,168 | - | 77,168 |
| Other office expenses | 236,432 | - | 236,432 |
| Legal and professional | 24,395 | - | 24,395 |
| Governance costs: | | | |
| Legal and professional | 6,380 | - | 6,380 |
| Auditor's remuneration | 17,400 | - | 17,400 |
| | 631,776 | - | 631,776 |

| | Unrestricted Funds | Restricted Funds | Total Funds |
|------------------------------|--------------------|------------------|----------------|
| | £ | £ | 2022 £ |
| Support costs: | | | |
| Festival costs | 77,990 | - | 77,990 |
| Property costs | 266,199 | - | 266,199 |
| Marketing & communication | 65,926 | - | 65,926 |
| Recruitment costs | 15,445 | - | 15,445 |
| Office equipment maintenance | 38,874 | - | 38,874 |
| Website costs | 14,824 | - | 14,824 |
| Staff training | 18,256 | - | 18,256 |
| Other office expenses | 128,044 | - | 128,044 |
| Legal and professional | 37,906 | - | 37,906 |
| Governance costs: | | | |
| Legal and professional | 22,231 | - | 22,231 |
| Auditor's remuneration | 16,200 | - | 16,200 |
| | 701,895 | - | 701,895 |

The annual Festival is the most significant event in the Charity's year, providing the opportunity to celebrate both the support that the Charity is able to give its beneficiaries today and the nearly four-hundred-year tradition on which the Charity is founded. Through the Festival Service and Dinner, the Charity increases the awareness of its activities and benefits from the generous donations received, including those from Stewards, the Livery Companies and the collection at the Service.

8 Staff costs

| | 2023 £ | 2022 £ |
|-----------------------------|------------------|----------------|
| Salaries | 925,689 | 710,112 |
| Social security costs | 94,667 | 78,429 |
| Pension costs (see note 17) | 92,534 | 72,391 |
| Pension costs (see note 17) | 24,765 | - |
| | 1,137,655 | 860,932 |

These net costs comprise the staff costs referred to in Notes 4 and 5 and have been allocated on the basis on estimated staff time.

During the year under review, the following staff earned total emoluments, excluding employer's pension costs, in excess of £60,000:

| | 2023 No. | 2022 No. |
|--------------------|----------|----------|
| £70,000 - £80,000 | 1 | 1 |
| £90,000 - £100,000 | 1 | 1 |

The Charity's key management personnel during the year comprised the members of the Court of Assistants, the Chief Executive, the Director of Charitable Services, Head of Finance and Operations, and the Head of External Relations. During the year a Head of Grants & Services was also appointed (by internal promotion). Total employment benefits, including employer pension contributions, of the key management personnel in 2023 were £407,569 (2022: £332,103) in relation to five staff (2022: four). In 2023, two employees had benefits in excess of £60k (2022: two).

The average number of employees, analysed by function, was:

| | 2023 | 2022 |
|--------------------------------------|-----------|-----------|
| Generating funds, grants and support | 17 | 14 |
| Administration and governance | 4 | 2 |
| | 21 | 16 |

Pension costs

| | 2023 £ | 2022 £ |
|--|---------------|---------------|
| Pension payments (10% Personal Pension Plan) | 92,534 | 72,391 |
| Death in Service premiums & admin costs | 6,053 | 3,137 |
| | 98,587 | 75,528 |

Members of the Court of Assistants did not receive any remuneration or benefits in kind in respect of their services during the year under review (2022: none). Travel expenses of £11,241 (2022: £10,006) were reimbursed to 10 Trustees (2022: 8).

Notes to the Financial Statements (cont.) For the year ended 31 December 2023

9 Auditor's remuneration

The auditor's remuneration comprised an audit fee of £15,650 (2022: £14,500).

10 Tangible fixed assets

| | Freehold Property £ | Fixtures, fittings and equipment £ | Total £ |
|---------------------------|---------------------------|---|------------|
| Cost (as restated) | | | |
| At 1 January 2023 | 500,775 | 261,798 | 762,573 |
| Addition | - | 31,205 | 31,205 |
| Disposal | - | (3,899) | (3,899) |
| At 31 December 2023 | 500,775 | 289,104 | 789,879 |
| Depreciation | | | |
| At 1 January 2023 | - | 132,316 | 132,316 |
| Charge for year | - | 40,565 | 40,565 |
| Disposal | - | (3,134) | (3,134) |
| At 31 December 2023 | - | 169,747 | 169,747 |
| Net book value | | | |
| At 31 December 2023 | 500,775 | 119,357 | 620,132 |
| At 31 December 2022 | 500,775 | 129,482 | 630,257 |

The Charity's property at 1 Dean Trench Street in Westminster is a 'mixed use' property comprising the Charity's office and a three-bedroom residential flat which is rented out. The property was previously classified as a freehold property under tangible fixed assets and shown at cost. Since 2019 the residential component of the property has been reclassified as an investment property (see note 11). The land and operational component of the building remain classified as a freehold property under tangible fixed assets.

11 Investment assets

| | 2023 £ | 2022 £ |
|-----------------------|--------------------|--------------------|
| Investment properties | | |
| - United Kingdom | 2,780,000 | 2,700,000 |
| Investment funds | 106,266,632 | 105,424,515 |
| | <u>109,046,632</u> | <u>108,124,515</u> |

| | 2023 £ | 2022 £ |
|--|------------------|------------------|
| a) Investment properties - United Kingdom | | |
| Market value at 1 January | 2,700,000 | 2,498,795 |
| Additions | - | - |
| Profit/(loss) on sale | - | - |
| Net gain on revaluation | 80,000 | 201,205 |
| Market value at 31 December | <u>2,780,000</u> | <u>2,700,000</u> |
| Historical cost at 31 December | <u>239,897</u> | <u>239,897</u> |

Investment properties are valued at open Market Value at the balance sheet date. Investment properties were all valued in 2023 by Gerald Eve LLP. The Trustees of the Charity have adopted a policy of obtaining an independent valuation for the investment properties every five years, and adjusting the most recent valuation by a suitable property price index annually to account for any material differences arising in the intervening years.

| | Total 2023 £ | Total 2022 £ |
|---|--------------------|--------------------|
| b) Investment funds | | |
| Market value at 1 January | 104,729,317 | 130,104,583 |
| Additions | 1,866,142 | 3,304,214 |
| Disposals | (6,199,173) | (11,960,316) |
| Net gain/(loss) on revaluation | 3,944,622 | (16,719,164) |
| Market value at 31 December | 104,340,908 | 104,729,317 |
| Cash balances held with investment managers | 1,925,724 | 695,198 |
| | <u>106,266,632</u> | <u>105,424,515</u> |
| Historical cost at 31 December | <u>93,848,695</u> | <u>93,848,695</u> |

The investments at the end of the year were held in realisable funds consisting of the following:

| | 2023 £ | 2022 £ |
|---|--------------------|--------------------|
| Sarasin Alpha CIF for Endowments | 28,721,492 | 27,087,733 |
| Cazenove Charities Charity Multi Asset Fund | 23,032,581 | 25,419,377 |
| Charles Stanley Discretionary Portfolio | 44,611,896 | 42,385,638 |
| Charities Property Fund | 9,900,663 | 10,531,767 |
| | <u>106,266,632</u> | <u>105,424,515</u> |

The split of the holdings at 31 December was:

| | Total 2023 £ | Total 2022 £ |
|--------------------|--------------------|--------------------|
| Fixed interest | 8,968,209 | 6,031,102 |
| UK Equities | 34,453,600 | 36,968,624 |
| Global Equities | 45,208,574 | 39,015,366 |
| Property | 12,989,345 | 14,317,484 |
| Alternative Assets | 2,721,180 | 5,595,548 |
| Cash & Near Cash | 1,925,724 | 3,496,391 |
| | <u>106,266,632</u> | <u>105,424,515</u> |

At 31 December 2023, listed investments included the following individual holdings deemed material when compared with the overall investment portfolio (including cash held by investment managers):

| | Value of holding 2023 £ | Percentage of portfolio 2023 % | Value of holding 2022 £ | Percentage of portfolio 2022 % |
|---|----------------------------------|---|----------------------------------|---|
| Sarasin Endowments Fund Class A Inc | 28,721,492 | 27 | 26,463,678 | 25 |
| SUTL Cazenove Charity Multi-Asset S Inc | 23,032,581 | 22 | 25,419,377 | 24 |
| Charities Property Fund | 9,900,663 | 9 | 10,531,767 | 10 |

The significance of financial instruments to the ongoing financial sustainability of the Charity is considered in the financial review section of the Trustees' Annual Report. The main risk to the Charity from financial instruments in the future lies in the combination of uncertain investment markets and volatility in yield, which is mitigated through the Charity's Investment Policy.

The Sarasin portfolio is invested in the Alpha CIF for Endowments. This fund is diversified across the world's principal stock, bond and currency markets, together with investments in alternative assets such as property, commodities and hedge funds. Holdings are at the bid price. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. The Cazenove portfolio is invested in the Charities Multi Asset Fund. This is a long term investment fund with a diversified strategy investing in equities, bonds, property and alternative assets. As at January 2021 the portfolio was transferred wholly to The Responsible Multi Asset Fund. In the Charles Stanley Discretionary portfolio, investment in equities, unit trusts and fixed interest securities are all traded in quoted public markets. Holdings are valued at the closing mid price. No single investment was more than 5% of the total portfolio. The investment in the Charities Property Fund is valued using the NAV price.

Notes to the Financial Statements (cont.)

For the year ended 31 December 2023

12 Debtors

| | Total 2023 £ | Total 2022 £ |
|----------------------------------|--------------------|--------------------|
| Income tax recoverable | 1,700 | 6,837 |
| Cash held by investment managers | 269,831 | 111,119 |
| Prepayments & other debtors | 227,134 | 93,274 |
| | <u>498,665</u> | <u>211,230</u> |

All prepayments relate to unrestricted funds in both 2023 and 2022.

13 Current liabilities

| | Total 2023 £ | Total 2022 £ |
|---|--------------------|--------------------|
| Creditors: amounts falling due within one year | | |
| Grant commitments | 273,312 | 258,617 |
| Accruals | 161,661 | 97,237 |
| | <u>434,973</u> | <u>355,854</u> |

| | 2023 £ | 2022 £ |
|---------------------------------|----------------|----------------|
| Deferred grants: | | |
| Balance brought forward | 258,617 | 202,825 |
| New grants committed to in year | 584,174 | 417,658 |
| Grants paid | (569,479) | (361,866) |
| | <u>273,312</u> | <u>258,617</u> |

Deferred grants are grants that have been awarded but which are not payable until some future date. Most school fees grants and a number of other grants are paid by instalments and certain other grants are awarded for payment at a future date.

14 Operating lease commitments

As at 31 December, the Charity had total commitments under non-cancellable operating leases as set out below:

| | 2023 £ | 2022 £ |
|---------------------|--------------|--------------|
| Amounts due: | | |
| Within one year | 1,387 | 1,387 |
| Within 2 - 5 years | 1,387 | 2,773 |
| | <u>2,774</u> | <u>4,160</u> |

15 Statement of funds

The following were the Charity's funds during the year under review.

Unrestricted funds

General fund

The unrestricted general funds are applied by the Trustees in accordance with the objects of the Charity (see the Objectives, Activities and Public Benefit section of the Trustees' Report on page 4).

Designated investment funds

The designated investment funds represent the carrying value of the Charity's investments that are not held in restricted or endowment funds as at 31 December 2023. The investment fund has been ring-fenced to demonstrate that the assets are being held for the long-term to generate income to support the Charity's future activities in support of its beneficiaries. In addition, the Trustees passed resolutions in December 2020 to designate a sum of £1 million for expenditure on Partnerships and Special Projects over the next 3-5 years and in April 2022 designated a sum of £8m for Strategic Development.

Restricted funds

Clergy Orphan Corporation

The Clergy Orphan Corporation (COC) is restricted as its beneficiaries are limited to children of clergy of the Church of England and of the Church in Wales. The fund includes the investment assets held to generate the income required to fund the Charity's core activities insofar as they relate to beneficiaries covered by the above restriction.

Other restricted funds

These funds represent donations that are restricted by their terms as to their use.

15 Statement of funds (cont.)

| | Balance at 1 January 2023 £ | Income £ | Expenditure losses £ | Other recognised gains and £ | Transfer of funds £ | Balance at 31 December 2023 £ |
|--------------------------------------|--------------------------------------|------------------|----------------------------|---------------------------------------|---------------------------|--|
| Unrestricted Funds | | | | | | |
| General | 2,067,475 | - | - | - | - | 2,067,475 |
| Designated | | | | | | |
| - General | 105,071,327 | 4,585,066 | (7,962,144) | 3,964,670 | - | 105,658,919 |
| - Strategic Reinvestment | 6,012,618 | - | - | - | - | 6,012,618 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| | <u>114,061,320</u> | <u>4,585,066</u> | <u>(7,962,144)</u> | <u>3,964,670</u> | <u>-</u> | <u>114,648,912</u> |
| Restricted Funds | | | | | | |
| COC - General | 1,952,795 | 56,332 | (581,066) | 60,193 | - | 1,488,254 |
| | <u>116,014,115</u> | <u>4,641,398</u> | <u>(8,543,210)</u> | <u>4,024,863</u> | <u>-</u> | <u>116,137,166</u> |

| | Balance at 1 January 2022 £ | Income £ | Expenditure £ | Other recognised gains and losses £ | Transfer of funds £ | Balance at 31 December 2022 £ |
|--------------------------------------|--------------------------------------|------------------|--------------------|---|---------------------------|--|
| Unrestricted Funds | | | | | | |
| General | 1,867,475 | - | - | - | 200,000 | 2,067,475 |
| Designated | | | | | | |
| - General | 129,614,885 | 4,632,388 | (4,646,689) | 16,529,257 | (8,000,000) | 105,071,327 |
| - Strategic Reinvestment | - | - | (1,987,382) | - | 8,000,000 | 6,012,618 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| - Refurbishment fund | 200,000 | - | - | - | (200,000) | - |
| | <u>132,592,260</u> | <u>4,632,388</u> | <u>(6,634,071)</u> | <u>(16,529,257)</u> | <u>-</u> | <u>114,061,320</u> |
| Restricted Funds | | | | | | |
| COC - General | 2,124,590 | 80,120 | (263,213) | 11,298 | - | 1,952,795 |
| Other Restricted Funds | 5,633 | - | (5,633) | - | - | - |
| | <u>2,130,223</u> | <u>80,120</u> | <u>(268,846)</u> | <u>11,298</u> | <u>-</u> | <u>1,952,795</u> |
| Total Funds | <u>134,722,483</u> | <u>4,712,508</u> | <u>(6,902,917)</u> | <u>(16,516,959)</u> | <u>-</u> | <u>116,014,115</u> |

16 Analysis of net assets between funds

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2023 £ |
|-----------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets | 620,132 | – | 620,132 |
| Investment properties | 1,780,000 | 1,000,000 | 2,780,000 |
| Investment funds | 106,266,632 | – | 106,266,632 |
| Net current assets | 5,982,146 | 488,254 | 6,470,402 |
| | <u>114,648,912</u> | <u>1,488,254</u> | <u>116,137,166</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|-----------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets | 630,257 | – | 630,257 |
| Investment properties | 1,700,000 | 1,000,000 | 2,700,000 |
| Investment funds | 104,560,173 | 864,342 | 105,424,515 |
| Net current assets | 7,170,890 | 88,453 | 7,259,343 |
| | <u>114,061,320</u> | <u>1,952,795</u> | <u>116,014,115</u> |

17 Pensions

The Charity operates a defined contribution pension scheme in compliance with auto-enrolment. Contributions of £92,534 (2022: £72,391) were made in the year.

18 Related party transactions

During the year seven Trustees made donations totalling £650 to the Charity.

19 Financial instruments

| | 2023 £ | 2022 £ |
|---|-------------|-------------|
| Financial Assets | | |
| Financial assets at amortised cost | 6,764,469 | 7,615,197 |
| Financial instruments at fair value | 106,266,632 | 105,424,515 |
| Financial Liabilities | | |
| Financial liabilities at amortised cost | 434,973 | 355,853 |

Financial assets measured at amortised cost comprise cash at bank and in hand, short-term cash deposits, trade debtors, other debtors and accrued income. Financial instruments at fair value comprise investment funds managed by external investment managers, valued at fair value at the balance sheet date. Further information is included in Note 12. Financial liabilities measured at amortised cost comprise accruals and other commitments.

20 Capital Commitments

At 31 December 2023 the charity had capital commitments of £nil (2022: £nil).

Accounts



Get in touch.
Give us a call or email.
Tel: 020 7799 3696
hello@clergysupport.org.uk

www.clergysupport.org.uk

Honorary Presidents:
The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester (as Lord High Almoner)
The Lord Mayor of the City of London

Charity registered in England and Wales charity number 207736



Contents

Clergy Support Trust was privileged to have Her Late Majesty Queen Elizabeth II as its Patron, since shortly after her accession in 1952, and has been grateful for her support during her reign.

The Court of Assistants and staff were deeply saddened by her death in September 2022, during the period covered by this Report, and send their best wishes to His Majesty King Charles III and other Members of the Royal Family.

| | |
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**Clergy
Support
Trust**

Charity registered in England & Wales
Charity number 207736

Patron:
Her Majesty Queen Elizabeth II
[to 8 September 2022]

Honorary Presidents:
The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester
(as Lord High Almoner)
The Lord Mayor of the City of London

**1 Dean Trench Street
Westminster
London
SW1P 3HB**

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Website: www.clergysupport.org.uk**

A message from the Treasurers

Records, we are taught, are there to be broken. If that is true, 2022 was a very successful year for Clergy Support Trust, with huge increases in charitable spend, grants and services provided, and households helped. However, statistics don't paint the whole picture.

At the heart of our ministry, and behind each number in this report, are the extraordinary people we serve, and who spend their lives serving others. The joy of beating records is the joy of better supporting more people than ever, at this difficult time in our national and ecclesial stories.

In July 2022, the Trust launched a new strategy, with nine objectives to drive its work until 2025.

At the heart of these is an increased growth in our core work of grants and services, alongside a range of innovations. These are not only focused on our principal audience – clergy and their families – but designed in direct response to what we hear from them. For example, we will launch a new training programme providing clergy with space to focus on their wellbeing and development; we have already launched our Visiting Caseworker service, offering face-to-face support for the first time. Alongside the design and delivery of that new strategy, we continued our relentless focus on supporting applicants' financial, mental and physical health. This resulted, across 2022, in more than 5,400 grants to 2,318 households. 18% of all clergy in the Church of England came to us last year – an astonishing figure.

With pandemic restrictions finally lifted, engagement was a central focus of our work in 2022. We visited twenty-two of the sixty-six dioceses we serve, and presented at a range of conferences and events. We continued to grow our role as advocates for clergy, not just walking alongside them but sharing key messages – always with the highest regard for confidentiality – with Church leaders, in order to influence policy and practice. Although our independence from the Church is important to us and our applicants, we believe that a partnership approach is critical to ensure that clergy households across the UK and Ireland can thrive, rather than just survive.

All of these increases in our workload, and the vital operational infrastructure which sits behind it, have resulted in significant changes to our resourcing. Between December 2021 and December 2022, the staff team increased by around 50%. Our excellent colleagues are now better able to meet growing demand, as well as to focus on new programmes in support of clergy households. We reallocated £8m from our investments, which had doubled in a decade with a comparably smaller growth in spending, to a secure cash deposit, to help fund these developments, and gave away a record

amount in grants (64% increase from 2021). We believe this not only to be ethically right, but particularly so during a cost-of-living crisis affecting clergy as well as the communities they serve. However, we of course balanced this growth with prudent, careful stewardship of the assets we are blessed to have.

For all the newness we describe here, our mission has remained consistent for almost four centuries: to serve those who, in their own ministry, serve so many others. Our two historic events made a full post-pandemic return in 2022, and we were delighted to welcome over 1,500 guests to St Paul's Cathedral for the 367th Festival Service in May. Among them was HRH The Duchess of Gloucester, representing our Paton, Her late Majesty Queen Elizabeth II, who was a generous supporter of our work and who we mourn with the nation. November saw the Annual Assembly held at Westminster Abbey, where we were delighted with the positive engagement and feedback from our Governors.

As the Trust continues to navigate the turbulent waters of the twenty-first century, and to serve the clergy of an ever-changing Church, we remain committed to a balance of heritage and innovation, changing and growing where appropriate, but always mindful of our rich history. We are grateful to all those who continue to play important roles in that story: our generous supporters, outstanding staff, dedicated Trustees, valued partners, and – most importantly – our sisters and brothers in ministry, alongside whom we are blessed to walk.

The Revd Canon Simon Butler
Senior Treasurer

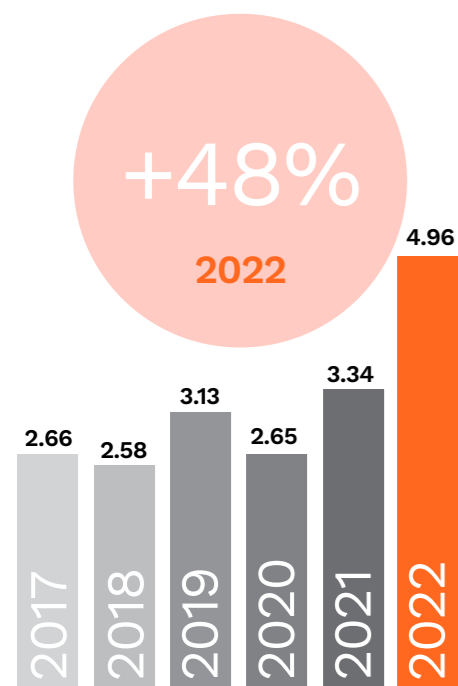
Richard Farmbrough
Treasurer

The Revd Nancy Goodrich
Treasurer

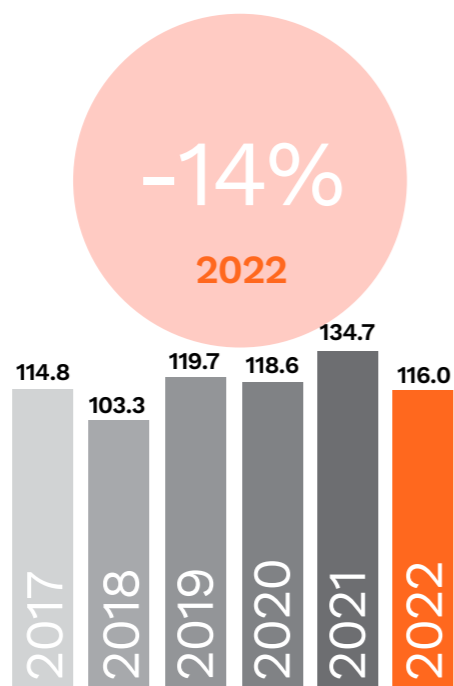
The Charity in numbers

Objectives, activities and public benefit

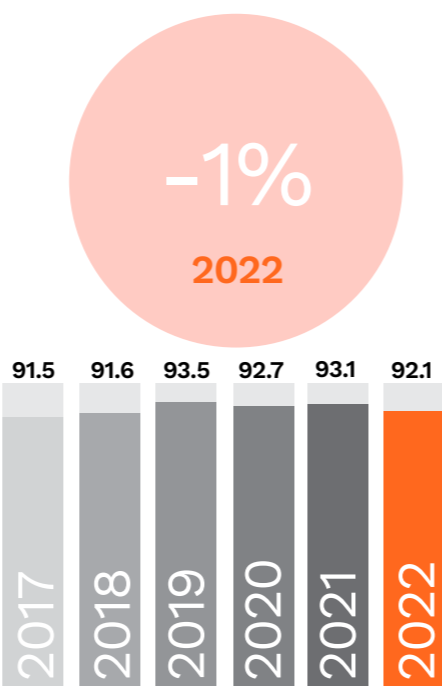
Grants expenditure (£m)



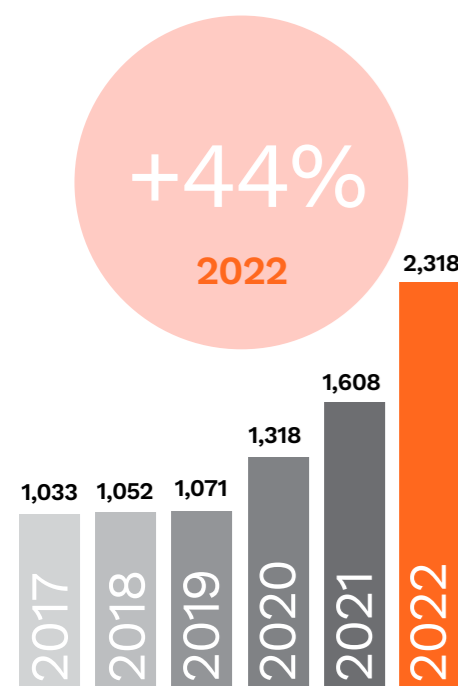
Total funds (£m)



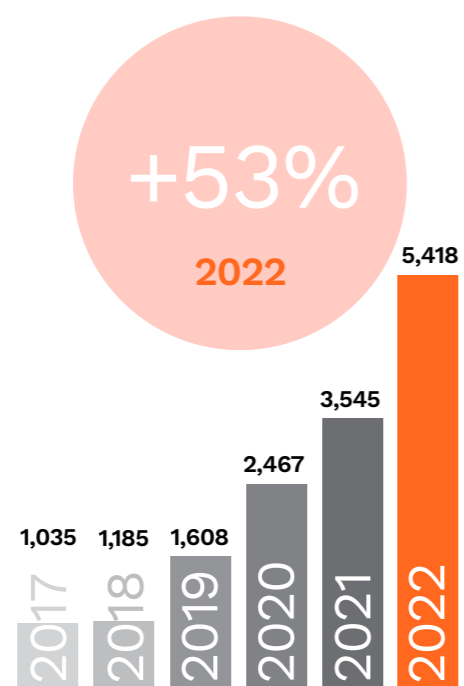
Charitable spend as % of total



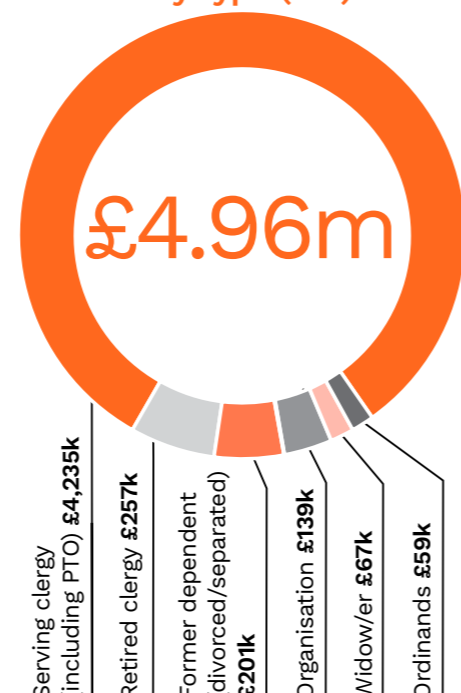
Households helped



Number of grants



2022 Grant spend by beneficiary type (£m)



The above figures are taken from the audited results for the Charity for the years from 2017 to 2022. Further commentary on the 2022 results can be found in the

'Financial review' section on pages 13 and 14. In the pages that follow, we give more specific details of what we achieved in 2022, and set out our future plans.

Clergy Support Trust ("the Charity") is a charity set up by Royal Charter dated 1 July 1678 (subsequently revised) and registered in England & Wales (number 207736). The Charity is governed by a board of Trustees ("the Trustees"), known under the Royal Charter as the Court of Assistants.

The Trustees are pleased to present their Annual Report, together with audited financial statements, for the year ended 31 December 2022.

Objects and principal activities of the Charity

The Charity was originally established in 1655 by sons of clergymen, to raise funds for destitute Anglican clergy who had lost their livings under Oliver Cromwell. The current objects of the Charity were established in 2012 through Charity Commission Schemes and an Order in Council as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation, which itself was incorporated by Act of Parliament in 1849. The objects were further amended by an Order in Council effective 15 November 2017 and now read as follows:

'The Charity shall apply the clear yearly income and at its discretion the whole or part of the property of the Charity for the public benefit in providing assistance to beneficiaries, whether directly or indirectly, in such manner as and by such means as the Court of Assistants from time to time in their absolute discretion think fit for the relief or prevention of poverty or hardship or for the relief of illness, and the promotion of health, whether physical or mental. "Beneficiaries" means members of the clergy, ordinands and the spouses, former spouses, children and dependents of living or deceased members or former members of the clergy or ordinands.

- a) "children" includes adopted children, step-children and persons treated as the children of a marriage or civil partnership.
- b) "civil partners" means the members of a civil partnership within the meaning of Section 1 (1) of the Civil Partnership Act 2004.
- c) "clergy" and "members of the clergy" means bishops, priests and deacons of the Anglican Communion.
- d) "ordinands" means persons who are preparing for ordination as members of the clergy.
- e) the "spouse" of a person means his or her wife, husband, civil partner, widow, widower or surviving civil partner.'

The main focus of the Charity at present is to provide assistance in the form of discretionary cash grants to serving and retired clergy in the Church of England, the Church in Wales, the Scottish Episcopal Church, and the Church of Ireland, together with the dependents of such clergy. In addition, we provide support to those training for ordained Anglican ministry (ordinands).

Grants are made at the full discretion of the Charity to beneficiaries in the furtherance of the objects. Applicants for financial support grants are asked to complete an application form giving details of their household's financial circumstances, and the Charity takes this information into account when considering applications and awarding grants. Applications for health-related grants are usually assessed by the Charity's medical adviser, a retired general practitioner.

Increasingly, the Charity also offers non-financial support to the same group of beneficiaries, such as counselling for debt relief, access to an online theological library, and cognitive behaviour therapy for insomnia. Such services are delivered primarily through partner organisations; more information is included under 'Achievements, performance and future plans', where we also outline our ambitious strategy for 2022-25.

Public benefit

In carrying out these activities, the Trustees have complied with the duty under section 175 of the Charities Act 2011 to have regard to the Charity Commission's guidance on public benefit, and they are satisfied that the Charity fulfils its fundamental objects and so provides public benefit.

Volunteers

The Trustees and Committee advisers are the only volunteers directly involved in the work of the Charity. All Trustees and advisers give their time voluntarily and receive no personal benefit from the Charity. Further information on the Trustees is included in the Governance section. Details of Trustees' expenses reclaimed from the Charity are set out in Note 8 to the financial statements.

Achievements, performance and future plans

Strategy 2022-25

Confident that we had delivered well against our 2019-22 Strategy, as narrated in our last Annual Report, we launched (at General Synod in York) a new three-year strategy from July 2022. This includes six programme objectives (P1-6) and three supporting objectives (S1-3):

- P1. We will aim to help 3,000 families with **financial support** each year, by 2025, continuing recent years' significant growth in this area.
- P2. Our current programme of **specialist support** will be significantly expanded, including increased help for clergy households with financial planning, and mental and physical health, delivered primarily through partner organisations.
- P3. A new **Clergy Support Hub** will be launched on our website, so that clergy and their families can easily access a wide range of guidance and toolkits.
- P4. We will develop a programme of **training** and **resources** for dioceses and theological education institutions.
- P5. Clergy and their families requiring longer-term support will be offered more intensive support through a new team of **caseworkers**.
- P6. We will reinvigorate our approach to **research**, including by commissioning and curating work to improve outcomes for those we serve.
- S1. We will **engage** more proactively with Dioceses, Theological Education Institutions and others, including in Scotland, Wales, Ireland and Europe, ensuring that our work represents, speaks to, and is accessible by the full diversity of our Church.
- S2. We will make more effective use of our **data**, and use this to contribute to research, advocacy, and thought leadership.
- S3. We will continue to improve our **infrastructure and governance**, developing better information management systems and operational processes.

In the pages which follow, we seek to provide further information on the outworking of each objective, and of progress made since the Strategy's launch halfway through 2022. Inevitably, given that the Strategic Period was only six months old at the end of 2022, some objectives are more advanced than others, and we look forward to reporting further in our 2023 Annual Report.

Grants & Services (P1 – P3)

2022 was, by some distance, the Trust's busiest year on record. At year-end, the number of grants given

(from 2021) had risen 53%, to a total of 5,418. Those grants supported 2,318 households – a 44% increase from 2021. It is difficult to analyse precisely how many individuals were supported through that work (given that applicants are not, in all circumstances, asked to divulge how many dependents they have, or how the grant is likely to affect the wider household); however, it is reasonable, based on the data we do collect, that over 7,000 people were directly helped by the Trust's core work in 2022, including around 3,000 children.

Our four principal grants categories remained unchanged from 2021:

- **Emergency Grants**, the majority of which are capped at £500 each, and of which any eligible household can apply for three per year, accounted for some 2,717 successful applications (1,494 households). These grants are designed to cover a range of general living expenses, such as household items and appliances, transport and school-related costs, and bills. Within the various areas covered by Emergency Grants, car repairs and energy bills accounted for the most grants processed, with the latter seeing a 256% increase from 2021 – a stark reminder of the cost-of-living crisis faced by so many of those we serve.
- **Wellbeing Grants**, which include provision for “time away” and for a range of fitness, leisure and wellbeing-related costs, were the highest area of expenditure; holidays alone accounted for £1.5m of grants in 2022. We saw significant rises in applications for sabbaticals and respite breaks.
- **Health Grants** are offered to support applicants with a range of physical and mental health concerns, including addictions, mobility, diagnostic tests, dentistry, and talking therapies. In 2022, these Grants totalled £606k, a 27% increase from 2021.
- **Financial Support Grants** are subject to an additional means-test, alongside the basic property and savings criteria applied to all grants; they are often for larger amounts, and typically for larger households, or applicants facing significant financial challenges. These Grants are assessed in line with the Joseph Rowntree Foundation's Minimum Income Standard; due to inflation, the thresholds were increased in 2022. We experienced a 30% growth in FSGs awarded in 2022, to a total of £849k; the most significant area of spend was “general living expenses”, with car deposits ranked second.

Debt Support Grants have always been a smaller area of our work, and were the only category of grant to see a reduction in 2022. In 2023, we plan to consider more carefully the reasons for this, which may include wider societal attitudes to debt, as well as the pressure of day-to-day expenditure brought about by the cost-of-living

crisis, and which means clergy are less focused on the long-term impact of debt accrued. As in recent years, we also made a small number (five) of grants to organisations which have significant synergy with the Trust's own aims and objectives, and which contribute proactively and positively to the wellbeing of our applicant groups.

Alongside our core Grants work, we continued to expand and develop our suite of specialist support services, as promised in our ambitious 2022-25 Strategy. We saw a growth in applications for counselling and talking therapies, aided by the launch in 2021 of our partnership with JR Corporate Health, and continued to see strong usage of the Online Library, run in partnership with SPCK, for ordinands and curates. The focus of our new delivery was our Visiting Caseworker service; we anticipate launching more specialist support services in 2023-24. Initial planning also took place for the Support Hub, which we envisage as an online resource bank for clergy households, including signposting, information and resources, and which will be launched later in our Strategic Period.

P4: Training

Discussions with clergy and senior diocesan leaders, particularly as we revitalized our engagement post-pandemic, revealed a desire for high-quality spaces where clergy could come together, reflect on their wellbeing, and develop critical skills to aid their thriving in ministry. As part of our more holistic approach to clergy wellbeing, we announced in our new Strategy a commitment to providing training resources for dioceses.

Significant work took place with partners and dioceses, during the latter part of 2022, to find and pilot the right provision, to develop a fair funding formula based on diocesan headcount, and to construct an administrative and booking process for the selected courses which was rigorous without being burdensome. This programme was subsequently launched at the 368th Festival in May 2023; fuller details will be provided in the 2023 Annual Report.

P5: Visiting Caseworkers

A number of other grant-giving charities have had significant success with Visiting Caseworker services, and we were delighted to begin ours in July 2022. Two Visiting Caseworkers, Lindsay Goward and Elena Benato, were appointed that month to coincide with the launch of our Strategy, and have made outstanding progress in establishing this new workstream.

Visiting Caseworkers work closely with applicants, and work closely with Grants & Services Officers, providing dedicated support to those households in more challenging circumstances – perhaps because of health concerns, or

family dynamics, or because of challenges associated with ministry. GSOs refer applicants directly to the VCs (i.e. there is no current provision for direct application to this service), who then offer online and face-to-face support. Significant work was undertaken, in the summer and autumn of 2022, in establishing this service (including critical safeguarding components), and it was launched towards the end of the year. As well as assisting with grants applications, VCs also maximise applicants' non-CST income, for example by supporting them in applying for other funds and benefits. Data in the 2023 Annual Report will illustrate the early success of this exciting new scheme.

P6: Research

For some years the Trust has been eager to commission and curate impactful research, and major progress was made in 2022 through our relationship with the National Church Institutions. Although fully independent of the Churches whose clergy we serve, the NCIs' Living Ministry project offered a powerful opportunity for partnership working. We jointly commissioned a major research project looking at the wellbeing of Global Majority Heritage clergy, led by Dr Selina Stone, and this was published in October 2022 to considerable acclaim. A further project is planned for 2023, focused on a different area of clergy wellbeing.

Alongside this, the Trust's team made progress towards a wider research programme, which is proposed to include a literature review on clergy wellbeing, and a more reactive programme of smaller research grants, in areas closely aligned to our charitable objects and identified in our own analysis of applicants' narratives.

S1: Engagement

The pandemic had rendered face-to-face engagement with applicants, stakeholders and partners deeply challenging. As such, we entered 2022 with a renewed and zealous passion for such engagement.

During the course of 2022, Trust staff visited seventeen dioceses across England and Wales; the majority of these visits involved the Chief Executive meeting with Diocesan Senior Leadership Teams, but also included all-clergy conferences and study days. The Senior Treasurer visited Scotland to meet clergy in five further dioceses, meaning that during 2022 we engaged directly with a third of those dioceses we serve across the UK, Ireland, Isle of Man, and Europe; this has resulted in significantly stronger relationships with bishops, archdeacons and others who can support us in reaching those households we seek to serve. Many further visits are planned for 2023.

Non-diocesan engagement is equally critical, however. Some clergy will prefer to engage through other channels, and it is important that – while working in

Achievements, performance and future plans (cont.)

partnership with dioceses – the Trust underlines its own independence, which is critical to the confidence applicants have in us. We therefore worked hard on our social media engagement, took out greater numbers of adverts and articles in local and national publications, and presented at a range of conferences for specific groups. These included the National Estate Churches Network, National Deaneries Network, College of Archdeacons, National Association of Deans of Women's Ministry, and SSMS Network. We also held a fringe event at the July 2022 General Synod, where we launched our new Strategy.

Our Annual Assembly, held at Westminster Abbey in November 2022, provided a key opportunity to engage with our Governors (effectively the charity's members). We were delighted to welcome Bishop Chris Goldsmith, Director of Ministry for the Church of England, as our guest speaker, and to see excellent engagement from our generous supporters. The 367th Festival marked a return to in-person worship and fellowship, following the cancellation of the Festival in 2020, and our Online Festival in 2021. We were delighted to be joined, in St Paul's Cathedral, by some 1,500 guests, including HRH The Duchess of Gloucester, who read the Second Lesson; the Choir of St Paul's was joined by those of Southwark and Liverpool Cathedrals. The Festival, as well as being a joyful opportunity to engage with our wider family including Livery Companies, the City of London, and our own supporters, offers enormous future potential as the broadest possible "celebration of ministry", and we look forward to further innovations – tempered always by our passion for our rich history – in 2023.

S2: Data

Clergy Support Trust has perhaps unrivalled data on clergy wellbeing, both in terms of statistics and from the narratives which our applicants share, which we are privileged to hear. Keeping those confidential is the heartbeat of our mission. However, we believe that this rich data provides an opportunity for us to advocate more keenly on behalf of those we serve, and to present a compelling story to the Church and others, which in turn might lead to greater support for clergy households.

As a first step in developing this, we appointed our first Data & Service Development manager, Joanna Micklethwaite, in January 2022. As well as providing far more detailed analysis of our data for staff and Trustees, Joanna's work has enabled the production of briefing notes for General Synod and the House of Bishops, on the cost-of-living crisis, and far more in-depth conversations with senior diocesan leaders than previously. We plan to build on this work in 2023, including considering how best to widen and publicise our advocacy.

S3: Infrastructure & Governance

The enormous growth in the Trust's ministry and mission has necessitated significant changes to our infrastructure, not least in terms of resourcing. The large increase in our charitable spend, in 2022, addresses the similarly large increases in our total assets in recent years. With a more holistic and relational approach, staffing deficits have also needed addressing: we ended 2022 with a team of eighteen outstanding staff, better able to meet demand in the way and culture we would like.

Our cultural and infrastructural transformation has also included, investment in new IT systems (including telephony, supporter management system, and finance software), refurbishments to our London offices at 1 Dean Trench Street, and an improved training and development offer for our hardworking colleagues, who now also benefit from hybrid working. Trustees, too, have embraced the latter, meeting virtually and in-person, and in combination, which has enabled strong overall Trustee attendance, not least as we diversify the Court with more members from outside South-East England.

Mindful of its desire to exemplify best practice, and to learn from others, the Court of Assistants commissioned a full, externally-led Governance Review in 2022. This was undertaken by Action Planning (a firm selected through open competition, with two other organisations shortlisted) and overseen by a Governance Review Panel consisting of three Trustees and the Chief Executive. The final report, presented to Trustees in winter 2022, noted the Trust's excellent governance, and made a series of recommendations to improve this further. An action plan for those, including potential reforms to Court and committee meetings, will be developed in 2023. Towards the end of 2022, the Court also began succession planning conversations, mindful that the current Senior Treasurer's term ends in 2023.

Across all these milestones and developments, during perhaps the busiest year the Trust has had in a very long while, the feedback from our applicants has sustained us, as they continue to be as generous and compassionate in their letters as we seek to be in supporting them. Across the year, as noted above, 18% of all Church of England clergy approached the Trust, and we hope this extraordinary figure is based not only in the challenges too many face, but in the expectation they have of a warm welcome when they approach us. It is a privilege to serve each applicant, and we look forward to doing more in 2023.

Governance

Court of Assistants

The overall management of the Charity is vested in the Court of Assistants ("the Court"), which consists of the Trustees of the Charity. The Trustees who served during the year and up to the date of this report are listed under 'Reference and Administrative Details' on pages 14 to 15. The Court met seven times in 2022 in order to conduct the principal business of the Charity, including an online strategic vision session in January 2022.

The members of the Court are elected each year by the Governors of Clergy Support Trust at the Annual Assembly, previously known as the Annual General Court, in accordance with the Royal Charter. Three Officers of the Charity, known as the Treasurers, are also elected by the Governors at the Annual Assembly.

The Court delegates some of its responsibilities to four committees with agreed terms of reference which are reviewed annually. The committees met as follows during 2022:

- Governance Committee – met four times to consider governance issues, and additionally appointed three of its members to act as a Steering Group for the externally-led Governance Review which reported towards the end of 2022.
- Grants & Partnerships Committee – met four times to consider the Charity's charitable services, including the main programme of grants.
- Risk, Audit & Finance Committee – met four times to oversee all matters relating to risk, internal and external audit, and finance.
- Investment Committee – met four times to consider investment policy and to review the performance of the Charity's investment managers.

Trustee recruitment and induction

The Trustees keep their membership under review in order to ensure a wide and relevant representation among their number. When recruitment takes place for new Trustees, skill-set and professional experience are key considerations, as well as commitment to and passion for the Charity's work. The Trustees also consider issues of diversity and inclusion when considering new members, as well as the overall size of the Court (which is fixed by our governing documents). In 2022, no Trustees left the Court, and no new Trustees were recruited.

The Trustees can appoint a number of committee advisers with expertise in particular areas of the Charity's operation, these advisers attend relevant meetings but are not Trustees. In 2022, Bill Seddon continued as an adviser to the Investment Committee; Kerry Hugh-Jones, who held a similar role with that committee, left after a much-appreciated period of valuable service, and was replaced by The Reverend Christopher Hancock. No other committee advisers were appointed during the year, but the Trust continued to benefit from the expertise of its two specialist advisers on health – Dr Christopher Trower – and education – Andrew Trotman.

Trustee attendance

The table overleaf sets out the attendance of Trustees at meetings of the Court and its committees during 2022.

Governance (cont.)

| | Court of Assistants ¹ | | Committees ^{2,3} | | Total | |
|--|----------------------------------|----------|---------------------------|----------|-------|----------|
| | Total | Attended | Total | Attended | Total | Attended |
| The Revd Canon Simon Butler ^{4,5} | 7 | 5 | 8 | 4 | 15 | 9 |
| Mr Adam Chamberlain ⁷ | 7 | 5 | 4 | 4 | 11 | 9 |
| Ms Constance Chinhengo ^{4,6} | 7 | 7 | 8 | 6 | 15 | 13 |
| Mr Martin Cooper ⁶ | 7 | 6 | 4 | 2 | 11 | 8 |
| The Revd Canon Dr Jack Dunn ⁴ | 7 | 6 | 4 | 4 | 11 | 10 |
| Mr Richard Farmbrough ⁷ | 7 | 7 | 4 | 4 | 11 | 11 |
| The Revd Nancy Goodrich ⁶ | 7 | 7 | 4 | 4 | 11 | 11 |
| Mr Jeremy Hargreaves ^{4,6} | 7 | 6 | 8 | 8 | 15 | 14 |
| Mr Stephen Hogg ^{4,6,7} | 7 | 6 | 12 | 11 | 19 | 17 |
| Alderman Robert Hughes-Penney ⁷ | 7 | 5 | 4 | 4 | 11 | 9 |
| Dr Mayowa Jolaoso ^{5,8} | 7 | 7 | 4 | 4 | 11 | 11 |
| Mrs Jackie Jordan ⁵ | 7 | 5 | 4 | 3 | 11 | 8 |
| The Revd Ruth Newton ⁵ | 7 | 6 | 4 | 3 | 11 | 9 |
| Mr Stephen Slack ^{4,5} | 7 | 7 | 8 | 7 | 15 | 14 |
| The Most Revd Patricia Storey ⁵ | 7 | 4 | 4 | 2 | 11 | 6 |

1. Substantive Court meetings only, including January 2022 away-day
2. Excludes working groups
3. Excludes Treasurer ex officio membership, unless designated 'lead ex officio' for that committee
4. Governance Committee
5. Grants & Partnerships Committee
6. Risk, Audit & Finance Committee
7. Investment Committee
8. Dr Jolaoso was married during 2022, at which time her surname changed to Marcus.

Executive management and organisational structure

The day-to-day management of the Charity is delegated to the Chief Executive, The Revd Ben Cahill-Nicholls, who heads a Senior Leadership Team which additionally consists of the following colleagues:

- Sarah Davies, Director of Charitable Services, who leads the Charity's grant-making and other charitable services, and oversees a team which, at the end of 2022, consisted of eleven staff (seven of whom are her direct reports).
- Catherine Cashmore, Head of External Relations, who leads the Charity's communications, marketing, fundraising and events work, and in 2022 managed one other member of staff.

- Tonya Goldring, Head of Finance & Operations, who leads the Charity's support functions including finance, HR, IT, property and office management, and in 2022 managed one other member of staff.
- Jane Pattullo, who was internally promoted to the new, leadership role of Grants & Services Manager during 2022. Jane, who reports to the Director of Charitable Services, oversees the work of the Grants & Services team and directly manages the Grants & Services Officers (four staff at the end of 2022).

One additional member of staff (not on SLT) reports directly to the Chief Executive (his Executive Assistant), meaning that the total personnel count at the end of 2022 was eighteen [FTE: 17.7].

Key management personnel

The key management personnel of the Charity at the end of 2022 comprised the Trustees, the Chief Executive, the Director of Charitable Services, and the Heads of External Relations and Finance & Operations. The total employee benefits of the key management personnel of the Charity are disclosed in Note 8 to the financial statements. Remuneration and benefits for executive management are set by Trustees on the basis of peer sector benchmarking and annual cost of living adjustments. There is currently no performance-related pay scheme in operation.

Principal risks and uncertainties

Trustees and management regularly review the major risks to which the Charity is exposed and consider how these might be mitigated. A detailed risk register is kept constantly under review by Trustees and management, having been significantly restructured and revised in 2021. In general, the activities of the Charity are not subject to major risk. Income is derived from a diverse portfolio of investments and charitable expenditure is largely discretionary, so could be scaled back if income fell below expected levels. There is no over-reliance on donated income or statutory funding. None of the Charity's activities are subject to external regulation (other than by the Charity Commission) and the Charity does not engage in any regulated activities for Safeguarding purposes. Although our Visiting Caseworkers do not meet the definition of "regulated activity", they are DBS-checked as an additional measure given their contact with some vulnerable adults and children.

Subject to this, the three main risks identified by Trustees as potentially impacting the work of the Charity are closely related to those identified in our 2020 and 2021 Reports:

- The security and sustainability of the Charity's **investment portfolio**, and the associated income, in the context of increased market volatility, continues to be a key risk. The Charity's approach to mitigating this risk is set out under 'Investments and investment performance' and is managed via close monitoring at the Risk, Audit & Finance and Investment Committees. During 2022, the full Court had significant discussion around future financial strategy, and plans to implement further reforms as appropriate in coming years, both to safeguard our assets, and to ensure continuation and development of our generous approach to those we serve.

- The capacity of the Charity and its staff team to deliver on its objectives in the face of **significantly increased beneficiary demand**. Having identified a need to consider resourcing in our 2021 report, we acted during 2022, and ended the year with a larger staff team able to meet the increased demand. This will, however, need to remain under active review as the Trust's work and reputation continue to grow.
- Having moved forward from the pandemic, our applicants – along with those they serve – experienced the significant effects of a national **cost-of-living crisis**. As well as directly impacting demand for our grants and services, this has also impacted the Trust's wider culture, for example by requiring us to advocate more decisively on behalf of those we support (including through briefings for General Synod and the House of Bishops). As the effects of the current climate continue to be felt, the Trustees will keep under active review both the programme we offer, and the ways in which it is managed.

Fundraising

In accordance with the Charities (Protection and Social Investment) Act 2016, the following statement outlines the approach of the Charity to fundraising in 2022.

At present, and in the light of its significant investment portfolio, the Charity does not actively fundraise, other than through its annual Festival Service at St Paul's Cathedral, where a general appeal to support the work of the Charity is made. Occasional donations and legacies are also received, but these are not currently actively solicited. The Charity does not contract the services of any professional fundraisers, nor does it have any commercial participator agreements. During the course of the year we did not receive any complaints about our fundraising practice. We do not engage in persistent or intrusive fundraising practices with any of our supporters.

Financial Review

Introduction

Unless otherwise stated, figures are expressed in m (millions) or k (thousands).

Total income for the year amounted to £4.71m (2021: £4.26m). Total expenditure amounted to £6.9m (2021: £4.57m). Whilst the number of grants awarded increased by 1,873, representing an increase of 53%, grant expenditure of £4.96m was £1.62m higher than 2021. Further information on our grants expenditure can be found in Note 7 to the financial statements and also under Grant Making of the Trustees' Report.

Support and governance costs, at £701k, have increased from the 2021 figure of £314k. Similarly, staff costs of £860k were higher than the previous year (2021: £622k). As outlined in the narrative above, this relates to a significant growth in the Trust's work over several years, including increases in our core grants and services work, and a range of new programmes within our charitable objects. The overall net deficit before net gain on valuation of properties and deficit on investments was £2.19m (2021: net loss of £310k) and reflected a planned policy of Trustees to begin a period of operating deficits after many years of annual surpluses. After taking into account the net deficit on investments of £16.71m (2021: gain on investments of £16.45m) and revaluation gains on the investment property portfolio of £201k (2021: £nil), total funds at year-end decreased by £18.71m (2021: increase of £16.13m).

Investments and investment performance

The main source of income for the Charity continues to be its investment portfolio. The Charity's Statement of Investment Policy is reviewed annually by Trustees, and the Investment Committee reviews the performance of the Charity's investment managers on a regular basis, together with asset allocation. The Charity adopts a long-term approach to investment, seeking to achieve the best possible total return within an acceptable level of risk. The Charity's investment objective over the medium-term is to achieve a total return which outperforms the rate of inflation (as measured by CPI) by at least 4.0%.

The Charity seeks to mitigate investment risk by having a diversified portfolio managed by four fund managers. One of these, the Charities Property Fund (CPF), managed by Savills Investment Management Limited, focuses only on property investments and consequently performed less well in the year relative to the other portfolios. The portfolios managed by Sarasin (73% UK and overseas equities) and Cazenove (75%) have a balanced multi-asset approach while the Charles Stanley portfolio is at present almost wholly (98%) focused on equities.

The portfolio values and performance of the four fund managers during 2022 are summarised below. Total investment funds at year-end were £105.4m (2021: £130.1m). Cazenove's performance benchmark is its long-term (ten-year) target of inflation plus 4%, so not directly comparable to the other benchmarks, which are annual targets. Sarasin's benchmark is a composite of relevant indices. Charles Stanley's benchmark is the FTSE All Share index, while the CPF's benchmark is the AREF/ MSCI All Balanced Property Funds Index.

| Manager | Value of Portfolio £m | Portfolio Return % | Performance Benchmark % | Relative Performance % |
|--|--------------------------|-----------------------|----------------------------|---------------------------|
| Cazenove Capital Management ¹ | 25.42 | -6.6 | 5.3 | -11.9 |
| Sarasin & Partners LLP ² | 27.09 | -6.7 | -6.7 | -3.0 |
| Charles Stanley & Co Limited | 42.38 | -14.0 | 0.3 | -14.3 |
| Charities Property Fund | 10.53 | -4.3 | -9.5 | 5.2 |

¹ Charity Multi-Asset Fund
² Alpha CIF for Endowments

The annualised three and five year returns for the Charity's longer-serving investment managers are shown for information here.

| Periods ended December 2022 (annualised) | Portfolio Return 3 years % | Performance Benchmark % | Relative Performance % | Portfolio Return 5 years % | Performance Benchmark % | Relative Performance % |
|--|----------------------------------|----------------------------|---------------------------|----------------------------------|----------------------------|---------------------------|
| Sarasin & Partners LLP ¹ | 5.7 | 7.0 | -1.3 | 5.8 | 6.1 | -0.3 |
| Charles Stanley & Co Ltd | 0.9 | 2.3 | -1.4 | 2.8 | 2.9 | -0.1 |
| Charities Property Fund | 3.6 | 2.2 | 1.4 | 4.0 | 2.9 | 1.1 |

¹ Alpha CIF for Endowments

The Charity also owns three investment properties, together with some agricultural land in Northamptonshire, which had an independently assessed market value at the year-end of £2.7m (2021: £2.4m). Two of the properties were externally revalued in 2022 by Edward James Surveyors; the value of the remaining property and the agricultural land was reviewed by the trustees.

Further information on our investments can be found in Note 11 to the financial statements.

Funds and reserves policy

The Charity's total funds as at 31 December 2022 were £116.0m (2021: £134.7m) comprising £114.0m of unrestricted funds (2021: £132.7m) and £2.0m of restricted funds (2021: £2.0m).

The unrestricted funds principally comprise a designated investment fund which as at 31 December 2022 totalled £105.1m (2021: £129.6m). The designated investment fund represents the Charity's unrestricted investment assets held for the long-term to generate income for the Charity's current and future activities in support of its beneficiaries. Other unrestricted funds at 31 December 2022 included an undesignated general fund of £2.1m (2021: £1.9m), a designated fund for strategic development and reinvestment of £6.0m which was set up during 2022 and a designated sum of £0.9m (2021: 1.1m) which represents an amount set aside by Trustees for investment in partnerships and special projects as envisaged in the 2019-22 Strategic Plan.

The restricted funds principally comprise the Clergy Orphan Corporation fund, which is restricted to providing financial assistance to children of clergy of the Church of England and of the Church in Wales.

Further details of the designated, restricted and endowment funds held by the Charity can be found in Note 15 to the financial statements.

The Charity's revised policy on reserves, agreed by Trustees in May 2020, is to hold free reserves (defined as unrestricted net current assets less provisions and excluding any designated funds) sufficient to cover at least three months of forecast operating costs for the current year. As at 31 December 2022 the Charity held free reserves of £1.4m (2021: £1.4m), equivalent to approximately 2.1 months of expected operating costs, (2021: 4.2 months). The trustees are monitoring the reserves position with a view to returning this to 3 months of operating costs in the future.

Reference and Administrative Details

Incorporation and registration

The Charity now operating under the working name of Clergy Support Trust, and previously (until March 2020) known as Sons & Friends of the Clergy, was originally founded in 1655 by a group of sons of clergymen. It was later incorporated by Royal Charter in 1678 under the name of the Governors of the Charity for Releefe of the Poore Widdowes and Children of Clergymen. The Royal Charter was amended in 1971, in 2012 (as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation), in November 2017 (to amend the Charity's objects to include the promotion of health) and again in February 2020 (a complete revision of the Royal Charter to bring it into line with Charity Commission guidance). Clergy Support Trust is registered with the Charity Commission for England and Wales with the number 207736.

Trustees

The membership of the Court of Assistants did not change during the course of 2022; the following were its members throughout:

The Reverend Canon Simon Butler
Mr Adam Chamberlain
Ms Constance Chinhengo
Mr Martin Cooper
The Reverend Canon Dr Jack Dunn
Mr Richard Farmbrough
The Reverend Nancy Goodrich
Mr Jeremy Hargreaves
Mr Stephen Hogg
Alderman Robert Hughes-Penney
Dr Mayowa Jolaoso
(subsequently known as Dr Mayowa Marcus)
Mrs Jackie Jordan
The Reverend Ruth Newton
Mr Stephen Slack CBE
The Most Reverend Patricia Storey

Officers and Chief Executive

The officers of the Charity during 2022 were as follows:

Honorary Presidents

The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester (as Lord High Almoner)
The Lord Mayor of the City of London

Honorary Vice-Presidents

Marsha De Cordova MP
The Reverend Prebendary The Lord Green of Hurstpierpoint
The Baroness Hale of Richmond DBE PC QC FBA
The Lord Lisvane KCB DL
The Rt Hon. Lady May MP

Senior Treasurer

The Reverend Canon Simon Butler

Treasurers

Mr Richard Farmbrough
The Reverend Nancy Goodrich

Chief Executive

The Reverend Ben Cahill-Nicholls

The Charity was privileged to have Her late Majesty Queen Elizabeth II as its Patron, until her death in September 2022.

Registered office

1 Dean Trench Street, Westminster, London SW1P 3HB

Auditors

Buzzacott LLP, 130 Wood Street, London EC2V 6DL

Investment advisers/managers

Sarasin & Partners LLP, Juxon House,
100 St. Paul's Churchyard, London EC4M 8BU

Cazenove Charities, 12 Moorgate, London EC2R 6DA

Charles Stanley & Co. Limited, 55 Bishopsgate,
London EC2N 3AS

The Charities Property Fund, 33 Margaret Street,
London W1G 0JD

Bankers

Messrs C Hoare & Co, 37 Fleet Street, London EC4P 4DQ

National Westminster Bank Plc. PO Box 3038,
57 Victoria Street, London SW1H 0HN

Statement of Trustees' Responsibilities

The Court of Assistants is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Court of Assistants to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the income and expenditure of the Charity for that period. In preparing these financial statements, the Court of Assistants is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Court of Assistants is responsible for adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Royal Charter and Act of Parliament under which the Charity is incorporated. It is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Court of Assistants on 23 September 2022.

The Revd Canon Simon Butler
Senior Treasurer

Mr Richard Farmbrough
Treasurer

The Revd Nancy Goodrich
Treasurer

Independent Auditor's Report to the Trustees

Opinion

We have audited the financial statements of Clergy Support Trust (the 'charity') for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, and the related notes to the financial statements, including the principal accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information.

The other information comprises the information included in the annual report and performance review 2022, and the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation).

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual variances;

- tested journal entries to identify unusual transactions;
- tested the authorisation of expenditure and bank payments; and
- reviewed the implementation and design of controls and procedures in place around the grants payable system.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Buzzacott LLP, 130 Wood Street, London EC2V 6DL

Date: 21st July 2023

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activity

For the year ended 31 December 2022

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ | Total Funds 2021 £ |
|--|-------|-------------------------|-----------------------|--------------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 316,363 | 3,885 | 320,248 | 116,382 |
| Investments | 3 | 4,316,025 | 76,235 | 4,392,260 | 4,145,821 |
| Total income | | 4,632,388 | 80,120 | 4,712,508 | 4,262,203 |
| Expenditure on: | | | | | |
| Raising funds | 4 | 527,663 | 12,917 | 540,580 | 314,709 |
| Charitable activities | 5 | 6,106,408 | 255,929 | 6,362,337 | 4,257,631 |
| Total expenditure | | 6,634,071 | 268,846 | 6,902,917 | 4,572,340 |
| Net (expenditure)/income before transfers and investment gains/(losses) | | | | | |
| | | (2,001,683) | (188,726) | (2,190,409) | (310,137) |
| Gain on valuation or property | | 40,000 | 161,205 | 201,205 | - |
| Net investment (losses)/gains | 11 | (16,569,257) | (149,907) | (16,719,164) | 16,448,003 |
| Net (expenditure)/income and net movement in funds | | (18,530,940) | (177,428) | (18,708,368) | 16,137,866 |
| Total funds brought forward at 1 January 2022 | | 132,592,260 | 2,130,223 | 134,722,483 | 118,584,617 |
| Total funds carried forward at 31 December 2022 | 15 | 114,061,320 | 1,952,795 | 116,014,115 | 134,722,483 |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 22 to 32 form part of these financial statements.

Statement of Financial Activity

For the year ended 31 December 2021

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ | Total Funds 2020 £ |
|--|-------|-------------------------|-----------------------|--------------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 110,632 | 5,750 | 116,382 | 311,476 |
| Investments | 3 | 4,053,611 | 92,210 | 4,145,821 | 3,359,853 |
| Total income | | 4,164,243 | 97,960 | 4,262,203 | 3,671,329 |
| Expenditure on: | | | | | |
| Raising funds | 4 | 305,158 | 9,551 | 314,709 | 271,119 |
| Charitable activities | 5 | 4,159,406 | 98,225 | 4,257,631 | 3,460,035 |
| Total expenditure | | 4,464,564 | 107,776 | 4,572,340 | 3,731,154 |
| Net income/(expenditure) before transfers and investment gains/(losses) | | | | | |
| | | (300,321) | (9,816) | (310,137) | (59,825) |
| Net investment gains/(losses) | 11 | 16,382,377 | 65,626 | 16,448,003 | (1,035,840) |
| Net income/(expenditure) and net movement in funds | | 16,082,056 | 55,810 | 16,137,866 | (1,095,665) |
| Total funds brought forward at 1 January 2021 | | 116,510,204 | 2,074,413 | 118,584,617 | 119,680,282 |
| Total funds carried forward at 31 December 2021 | 15 | 132,592,260 | 2,130,223 | 134,722,483 | 118,584,617 |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 22 to 32 form part of these financial statements.

Balance Sheet

For the year ended 31 December 2022

| | Notes | £ | 2022 £ | £ | 2021 £ |
|--|-------|-------------|-------------|-------------|-------------|
| Fixed assets | | | | | |
| Tangible fixed assets | 10 | 630,257 | | 656,200 | |
| Investment assets | 11 | 108,124,515 | | 132,603,378 | |
| | | | 108,754,772 | | 133,259,578 |
| Current assets | | | | | |
| Debtors | 12 | 211,230 | | 144,425 | |
| Short-term deposits | | 6,012,618 | | 674,517 | |
| Cash at bank and in hand | | 1,391,349 | | 945,548 | |
| | | 7,615,197 | | 1,764,490 | |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 13 | (355,854) | | (301,585) | |
| | | 7,259,343 | | 1,462,905 | |
| Total assets less liabilities | | | 116,014,115 | | 134,722,483 |
| Total net assets | | | 116,014,115 | | 134,722,483 |
| Funds | | | | | |
| Unrestricted - Designated | 15 | | 111,993,845 | | 130,524,785 |
| Unrestricted | | | | | |
| - Designated Specific | 15 | | - | | 200,000 |
| Unrestricted - General | 15 | | 2,067,475 | | 1,867,475 |
| Restricted | 15 | | 1,952,795 | | 2,130,223 |
| Total funds | | | 116,014,115 | | 134,722,483 |

The financial statements were approved and authorised for issue by the Court of Assistants on 13 June 2023 and signed on their behalf by

The Revd Canon Simon Butler
Senior Treasurer

The Revd Nancy Goodrich
Treasurer

The notes set out on pages 22 to 32 form part of these financial statements.

Statement of Cashflows

For the year ended 31 December 2022

| | | Total Funds 2022 £ | Total Funds 2021 £ | |
|---|-----|--------------------------------|----------------------------|--------------------------------|
| Net cash used in operating activities | (a) | (6,583,820) | (4,385,156) | |
| Cash flows from investing activities: | | | | |
| Income, interest and rents from investments | | 3,971,576 | 4,145,821 | |
| Purchase of furniture and equipment | | (9,915) | (18,505) | |
| Proceeds from sale of investments | | 21,077,358 | 43,092,878 | |
| Purchase of investments | | (21,029,471) | (43,070,265) | |
| Net cash provided by investing activities | | 4,009,548 | 4,149,929 | |
| Change in cash and cash equivalents | | 5,783,901 | (235,227) | |
| Cash and cash equivalents brought forward | | 1,620,065 | 1,914,165 | |
| Cash and cash equivalents carried forward | (b) | 7,403,967 | 1,678,938 | |
| Reconciliation of net movement in funds to net cash used in operating activities | | | | |
| (a) Net income/(expenditure) for the reporting period | | (18,708,368) | 16,137,866 | |
| Adjustments for: | | | | |
| Depreciation charge | | 35,858 | 30,811 | |
| Income, interest and rents from investments | | (4,392,260) | (4,145,821) | |
| Loss/(profit) on sale of fixed assets | | - | - | |
| (Gains)/losses on investments | | 16,719,164 | (16,448,003) | |
| (Gains)/losses on investment properties | | (201,205) | - | |
| Decrease (increase) in debtors | | (66,805) | 10,197 | |
| Increase in creditors | | 29,796 | 29,794 | |
| Net cash used in operating activities | | (6,583,820) | (4,385,156) | |
| (b) Analysis of changes in net debt | | | | |
| | | Balance at 31 Dec 2021 £ | Change in net debt £ | Balance at 31 Dec 2022 £ |
| Cash at bank and in hand | | 945,548 | 445,801 | 1,391,349 |
| Short term deposits | | 674,517 | 5,338,101 | 6,012,618 |
| | | 1,620,065 | 5,783,902 | 7,403,967 |

The notes set out on pages 22 to 32 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2022

Clergy Support Trust (“the Charity”) is a corporation governed by Royal Charter and a charity registered in England & Wales with the registered address of 1 Dean Trench Street, Westminster, London SW1P 3HB. Its principal charitable activity is the provision of financial grants and other support to Anglican clergy households in times of hardship or crisis.

1 Accounting policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Charities Act 2011, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements are presented in pounds sterling which is the Charity’s functional currency. Unless otherwise stated, amounts are rounded to the nearest £1.

The Charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the Charity’s ability to continue as a going concern. The most significant area of uncertainty that affects the future carrying value of the assets held by the Charity is the level of investment return and the performance of investment markets (see the investment policy and performance and risk management sections of the trustees’ annual report for more information).

(b) Funds structure

Details of the various funds held and of the terms on which each of those funds is held are set out in Note 16 to the financial statements.

(c) Income recognition

Income is recognised in the Statement of Financial Activities when entitlement is both reliably measurable and there is probable receipt. Where income derived from endowment funds is unrestricted this is included within unrestricted funds. Income comprises donations, legacies, income from listed investments and rental income from the Charity’s investment properties.

Legacies are recognised following the granting of probate when the administrator or executor for the estate has communicated in writing both the amount and settlement date. In the event that the legacy is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the legacy being reliably measurable with a degree of reasonable certainty.

Interest on funds held on deposit is included when receivable and notification has been received from the bank. Income from investment funds is recognised once notification has been received from the investment advisors. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Income derived from the letting of the Charity’s investment properties is recognised in the period to which the tenancy relates.

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Grants are considered as gifts from the Charity and are made at the full discretion of the Trustees to beneficiaries in the furtherance of the charitable objects of the Charity. In the case of an unconditional grant offer, this is accrued once the recipient has been notified of the grant award. Deferred grants are grants that have been awarded but are not payable until some future date. Most school fees grants and certain other grants are paid by instalments and some other grants are awarded for payment at a future date.

(e) Governance costs

Governance costs comprise all costs associated with the strategic as opposed to day-to-day management of the Charity’s activities together with the public accountability of the Charity and its compliance with regulations and good practice.

(f) Expenditure on raising funds

Expenditure on raising funds consists of investment management costs and an allocation of staff costs based on staff time. Investment funds management costs are allocated on the basis of percentage holdings of investments in each of the Charity’s funds. Investment property costs are those relating to the individual properties held in each of the Charity’s funds.

(g) Expenditure on charitable activities

Expenditure on charitable activities consists of grants made, an allocation of staff costs based on staff time and all support and governance costs. These costs have been allocated wholly to charitable activities as a significant proportion of the Charity’s investments are managed externally and the amount spent on fundraising is insignificant.

(h) Tangible fixed assets and depreciation

Freehold properties are included at cost. No depreciation is provided on such properties as the Charity is an unincorporated charity, and the estimated residual values are considered to be in excess of cost. Regular maintenance is carried out on these properties to mitigate against any indicator of impairment.

All assets costing over £1,000 are capitalised and stated at historical cost. Depreciation is charged on a straight line basis on fixtures and fittings and equipment over their estimated useful life from the year of acquisition of ten, five and three years, respectively.

(i) Fixed asset investments

Fixed asset investments that are a form of basic financial instrument are initially recognised at their transaction value and subsequently measured at their fair value as at the reporting date using the closing quoted market price.

Fixed asset investment properties are measured at fair value at each reporting date.

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(j) Gains and losses on investments

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(k) Pensions

In accordance with auto-enrolment, the Charity contributes a percentage of salary into a Group Pension Plan, which comprises a series of personal pension plans arranged for the Charity’s eligible employees. The employer contribution levels exceed the minimum levels required under auto-enrolment. The Charity historically operated a pension scheme, the Corporation of the Sons of the Clergy Staff Retirement Benefit Scheme which is now closed and a resolution was passed in February 2020 by the Charity’s Trustees to wind up the scheme.

(l) Financial assets and liabilities

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. With the exception of the fixed asset investments referred to in (i) above, the Charity’s basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The main form of financial risk faced by the Charity is that of volatility in investment markets due to wider economic conditions.

(m) Key judgements and estimates

The preparation of the financial statements requires the Trustees to make estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosures of contingent liabilities at the date of the financial statements. If in the future such estimates and assumptions, which are based on the Trustees’ best judgement at the date of the financial statements, deviate from the actual circumstances, the original estimates and assumptions will be modified as appropriate in the year in which the circumstances change. The Trustees consider the following to be the main sources of estimation uncertainty:

- Provisions – a provision to cover the winding up of the pension scheme has been included in the balance sheet. This has been calculated based on the Trustees’ available knowledge up to the date that the financial statements are approved.
- Income recognition of legacies – legacies have been recognised when receipt is probable and on a case-by-case basis once the value can be measured reliably.
- The estimated useful life of tangible fixed assets.
- The valuation of the Charity’s investment properties.

2 Donations and legacies

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|-----------|-------------------------|-----------------------|--------------------------|
| Donations | 94,310 | 2,885 | 97,195 |
| Legacies | 222,053 | 1,000 | 223,053 |
| | <u>316,363</u> | <u>3,885</u> | <u>320,248</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|-----------|-------------------------|-----------------------|--------------------------|
| Donations | 69,632 | 5,750 | 75,382 |
| Legacies | 41,000 | - | 41,000 |
| | <u>110,632</u> | <u>5,750</u> | <u>116,382</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2022

3 Investment income

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|------------------------------|-------------------------|-----------------------|--------------------------|
| Rental income | 52,168 | 32,880 | 85,048 |
| Income from investment funds | 4,263,282 | 43,015 | 4,306,297 |
| Bank interest | 575 | 340 | 915 |
| | <u>4,316,025</u> | <u>76,235</u> | <u>4,392,260</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|------------------------------|-------------------------|-----------------------|--------------------------|
| Rental income | 54,638 | 26,830 | 81,468 |
| Income from investment funds | 3,998,872 | 65,379 | 4,064,251 |
| Bank interest | 101 | 1 | 102 |
| | <u>4,053,611</u> | <u>92,210</u> | <u>4,145,821</u> |

4 Expenditure on raising funds

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|-----------------------------|-------------------------|-----------------------|--------------------------|
| Investment management costs | | | |
| - investment properties | 18,243 | 8,946 | 27,189 |
| - investment funds | 350,925 | 3,971 | 354,896 |
| Staff costs (see note 8) | 158,495 | - | 158,495 |
| | <u>527,663</u> | <u>12,917</u> | <u>540,580</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|-----------------------------|-------------------------|-----------------------|--------------------------|
| Investment management costs | | | |
| - investment properties | 13,068 | 5,433 | 18,501 |
| - investments | 274,055 | 4,118 | 278,173 |
| Staff costs (see note 8) | 18,035 | - | 18,035 |
| | <u>305,158</u> | <u>9,551</u> | <u>314,709</u> |

Investment management costs are allocated to the funds on the basis of percentage holdings of investments held in each fund. Investment property costs comprise management fees and property maintenance costs relating to properties held in each fund. Staff costs are allocated on the basis of estimated staff time.

5 Expenditure on charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|---|-------------------------|-----------------------|--------------------------|
| Grants (see note 6) | 4,702,076 | 255,929 | 4,958,005 |
| Support and governance costs (see note 7) | 701,895 | - | 701,895 |
| Staff costs (see note 8) | 702,437 | - | 702,437 |
| | <u>6,106,408</u> | <u>255,929</u> | <u>6,362,337</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|---|-------------------------|-----------------------|--------------------------|
| Grants (see note 6) | 3,241,032 | 98,225 | 3,339,257 |
| Support and governance costs (see note 7) | 314,526 | - | 314,526 |
| Staff costs (see note 8) | 603,848 | - | 603,848 |
| | <u>4,159,406</u> | <u>99,225</u> | <u>4,257,631</u> |

All support and governance costs have been allocated to charitable activities as the amount spent on cost of generating funds is insignificant. Staff costs are allocated on the basis on estimated staff time.

6 Grants

During the year, the Charity awarded 5,418 grants to qualifying individuals and organisations (2021: 3,545).

| | Number of grants | 2022 £ | Number of grants | 2021 £ |
|------------------------------------|------------------|------------------|------------------|------------------|
| Serving clergy households | 4,428 | 3,975,031 | 3,047 | 2,708,865 |
| Retired clergy households | 302 | 271,157 | 217 | 201,533 |
| Divorced or separated spouses | 204 | 194,583 | 139 | 143,443 |
| Ordinands (health and book grants) | 76 | 57,450 | 73 | 52,974 |
| Widows/Widowers | 77 | 69,554 | 63 | 61,967 |
| Children of Clergy | 322 | 251,091 | - | - |
| Organisations | 9 | 139,139 | 6 | 170,475 |
| | <u>5,418</u> | <u>4,958,005</u> | <u>3,545</u> | <u>3,339,257</u> |

Serving clergy includes retired clergy who are still in active ministry with a bishop's Permission to Officiate (PTO).

Notes to the Financial Statements (cont.) For the year ended 31 December 2022

6 Grants (cont.)

In addition to the above, and gradually replacing the book grants for ordinands which are being phased out, the Charity partnered with SPCK Publishing to provide free subscriptions for its Clergy Support Trust Library e-book resource to ordinands, Anglican curates-in-training and others (eg diocesan staff and theological college librarians) as follows:

| | Number of subscriptions | 2022 £ | Number of subscriptions | 2021 £ |
|-------------------------------------|-------------------------|-----------|-------------------------|-----------|
| Clergy Support Trust Library | 1,205 | 0 | 1,743 | 20,475 |

The breakdown of grants expenditure by type of support was as follows:

| | Number of grants | 2022 £ | Number of grants | 2021 £ |
|---|------------------|------------------|------------------|------------------|
| Financial support | 347 | 893,557 | 281 | 718,513 |
| Emergencies | 2,721 | 1,348,293 | 1,725 | 829,798 |
| Health | 748 | 612,681 | 608 | 479,104 |
| Wellbeing | 1,600 | 1,953,726 | 917 | 1,139,196 |
| Training support (grants) | 2 | - | 8 | 2,170 |
| Training support (Clergy Support Trust Library) | - | - | - | 20,475 |
| Organisations | 5 | 149,748 | 6 | 150,000 |
| | 5,423 | 4,958,005 | 3,545 | 3,339,256 |

The following organisations received grants from the Charity:

Society of Mary & Martha – £50,000 (2021: £50,000). This charity, also known as Sheldon, supports people in ministry at times of stress, crisis, burnout or breakdown.

Holy Rood House/ Centre for Health and Pastoral Care – £20,000 (2021: £15,000). This charity provides professional therapeutic support and relaxation for Anglican clergy, their partners (current or former) and families.

St Lukes Healthcare – £7,649 (2021: £nil).

Clergy Transition Service – £nil (2021: £10,000) Grant for coaching and mentoring support for clergy when dealing with challenging or transitional periods of change.

Research – £nil (2021: £10,000) Research project into Clergy Wellbeing.

In addition, grants were made to the following two care homes in respect of residents who were beneficiaries:

College of St Barnabas – individual grants were awarded to 16 residents of the College of St. Barnabas, totaling £63,100 (2021: 11 individual grants totaling £48,000). The College is a retirement community for Anglican clergy and their spouses, as well as clergy widows, with a significant number of residents whose means are insufficient to meet the costs incurred for their care.

Terrys Cross – an individual grant was awarded to one resident of Terrys Cross Trust totaling £6,000 (2021: one resident totaling £6,000). This charity provides retirement accommodation and respite care for those associated with the Church of England.

7 Support and governance costs

| | Unrestricted Funds | Restricted Funds | Total Funds 2022 |
|------------------------------|--------------------|------------------|------------------|
| | £ | £ | £ |
| Support costs: | | | |
| Festival costs | 77,990 | - | 77,990 |
| Property costs | 266,199 | - | 266,199 |
| Marketing & communication | 65,926 | - | 65,926 |
| Recruitment costs | 15,445 | - | 15,445 |
| Office equipment maintenance | 38,874 | - | 38,874 |
| Website costs | 14,824 | - | 14,824 |
| Staff training | 18,256 | - | 18,256 |
| Other office expenses | 128,044 | - | 128,044 |
| Legal and professional | 37,906 | - | 37,906 |
| Governance costs: | | | |
| Legal and professional | 22,231 | - | 22,231 |
| Auditor's remuneration | 16,200 | - | 16,200 |
| | 701,895 | - | 701,895 |

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 |
|------------------------------|--------------------|------------------|------------------|
| | £ | £ | £ |
| Support costs: | | | |
| Festival costs | 64,796 | - | 64,796 |
| Property costs | 58,508 | - | 58,508 |
| Marketing & communication | 41,035 | - | 41,035 |
| Recruitment costs | 9,837 | - | 9,837 |
| Office equipment maintenance | 51,058 | - | 51,058 |
| Website costs | 3,660 | - | 3,660 |
| Staff training | 7,113 | - | 7,113 |
| Other office expenses | 56,183 | - | 56,183 |
| Legal and professional | 6,076 | - | 6,076 |
| Governance costs: | | | |
| Legal and professional | - | - | - |
| Auditor's remuneration | 16,260 | - | 16,260 |
| | 314,526 | - | 314,526 |

The annual Festival is the most significant event in the Charity's year, providing the opportunity to celebrate both the support that the Charity is able to give its beneficiaries today and the nearly four-hundred-year tradition on which the Charity is founded. Through the Festival Service and Dinner, the Charity increases the awareness of its activities and benefits from the generous donations received, including those from Stewards, the Livery Companies and the collection at the Service.

8 Staff costs

| | 2022 £ | 2021 £ |
|-----------------------------|----------------|----------------|
| Salaries | 710,112 | 524,928 |
| Social security costs | 78,429 | 45,862 |
| Pension costs (see note 17) | 72,391 | 51,092 |
| | 860,932 | 621,882 |

These net costs comprise the staff costs referred to in Notes 4 and 5 and have been allocated on the basis on estimated staff time.

During the year under review, the following staff earned total emoluments, excluding employer's pension costs, in excess of £60,000:

| | 2022 No. | 2021 No. |
|--------------------|-------------|-------------|
| £60,000 - £70,000 | - | - |
| £70,000 - £80,000 | 1 | 1 |
| £80,000 - £90,000 | - | 1 |
| £90,000 - £100,000 | 1 | - |

The Charity's key management personnel during the year comprised the members of the Court of Assistants, the Chief Executive, the Director of Charitable Services, and the Heads of Finance & Operations and External Relations. Total employment benefits, including employer pension contributions, of the key management personnel in 2022 were £332,103 (2021: £258,054) in relation to four staff (2021: three). Two employees had benefits in excess of £60k (2021: two).

The average number of employees, analysed by function, was:

| | 2022 | 2021 |
|--------------------------------------|-----------|-----------|
| Generating funds, grants and support | 14 | 9 |
| Administration and governance | 2 | 2 |
| | 16 | 11 |

Pension costs

| | 2022 £ | 2021 £ |
|--|---------------|---------------|
| Pension payments (10% Personal Pension Plan) | 72,391 | 47,677 |
| Death in Service premiums & admin costs | 3,137 | 900 |
| | 75,528 | 48,577 |

Members of the Court of Assistants did not receive any remuneration or benefits in kind in respect of their services during the year under review (2021: none). Travel expenses of £10,006 (2021: £3,829) were reimbursed to 8 Trustees (2021: 9).

Notes to the Financial Statements (cont.) For the year ended 31 December 2022

9 Auditor's remuneration

The auditor's remuneration comprised an audit fee of £14,500 (2021: £12,880).

10 Tangible fixed assets

| | Freehold Property £ | Fixtures, fittings and equipment £ | Total £ |
|---------------------------|---------------------------|---|------------|
| Cost (as restated) | | | |
| At 1 January 2022 | 500,775 | 295,928 | 796,703 |
| Addition | - | 9,915 | 9,915 |
| Disposal | - | (44,045) | (44,045) |
| At 31 December 2022 | 500,775 | 261,798 | 762,573 |
| Depreciation | | | |
| At 1 January 2022 | - | 140,503 | 140,503 |
| Charge for year | - | 35,858 | 35,858 |
| Disposal | - | (44,045) | (44,045) |
| At 31 December 2022 | - | 132,316 | 132,316 |
| Net book value | | | |
| At 31 December 2022 | 500,775 | 129,482 | 630,257 |
| At 31 December 2021 | 500,775 | 155,425 | 656,200 |

The Charity's property at 1 Dean Trench Street in Westminster is a 'mixed use' property comprising the Charity's office and a three-bedroom residential flat which is rented out. The property was previously classified as a freehold property under tangible fixed assets and shown at cost. Since 2019 the residential component of the property has been reclassified as an investment property (see note 11). The land and operational component of the building remain classified as a freehold property under tangible fixed assets.

11 Investment assets

| | 2022 £ | 2021 £ |
|--|--------------------|--------------------|
| Investment properties | | |
| - United Kingdom | 2,700,000 | 2,498,795 |
| Investment funds | 105,424,515 | 130,104,583 |
| | <u>108,124,515</u> | <u>132,603,378</u> |
| | 2022 £ | 2021 £ |
| a) Investment properties - United Kingdom | | |
| Market value at 1 January | 2,498,795 | 2,498,795 |
| Additions | - | - |
| Profit/(loss) on sale | - | - |
| Net gain on revaluation | 201,205 | - |
| Market value at 31 December | <u>2,700,000</u> | <u>2,498,795</u> |
| Historical cost at 31 December | <u>239,897</u> | <u>239,897</u> |

Investment properties are valued at open Market Value at the balance sheet date. Investment properties have been valued by Berrys Chartered Surveyors, Edward James Surveyors and Tuckerman Chartered Surveyors, in accordance with the Royal Institution of Chartered Surveyors' "Valuation – the Global Standards 2017". The Trustees of the Charity have adopted a policy of obtaining an independent valuation for the investment properties every five years, and adjusting the most recent valuation by a suitable property price index annually to account for any material differences arising in the intervening years.

- One agricultural property was valued at £310,000 by Messrs Berrys, Chartered Surveyors in 2018 and reviewed annually by the trustees.
- Three residential properties were valued in aggregate at £1,490,000 by Edward James Surveyors Ltd in 2022
- One further residential property (the flat at 1 Dean Trench Street) was valued at £900,000 by Tuckerman Chartered Surveyors in 2018 and reviewed annually by the trustees.

| | Total 2022 £ | Total 2021 £ |
|---|--------------------|--------------------|
| b) Investment funds | | |
| Market value at 1 January | 130,104,583 | 113,620,320 |
| Additions | 3,304,214 | 43,070,265 |
| Disposals | (11,960,316) | (43,092,878) |
| Net gain/(loss) on revaluation | (16,719,164) | 16,448,003 |
| Market value at 31 December | <u>104,729,317</u> | <u>130,045,710</u> |
| Cash balances held with investment managers | 695,198 | 58,873 |
| | <u>105,424,515</u> | <u>130,104,583</u> |
| Historical cost at 31 December | <u>93,848,695</u> | <u>101,368,530</u> |

The investments at the end of the year were held in realisable funds consisting of the following:

| | 2022 £ | 2021 £ |
|---|--------------------|--------------------|
| Sarasin Alpha CIF for Endowments | 27,087,733 | 30,823,026 |
| Cazenove Charities Charity Multi Asset Fund | 25,419,377 | 28,329,144 |
| Charles Stanley Discretionary Portfolio | 42,385,638 | 59,520,740 |
| Charities Property Fund | 10,531,767 | 11,431,673 |
| | <u>105,424,515</u> | <u>130,104,583</u> |

The split of the holdings at 31 December was:

| | Total 2022 £ | Total 2021 £ |
|--------------------|--------------------|--------------------|
| Fixed interest | 6,031,102 | 5,209,389 |
| UK Equities | 36,968,624 | 53,445,458 |
| Global Equities | 39,015,366 | 48,365,422 |
| Property | 14,317,484 | 15,184,472 |
| Alternative Assets | 5,595,548 | 6,059,544 |
| Cash & Near Cash | 3,496,391 | 1,840,298 |
| | <u>105,424,515</u> | <u>130,104,583</u> |

At 31 December 2022, listed investments included the following individual holdings deemed material when compared with the overall investment portfolio (including cash held by investment managers):

| | Value of holding 2022 £ | Percentage of portfolio 2022 % | Value of holding 2021 £ | Percentage of portfolio 2021 % |
|---|----------------------------------|---|----------------------------------|---|
| Sarasin Endowments Fund Class A Inc | 26,463,678 | 25 | 30,530,090 | 24 |
| SUTL Cazenove Charity Multi-Asset S Inc | 25,419,377 | 24 | 28,329,144 | 22 |
| Charities Property Fund | 10,531,767 | 10 | 11,431,675 | 9 |

The significance of financial instruments to the ongoing financial sustainability of the Charity is considered in the financial review section of the Trustees' Annual Report. The main risk to the Charity from financial instruments in the future lies in the combination of uncertain investment markets and volatility in yield, which is mitigated through the Charity's Investment Policy.

The Sarasin portfolio is invested in the Alpha CIF for Endowments. This fund is diversified across the world's principal stock, bond and currency markets, together with investments in alternative assets such as property, commodities and hedge funds. Holdings are at the bid price. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. The Cazenove portfolio is invested in the Charities Multi Asset Fund. This is a long term investment fund with a diversified strategy investing in equities, bonds, property and alternative assets. As at January 2021 the portfolio was transferred wholly to The Responsible Multi Asset Fund. In the Charles Stanley Discretionary portfolio, investment in equities, unit trusts and fixed interest securities are all traded in quoted public markets. Holdings are valued at the closing mid price. No single investment was more than 5% of the total portfolio. The investment in the Charities Property Fund is valued using the NAV price.

Notes to the Financial Statements (cont.)

For the year ended 31 December 2022

12 Debtors

| | Total 2022 £ | Total 2021 £ |
|----------------------------------|--------------------|--------------------|
| Income tax recoverable | 6,837 | 4,276 |
| Cash held by investment managers | 111,119 | 127,693 |
| Prepayments & other debtors | 93,274 | 12,456 |
| | <u>211,230</u> | <u>144,425</u> |

All prepayments relate to unrestricted funds in both 2021 and 2020.

13 Current liabilities

| | Total 2022 £ | Total 2021 £ |
|---|--------------------|--------------------|
| Creditors: amounts falling due within one year | | |
| Grant commitments | 258,617 | 202,825 |
| Accruals | 97,237 | 98,769 |
| | <u>355,854</u> | <u>301,585</u> |

| | 2022 £ | 2021 £ |
|---------------------------------|----------------|----------------|
| Deferred grants: | | |
| Balance brought forward | 202,825 | 208,115 |
| New grants committed to in year | 417,658 | 434,658 |
| Grants paid | (361,866) | (439,948) |
| | <u>258,617</u> | <u>202,825</u> |

Deferred grants are grants that have been awarded but which are not payable until some future date. Most school fees grants and a number of other grants are paid by instalments and certain other grants are awarded for payment at a future date.

14 Operating lease commitments

As at 31 December, the Charity had total commitments under non-cancellable operating leases as set out below:

| | 2022 £ | 2021 £ |
|---------------------|--------------|--------------|
| Amounts due: | | |
| Within one year | 1,387 | 1,387 |
| Within 2 - 5 years | 2,773 | 5,547 |
| | <u>4,160</u> | <u>6,934</u> |

15 Statement of funds

The following were the Charity's funds during the year under review.

Unrestricted funds

General fund

The unrestricted general funds are applied by the Trustees in accordance with the objects of the Charity (see the Objectives, Activities and Public Benefit section of the Trustees' Report on page 5).

Designated investment funds

The designated investment funds represent the carrying value of the Charity's investments that are not held in restricted or endowment funds as at 31 December 2022. The investment fund has been ring-fenced to demonstrate that the assets are being held for the long-term to generate income to support the Charity's future activities in support of its beneficiaries. In addition, the Trustees passed resolutions in December 2020 to designate a sum of £1 million for expenditure on Partnerships and Special Projects over the next 3-5 years and in April 2022 to reallocate £8m of investments to a secure cash fund for Strategic Development.

Restricted funds

Clergy Orphan Corporation

The Clergy Orphan Corporation (COC) is restricted as its beneficiaries are limited to children of clergy of the Church of England and of the Church in Wales. The fund includes the investment assets held to generate the income required to fund the Charity's core activities insofar as they relate to beneficiaries covered by the above restriction.

Other restricted funds

These funds represent donations that are restricted by their terms as to their use.

15 Statement of funds (cont.)

| | Balance at 1 January 2022 £ | Income £ | Expenditure losses £ | Other recognised gains and £ | Transfer of funds £ | Balance at 31 December 2022 £ |
|-----------------------------------|--------------------------------------|------------------|----------------------------|---------------------------------------|---------------------------|--|
| Unrestricted Funds | | | | | | |
| General | 1,867,475 | - | - | - | 200,000 | 2,067,475 |
| Designated | | | | | | |
| - General | 129,614,885 | 4,632,388 | (4,646,689) | 16,529,257 | (8,000,000) | 105,071,327 |
| - Strategic Reinvestment | - | - | (1,987,382) | - | 8,000,000 | 6,012,618 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| - Refurbishment fund | 200,000 | - | - | - | (200,000) | - |
| | <u>132,592,260</u> | <u>4,632,388</u> | <u>(6,634,071)</u> | <u>(16,529,257)</u> | <u>-</u> | <u>114,061,320</u> |
| Restricted Funds | | | | | | |
| COC - General | 2,124,590 | 80,120 | (263,213) | 11,298 | - | 1,952,795 |
| Other Restricted Funds | 5,633 | - | (5,633) | - | - | - |
| | <u>2,130,223</u> | <u>80,120</u> | <u>(268,846)</u> | <u>11,298</u> | <u>-</u> | <u>1,952,795</u> |
| Total Funds | <u>134,722,483</u> | <u>4,712,508</u> | <u>(6,902,917)</u> | <u>(16,516,959)</u> | <u>-</u> | <u>116,014,115</u> |

| | Balance at 1 January 2021 £ | Income £ | Expenditure £ | Other recognised gains and losses £ | Transfer of funds £ | Balance at 31 December 2021 £ |
|-----------------------------------|--------------------------------------|------------------|--------------------|---|---------------------------|--|
| Unrestricted Funds | | | | | | |
| General | 2,167,796 | 4,164,243 | (4,464,564) | - | - | 1,867,475 |
| Designated | | | | | | |
| - General | 113,232,508 | - | - | 16,382,377 | - | 129,614,885 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| - Refurbishment fund | 200,000 | - | - | - | - | 200,000 |
| | <u>116,510,204</u> | <u>4,164,243</u> | <u>(4,464,564)</u> | <u>16,382,377</u> | <u>-</u> | <u>132,592,260</u> |
| Restricted Funds | | | | | | |
| COC - General | 2,068,780 | 97,960 | (107,776) | 65,626 | - | 2,124,590 |
| Other Restricted Funds | 5,633 | - | - | - | - | 5,633 |
| | <u>2,074,413</u> | <u>97,960</u> | <u>(107,776)</u> | <u>65,626</u> | <u>-</u> | <u>2,130,223</u> |
| Total Funds | <u>118,584,617</u> | <u>4,262,203</u> | <u>(4,572,340)</u> | <u>16,448,003</u> | <u>-</u> | <u>134,722,483</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2022

16 Analysis of net assets between funds

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2022 £ |
|-----------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets | 630,257 | - | 630,257 |
| Investment properties | 1,700,000 | 1,000,000 | 2,700,000 |
| Investment funds | 104,560,173 | 864,342 | 105,424,515 |
| Net current assets | 7,170,890 | 88,453 | 7,259,343 |
| | <u>114,061,320</u> | <u>1,952,795</u> | <u>116,014,115</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|-----------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets | 656,200 | - | 656,200 |
| Investment properties | 1,660,000 | 838,795 | 2,498,795 |
| Investment funds | 128,897,723 | 1,206,860 | 130,104,583 |
| Net current assets | 1,378,337 | 84,568 | 1,462,904 |
| | <u>132,593,260</u> | <u>2,130,223</u> | <u>134,722,483</u> |

17 Pensions

The Charity operates a defined contribution pension scheme in compliance with auto-enrolment. Contributions of £72,391 (2021: £47,677) were made in the year.

18 Related party transactions

During the year no trustees made donations to the charity (2021: none).

19 Financial instruments

| | 2022 £ | 2021 £ |
|---|-------------|-------------|
| Financial Assets | | |
| Financial assets at amortised cost | 7,615,197 | |
| 1,794,490 | | |
| Financial instruments at fair value | 105,424,515 | 130,104,586 |
| Financial Liabilities | | |
| Financial liabilities at amortised cost | 355,853 | 301,585 |

Financial assets measured at amortised cost comprise cash at bank and in hand, short-term cash deposits, trade debtors, other debtors and accrued income. Financial instruments at fair value comprise investment funds managed by external investment managers, valued at fair value at the balance sheet date. Further information is included in Note 11. Financial liabilities measured at amortised cost comprise accruals and other commitments.

20 Capital Commitments

At 31 December 2022 the charity had capital commitments of £nil (2021: £194,823) relating to works at 1 Dean Trench Street.

Accounts

CLERGY SUPPORT TRUST

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

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Trustees' Report

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Charity registered in England & Wales
Charity number 207736

Patron: Her Majesty The Queen
Honorary Presidents: The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester (as Lord High Almoner)
The Lord Mayor of the City of London

1 Dean Trench Street
Westminster
London
SW1P 3HB

Tel: 020 7799 3696

Email: help@clergysupport.org.uk

Website: www.clergysupport.org.uk

Trustees' Report For the year ended 31 December 2021

A MESSAGE FROM THE TREASURERS

“Times change, and we change with them.” This phrase, the attribution of which has itself changed and been debated over the centuries, will doubtless ring true for our applicants and supporters, as it does for us. If 2020 was a year that shocked the world, 2021 was a year when the world responded – trying new things, altering the way we did existing things, and finding out what ‘new normal’ meant for each of us.

Throughout this, the people we serve across the UK and Ireland have shown themselves to be creative, versatile, flexible, resilient, and faithful. None of that, of course, means that the challenge has been easy. We reported in 2020 that we had received record numbers of applications for our grants and services, but in 2021 we set new records across the board. As well as changing the way we work – for example, by developing a ‘hybrid model’ for our own team members, who have continued to work with exceptional skill and commitment – we have tried to listen to the people we serve, in the hope that we can do so ever better. At the heart of this will be our new Strategic Plan, to be launched in 2022, which imagines a bold and broad expansion of our work in exciting directions.

At the heart of our work, though, will always be what we have done since 1655: the provision of support to those in, training for or retired from Anglican ministry, and to their families. In 2021, the financial element of that support saw us make over 3,500 grants to over 1,600 households, to the tune of £3.3m. We continued, also, to expand the range of support services available, delivered through partner organisations with relevant skill and expertise. Central among these is the launch of a new relationship with JR Corporate Health, through which eligible applicants can receive free talking therapies. We also continued to work with debt relief organisations, the OT Practice (occupational health), Sleepstation, SPCK and others, aiming to deliver a suite of services of value to clergy households, alongside the grants at the core of our programme.

As restrictions eased and returned throughout 2021, we found new ways not just of working but of engaging. Towards the end of the year, our Chief Executive was particularly delighted to begin in-person meetings and presentations for Dioceses and other groups, but we embraced the new as well, and developed a broad programme of online engagement. This included the first ‘Online Festival’ in the charity’s long history, which was viewed thousands of times after its broadcast from St Paul’s Cathedral in May 2021. Although not the same as the historic Festival Service in that glorious building (and which will resume in 2022), the Online Festival was a powerful and moving testament to the ministry of clergy across the UK and Ireland, enhanced by the stunning singing of Liverpool, Southwark and St Paul’s Cathedral Choirs, and a sermon given by the Bishop of Durham. Alongside this, we revived the charity’s historic office of Honorary Vice-President, announcing five leading figures from public life in this role at the Trust’s Annual Assembly, where we were also delighted to welcome Bishop Emma Ineson as our guest speaker.

Through all the year’s challenges and opportunities, one thing is clear to us: the Trust has never been more needed. Every month in 2021 saw a higher number of applications than the equivalent month in 2020; as the year continued, new records were repeatedly set and beaten for the highest ever number of applications in a day, weekend, week, and month. We feel this is partly due to our improved and more personal offer, as well as to better marketing, but that it also speaks to the increased demands of clergy life, and the continuing impacts of the pandemic. It is a privilege to walk alongside so many extraordinary people called to such extraordinary ministry, and we remain committed to finding new ways of doing that as our next strategic period dawns in 2022.

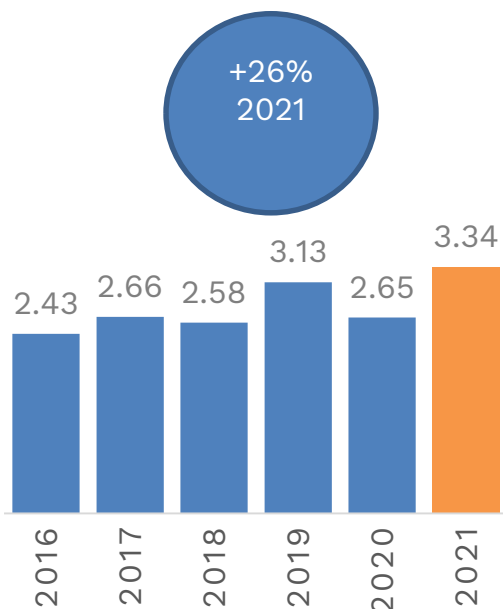
The Revd Canon Simon Butler
Senior Treasurer

Richard Farmbrough
Treasurer

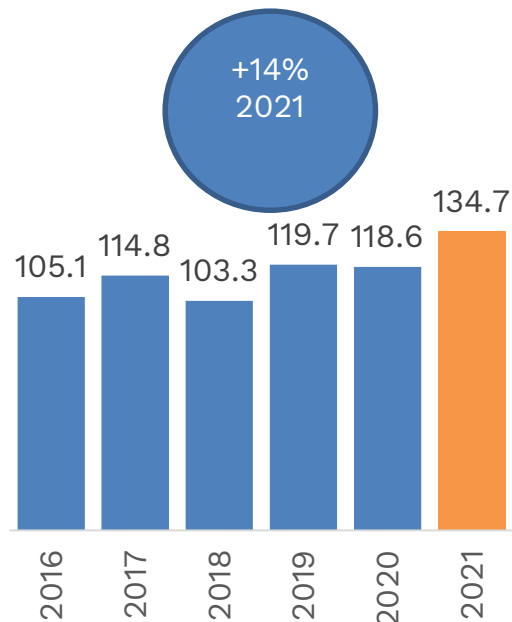
The Revd Nancy Goodrich
Treasurer

THE CHARITY IN NUMBERS

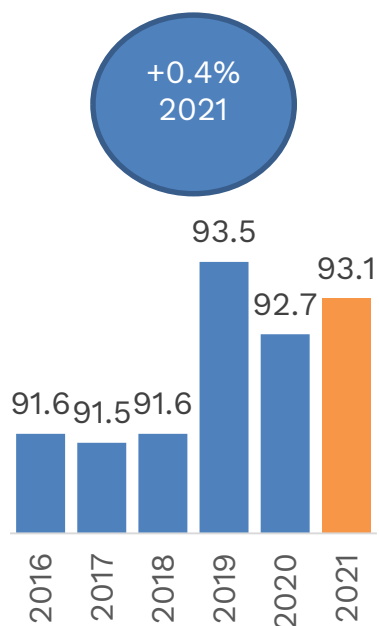
Grants expenditure (£m)



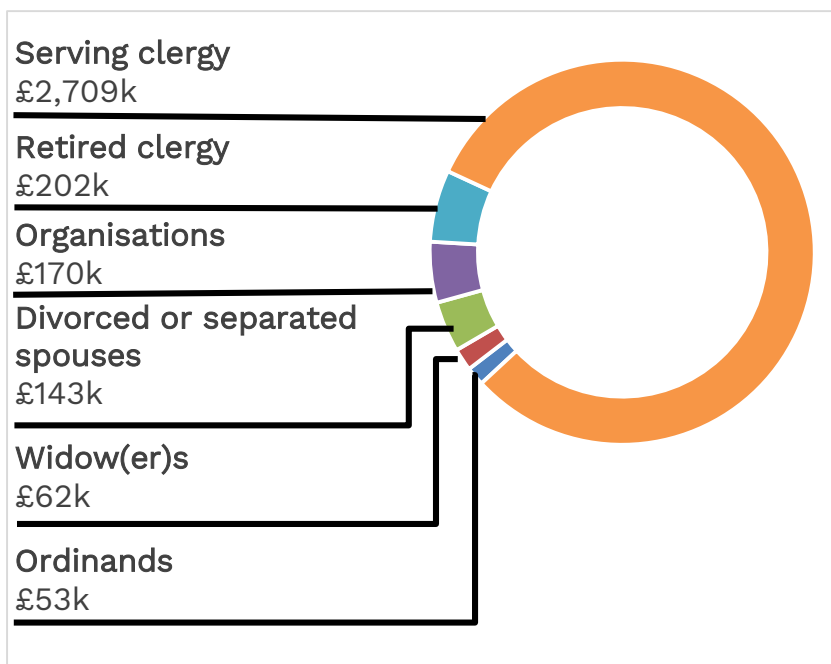
Total funds (£m)



Charitable spend as % of total spend



2021 Grants spend by beneficiary type (£k)



The above figures are taken from the audited results for the Charity for the years from 2016 to 2021. Further commentary on the 2021 results can be found in the 'Financial review' section on pages 12 to 13. In the pages that follow, we give more specific details of what we achieved in 2021, and set out our future plans.

Trustees' Report

For the year ended 31 December 2021

OBJECTIVES, ACTIVITIES AND PUBLIC BENEFIT

Clergy Support Trust ("the Charity") is a charity set up by Royal Charter dated 1 July 1678 (subsequently revised) and registered in England & Wales (number 207736). The Charity is governed by a board of Trustees ("the Trustees"), known under the Royal Charter as the Court of Assistants.

The Trustees are pleased to present their Annual Report, together with audited financial statements, for the year ended 31 December 2021.

Objects and principal activities of the Charity

The Charity was originally established in 1655 by sons of clergymen, to raise funds for destitute Anglican clergy who had lost their livings under Oliver Cromwell. The current objects of the Charity were established in 2012 through Charity Commission Schemes and an Order in Council as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation, which itself was incorporated by Act of Parliament in 1849. The objects were further amended by an Order in Council effective 15 November 2017 and now read as follows:

'The Charity shall apply the clear yearly income and at its discretion the whole or part of the property of the Charity for the public benefit in providing assistance to beneficiaries, whether directly or indirectly, in such manner as and by such means as the Court of Assistants from time to time in their absolute discretion think fit for the relief or prevention of poverty or hardship or for the relief of illness, and the promotion of health, whether physical or mental. "Beneficiaries" means members of the clergy, ordinands and the spouses, former spouses, children and dependants of living or deceased members or former members of the clergy or ordinands.

a) "children" includes adopted children, step-children and persons treated as the children of a marriage or civil partnership.

b) "civil partners" means the members of a civil partnership within the meaning of Section 1 (1) of the Civil Partnership Act 2004.

c) "clergy" and "members of the clergy" means bishops, priests and deacons of the Anglican Communion.

d) "ordinands" means persons who are preparing for ordination as members of the clergy.

e) the "spouse" of a person means his or her wife, husband, civil partner, widow, widower or surviving civil partner.'

The main focus of the Charity at present is to provide assistance in the form of discretionary cash grants to serving and retired clergy in the Church of England, the Church in Wales, the Scottish Episcopal Church and the Church of Ireland, together with the dependants of such clergy. In addition, we provide support to those training for ordained Anglican ministry (ordinands).

Grants are made at the full discretion of the Charity to beneficiaries in the furtherance of the objects. Applicants for financial support grants are asked to complete an application form giving details of their household's financial circumstances and the Charity takes this information into account when considering applications and awarding grants. Applications for health-related grants are usually assessed by the Charity's medical adviser, a retired General Practitioner.

Increasingly, the Charity also offers non-financial support to the same group of beneficiaries, such as counselling for debt relief, access to an online theological library, and cognitive behaviour therapy for insomnia. Such services are delivered primarily through partner organisations; more information is included under 'Achievements, Performance and Future Plans' below.

Public benefit

In carrying out these activities the Trustees have complied with the duty under section 17(5) of the Charities Act 2011 to have regard to the Charity Commission's guidance on public benefit, and they are satisfied that the Charity fulfils its fundamental objects and so provides public benefit.

Trustees' Report
For the year ended 31 December 2021

OBJECTIVES, ACTIVITIES AND PUBLIC BENEFIT

Volunteers

The Trustees are the only volunteers directly involved in the work of the Charity. All Trustees give their time voluntarily and receive no personal benefit from the Charity. Further information on the Trustees is included in the Governance section below. Details of Trustees' expenses reclaimed from the Charity are set out in Note 8 to the financial statements.

ACHIEVEMENTS, PERFORMANCE, AND FUTURE PLANS

Progress against strategic aims

As we approach the end of our 2019-22 strategic period, we have continued to focus on delivering the objectives outlined in our current Strategy:

1. To increase awareness of our work among beneficiaries and other stakeholders, and increase the number of people who come to us for help.
2. To at least double the number of beneficiaries we support each year from the 2018 level of 547*.
3. To develop a greater understanding and measurement of our charitable impact, and to communicate this to all stakeholders.
4. To improve our internal governance, most particularly by having an updated Royal Charter and by renewing the board (Court of Assistants) and making it more diverse.
5. To focus more on strategic partnerships – clearly defining areas for potential new partners to help us deliver our charitable goals.
6. To begin the process of diversifying income beyond investment income through targeted legacy and other fundraising campaigns.

*figure excludes Ordinands

Although many of these objectives have, at least in statistical terms, been met and exceeded, the pandemic and the many challenges faced by those we serve have ensured the Trust remains focussed, innovative, and highly productive. Further detail is provided below on our response both to those aims and the current climate.

Grant-making (Objectives 1 and 2)

As noted above, grant-making continued not only to be our core charitable activity, but to increase in terms of applicant and grant numbers. Across 2021, we made 3,545 grants to 1,608 applicants (2020: 2,467 grants to 1,318 applicants), which, including family members, meant we supported around 5,000 people. Although our revised Grants Criteria are still comparatively new (introduced in 2019), it is clear that our altered approach, and the way we categorise grants as outlined below, works well for applicants, providing a service which is clear, accessible, holistic, and pastoral. At a headline level, we have more than trebled the number of beneficiaries from the 2018 level quoted in our last strategic plan.

Wellbeing grants - £1.14m (2020: £761k) Wellbeing grants were once again our highest area of spend, covering such critical needs as holidays, fitness and leisure, the pursuit of hobbies, respite breaks, and retreats. Unsurprisingly, spend on holidays was much higher than in 2020, when travel was so severely restricted, but we also saw very significant growth in applicants for retreats (60, compared to 9 in 2020).

Financial support grants - £719k (2020: £748k) We saw another slight reduction year-on-year in this category, perhaps owing something to the very significant growth in our Emergency Grants (see below). Financial support grants exist for those households where the stipend, pension or other household income are insufficient, and where there is identifiable financial need. Unlike other grants, where financial eligibility depends primarily on savings and property limits, FSGs are subject to an additional means-test, using an adapted version of the Joseph Rowntree Foundation's Minimum Income Standard, which takes into account net household income, composition and housing costs, and includes an uplift for serving Anglican clergy to allow for the specific costs of ministry.

We noted in our 2020 Report that, prior to the new criteria in 2019, most grants were labelled as 'financial support'. Our new, wider programme of different grant 'categories' allows, we believe, a greater diversity of support to a greater diversity of applicant, in times of need, as well as delivering grant payments more quickly. This, too, continues to explain the apparent decrease in this grant area, despite the very significant overall growth in terms of both grants given and households supported. At the same time, we are conscious that the financial impact of Covid has been slow for some families, and we may see an increase in this category in 2022.

Emergency grants - £830k (2020: £571k) Any eligible household can currently apply for three Emergency grants, in most cases, to a maximum of £500 each, in one year. Turned around very swiftly, and providing

Trustees' Report

For the year ended 31 December 2021

ACHIEVEMENTS, PERFORMANCE, AND FUTURE PLANS

support for a range of general and exceptional expenses, EGs have continued to prove extremely popular, accounting for 49% of the grants approved in 2021 (but with a significantly lower average grant of £481, compared to £899 across all categories). Car-related costs (£180k) and technology (£169k) were the highest areas of spend. Energy grants trebled compared to 2020; with the rising cost-of-living in 2022, we anticipate further need and resultant growth in this area. Our data suggests that around 15% of clergy were reached across the Church of England with such grants.

Health - £479k (2020: £395k) Talking therapies were once again the largest single area of Health spend in 2021 (£94k). In last year's Report, we noted that applicant feedback suggested a specific service should be developed in this area; we are pleased to report that we responded to that feedback in 2021 with the launch of a new mental health-focussed partnership (see below). Dentistry costs accounted for £94k of health grants, significantly above the £39k of 2020.

Organisational grants - £150k (2020: £90k) As in previous years, we made a small number of grants to organisations which have significant synergy with the Trust's own aims and objectives, and which contribute proactively and positively to the wellbeing of our beneficiary groups.

Historically, the charity has not invested significantly in marketing, focussing its attentions on a number of key moments in its annual calendar, such as the Festival and Assembly. However, the nature of modern communication, and the restrictions imposed on in-person engagement in the pandemic, necessitated significant growth in this area, and we were delighted to expand our team with the appointment of our first Head of External Relations in 2021. As a result of this increased capacity, we have begun a far more creative marketing and communications programme, building on the excellent work of our one existing, part-time colleague. Central to this has been a range of online media, including the 2021 Online Festival, which have brought the Trust to a much wider audience, and contributed to the significant growth in grant-making.

Impact (Objective 3)

Eager to understand and build on our own data in new ways, we recruited at the end of 2021 a new Data and Service Development Manager, whose brief will include impact assessment. Our existing efforts in this area suggest that we are delivering the support required by our growing applicant base, as suggested by the following figures from our 2021 Impact Survey (which was sent to all the year's beneficiaries, and had a 50% response rate), which refer to the number of respondents who felt our support had helped them in each way:

- 99% of respondents feel more positive and able to cope in future
- 98% maintain or improve mental health and overall wellbeing
- 96% manage household finances or debts more effectively
- 96% continue to flourish or improve in your ministry and work
- 90% maintain or improve physical health and wellbeing
- 89% improve personal relationships

Of course, impact is also about listening to the concerns of applicants, and responding to those. Central to this, in 2021, was the launch of our new provision, delivered by partners JR Corporate Health, where eligible applicants can access free talking therapies delivered by a network of professionals. Mental health was, in the 2020 Impact Survey, a key area where beneficiaries asked us to do more. Other areas, such as financial planning and advice, will form major planks of our new 2022-25 Strategy (see below).

Governance (Objective 4)

Four outstanding Trustees retired from the Court of Assistants this year, after combined service of 40 years: The Reverend Canon Roxanne Hunte (who was also Treasurer), The Reverend Wendy Kennedy, Jonathan Prichard, and Patrick Walker (also Chair of the Investment Committee). They were thanked warmly at the Annual Assembly, held at Lambeth Palace in November, where three new Assistants were elected. Having specifically sought to recruit from outside South-Eastern England, and to find new Trustees with experience of disability and the rural church, we were delighted to welcome The Most Revd Patricia Storey, Bishop of Meath and Kildare; The Rev Ruth Newton, parish priest and educator in the Diocese of Leeds; and Dr

Trustees' Report

For the year ended 31 December 2021

ACHIEVEMENTS, PERFORMANCE, AND FUTURE PLANS

Mayowa Jolaoso, a General Practitioner in Northamptonshire, and a former expert adviser to the Grants & Partnerships Committee.

At the same Annual Assembly, the Trust revived the historic office of Honorary Vice-President, welcoming five outstanding figures from public life to our family: former Prime Minister (and clergy child) Theresa May; Labour MP Marsha De Cordova; Crossbench peer and non-stipendiary priest Lord Green of Hurstpierpoint; former President of the Supreme Court Baroness Hale; and former Clerk of the House of Commons (and clergy spouse) Lord Lisvane.

Ever-mindful of our governance, and the contribution of good governance to successful charities, we completed reviews of the Senior Treasurer's role and performance, alongside a skills audit of all Assistants, and began planning for a full, externally-led Governance Review to take place in 2022.

Partnerships (Objective 5)

Although grants continue to be at the heart of what we offer – and of what we believe our applicants need from us – we are increasingly pleased to deliver other services which speak to those we serve. Since 2018, we have provided an online Library for ordinands and curates, in partnership with SPCK; since then, we have added to our programme an insomnia support service delivered through Sleepstation; an occupational assessment offer with The OT Practice; and debt relief and support in partnership with StepChange and CMCU. In 2021, we welcomed Jan and John Rogers to the wider CST team. As directors of JR Corporate Health, Jan and John are offering talking therapies to eligible applicants, who are referred by the Trust's Grants & Services Officers for initial assessment. The partnership has begun extremely well, serving a number of clergy and other applicants, and will be expanded in coming years – alongside a range of new services in our 2022-25 Strategy, to be published in 2022.

Diversifying income (Objective 6)

Last year, we noted that the pandemic had made us reconsider the place of proactive fundraising within the Trust's efforts, given our very significant investment portfolio (which once again grew substantially in 2021). Progress against this objective has therefore been limited in 2021 as it was in 2020. Under our new Strategy, we will reconsider the place of legacy and major giving within our financial plans.

The Charity did not, in the past year, contract the services of any professional fundraisers, and we did not receive any complaints about our fundraising practice. We were, of course, grateful to receive a number of donations and legacies in support of our work, and showing the continued affection which we privileged to receive from many people.

Plans for the future

2021 has made a number of things clear to the Trust's Court of Assistants, most pertinently the increasing and incredible value which the Charity can offer those it serves, including during the very turbulent and difficult years we are now all emerging from. The strength of our staff and programme, the need for our work, and the size of our investments all mean that we can, and will, do more to support applicants in coming years.

Our 2022-25 Strategy, currently being prepared for publication in 2022, will focus on a number of key themes, including new areas of work. Central to these will be what we have always done, and which remains the heart of our charitable objects: the relief of financial hardship and the promotion of health. Our grants programme will sit at the core of that. We will also, though, expand our support services; focus on 'early intervention', particular in the form of resources, information and toolkits for clergy households; consider how to contribute to training for clergy in areas such as mental health; recommit ourselves to research; and develop the holistic nature of our offer. Partnership working will be key to these, although we also expect to expand the size of our staff team, which has not grown in line with the increasing workload of recent years. In the meantime, though, we will also look forward with new zeal to in-person engagement in 2022: we have ambitious plans to reach as many Dioceses and other groups as we can, and to ensure that the 367th Festival at St Paul's is a joyful event after two years of global pandemic.

Trustees' Report

For the year ended 31 December 2021

GOVERNANCE

Court of Assistants

The overall management of the Charity is vested in the Court of Assistants ("the Court"), which consists of the Trustees of the Charity. The Trustees who served during the year and up to the date of this report are listed under 'Reference and Administrative Details' on pages 14 to 15. The Court met seven times in 2021 in order to conduct the principal business of the Charity, including a joint 'away-day' with staff in January 2021.

The members of the Court are elected each year by the Governors of Clergy Support Trust at the Annual Assembly, previously known as the Annual General Court, in accordance with the Royal Charter. The officers of the Charity, known as the Treasurers, are also elected by the Governors at the Annual Assembly.

The Court delegates some of its responsibilities to four committees with agreed terms of reference which are reviewed annually. The committees met as follows during 2021:

- Governance Committee – met five times to consider governance issues.
- Grants & Partnerships Committee – met four times to consider the Charity's grant-making activities and other services for beneficiaries.
- Investment Committee – met three times to consider investment policy and to review the performance of the Charity's investment managers.
- Risk, Audit & Finance Committee – met four times to oversee all matters relating to risk, internal and external audit, and finance.

Trustee recruitment and induction

The Trustees keep their membership under review in order to ensure a wide and relevant representation among their number. New members are normally recruited based on their skill-set and professional experience, in order to bring to the Court people who not only have expertise that is needed, but who are also sympathetic to and passionate about the work of the Charity. The Trustees also consider issues of diversity and inclusion when considering new members, including the Charity's geographic reach. All new Trustees are provided with an induction which includes discussions with one or more of the officers of the Charity and the Chief Executive, and the provision of relevant background documentation.

The Trustees also appoint a number of committee advisers with expertise in particular areas of the Charity's operation; these advisers attend relevant meetings but are not Trustees. During 2021, there were two such advisers to the Investment Committee – Bill Seddon and Kerry Hugh-Jones – and one to the Grants and Partnerships Committee – Dr Mayo Jolaoso, until 18 November 2021 when she was elected to the Court of Assistants. There are also two specialist advisers who provide additional resource and expertise to the Court and staff on matters relating to health – Dr Christopher Trower – and to education – Andrew Trotman.

Trustee attendance

The table overleaf sets out the attendance of Trustees at meetings of the Court and its committees during 2021.

Trustees' Report

For the year ended 31 December 2021

GOVERNANCE

| | Court of Assistants ¹ | | Committees ^{2 3} | | Total | |
|---|----------------------------------|----------|---------------------------|----------|-------|----------|
| | Total | Attended | Total | Attended | Total | Attended |
| The Revd Canon Simon Butler ^{5 6} | 7 | 6 | 7 | 6 | 14 | 12 |
| Mr Adam Chamberlain ⁶ | 7 | 7 | 3 | 3 | 10 | 10 |
| Ms Constance Chinhengo ⁵ | 7 | 7 | 9 | 9 | 16 | 16 |
| Mr Martin Cooper ⁷ | 7 | 4 | 4 | 3 | 11 | 7 |
| The Revd Canon Dr Jack Dunn ⁴ | 7 | 6 | 5 | 3 | 12 | 9 |
| Mr Richard Farmbrough ⁴ | 7 | 7 | 5 | 4 | 12 | 11 |
| The Revd Nancy Goodrich ⁵ | 7 | 7 | 4 | 4 | 11 | 11 |
| Mr Jeremy Hargreaves ^{4 7} | 7 | 7 | 9 | 8 | 16 | 15 |
| Mr Stephen Hogg ^{4 7} | 7 | 7 | 9 | 9 | 16 | 16 |
| Alderman Robert Hughes-Penney ⁶ | 7 | 6 | 3 | 3 | 10 | 9 |
| The Revd Canon Roxanne Hunte ^{7 8} | 6 | 4 | 3 | 3 | 9 | 7 |
| Dr Mayowa Jolaoso ⁹ | 1 | 1 | | | 1 | 1 |
| Mrs Jackie Jordan ⁵ | 7 | 5 | 4 | 4 | 11 | 9 |
| The Revd Canon Wendy Kennedy ^{5 8} | 6 | 5 | 4 | 3 | 10 | 8 |
| The Revd Ruth Newton ⁹ | 1 | 1 | | | 1 | 1 |
| Mr Jonathan Prichard ^{4 7 8} | 6 | 5 | 8 | 7 | 14 | 12 |
| Mr Stephen Slack ⁴ | 7 | 7 | 5 | 5 | 12 | 12 |
| The Most Revd Patricia Storey ⁹ | 1 | 1 | | | 1 | 1 |
| Mr Patrick Walker ^{6 7 8} | 6 | 6 | 6 | 6 | 12 | 12 |

1. Substantive Court meetings only, including January 2021 away-day
2. Excludes working groups
3. Excludes Treasurer *ex officio* membership, unless designated 'lead *ex officio*' for that committee
4. Governance Committee
5. Grants & Partnerships Committee
6. Investment Committee
7. Risk, Audit & Finance Committee
8. Retired from Court in November 2021
9. Elected to Court in November 2021

Following the Annual Assembly in November 2021, the committee assignments of some existing Trustees changed, which accounts for the diversity of numbers in the left-hand column of each section above.

Executive management and organisational structure

The day-to-day management of the Charity is delegated to the Chief Executive, The Revd Ben Cahill-Nicholls, who leads a Senior Leadership Team which additionally consists of the following colleagues:

- Sarah Crombie, Director of Charitable Services, who leads the Charity's grant-making and other charitable services, and manages a team which, at the end of 2021, consisted of five staff.
- Catherine Cashmore, Head of External Relations, who leads the Charity's communications, marketing, fundraising and events work, and manages one other member of staff. (Catherine joined the team in July 2021, in a newly-created role.)

Trustees' Report

For the year ended 31 December 2021

GOVERNANCE

- Tonya Goldring, Head of Finance & Operations, who leads the Charity's support functions including finance, HR, IT, property and office management, and manages one other member of staff. (Tonya joined the team in October 2021, following the retirement of Kris Davidson, whose role Tonya's closely reflects.)

Key management personnel

The key management personnel of the Charity at the end of 2021 comprised the Trustees, the Chief Executive, the Director of Charitable Services, and the Heads of External Relations and Finance & Operations. The total employee benefits of the key management personnel of the Charity are disclosed in Note 8 to the financial statements. Remuneration and benefits for executive management are set by Trustees on the basis of peer sector benchmarking and annual cost of living adjustments. There is currently no performance-related pay scheme in operation.

Principal risks and uncertainties

Trustees and management regularly review the major risks to which the Charity is exposed and consider how these might be mitigated. A detailed risk register is kept constantly under review by Trustees and management, and was significantly restructured and revised in 2021. In general, the activities of the Charity are not subject to major risk. Income is derived from a diverse portfolio of investments and charitable expenditure is largely discretionary, so could be scaled back if income fell below expected levels. There is no over-reliance on donated income or statutory funding. None of the Charity's activities are subject to external regulation (other than by the Charity Commission) and the Charity does not engage in any regulated activities for Safeguarding purposes.

Subject to this, the three main risks identified by Trustees as potentially impacting the work of the Charity are very closely related to those identified in our 2020 Report:

- The security and sustainability of the Charity's **investment portfolio**, and the associated income, in the context of increased market volatility, especially as the pandemic continued perhaps longer than originally anticipated. The Charity's approach to mitigating this risk is set out under 'Investments and investment performance' on page 12 to 13 below.
- The capacity of the Charity and its staff team to deliver on its objectives in the face of **significantly increased beneficiary demand**. With the very substantial growth in demand in 2021 – 43% increase in the number of grants made from 2020, which was in itself a record year – we will need to consider proactively our resourcing models in 2022.
- The longer-term **impact of the COVID-19 pandemic on our beneficiaries**, particularly in the context of stretched diocesan and parish finances and also pressures on household incomes and clergy mental health. This picture is still emerging, but we believe the statistics in this Annual Report make clear that there is considerable need amongst the clergy at this time, including significant mental health challenges after the stresses and strains of the past two years.

Fundraising

In accordance with the Charities (Protection and Social Investment) Act 2016, the following statement outlines the approach of the Charity to fundraising in 2021.

At present, and in the light of its significant investment portfolio, the Charity does not actively fundraise, other than through its annual Festival Service at St Paul's Cathedral, where a general appeal to support the work of the Charity is made. Occasional donations and legacies are also received, but these are not currently actively solicited. The Charity does not contract the services of any professional fundraisers, nor does it have any commercial participator agreements. During the course of the year we did not receive any complaints about our fundraising practice. We do not engage in persistent or intrusive fundraising practices with any of our supporters.

Trustees' Report

For the year ended 31 December 2021

FINANCIAL REVIEW

Unless otherwise stated, figures are expressed in m (millions) or k (thousands).

Total income for the year amounted to £4.26m (2020: £3.67m). Total expenditure amounted to £4.57m (2020: £3.73m). Whilst the number of grants awarded increased by 1067, representing an increase of 43%, grant expenditure of £3.34m was £686.8k higher than 2020. Further information on our grants expenditure can be found in Note 6 to the financial statements and also under Grant Making on Page 6 of the Trustees' Report. Support and governance costs, at £315k, were slightly higher than the 2020 figure of £281k. Staff costs of £622k were higher than the previous year (2020: £542k). The overall net deficit before net gain on investments was £310k (2020: net loss of £60k) and reflected a planned policy of Trustees to begin a period of operating deficits after many years of annual surpluses. After taking into account the net gains on investments, total funds at year-end increased by £16.14m (2020: decrease of £1.10m).

Investments and investment performance

The main source of income for the Charity continues to be its investment portfolio. The Charity's Statement of Investment Policy is reviewed annually by Trustees, and the Investment Committee reviews the performance of the Charity's investment managers on a regular basis, together with asset allocation. The Charity adopts a long-term approach to investment, seeking to achieve the best possible total return within an acceptable level of risk. The Charity's investment objective over the medium-term is to achieve a total return which outperforms the rate of inflation (as measured by CPI) by at least 4.0%.

The Charity seeks to mitigate investment risk by having a diversified portfolio managed by four fund managers. One of these, the Charities Property Fund (CPF), managed by Savills Investment Management Limited, focuses only on property investments and consequently performed less well in the year relative to the other portfolios. The portfolios managed by Sarasin (73% UK and overseas equities) and Cazenove (75%) have a balanced multi-asset approach while the Charles Stanley portfolio is at present almost wholly (98%) focused on equities.

The portfolio values and performance of the four fund managers during 2021 are summarised below. Total investment funds at year-end were £130.1m (2020: £113.7m). Cazenove's performance benchmark is its long-term (ten-year) target of inflation plus 4%, so not directly comparable to the other benchmarks, which are annual targets. Sarasin's benchmark is a composite of relevant indices. Charles Stanley's benchmark is the FTSE All Share index, while the CPF's benchmark is the AREF/MSCI All Balanced Property Funds Index.

| Manager | Value of Portfolio | Portfolio Return | Performance Benchmark | Relative Performance |
|--|--------------------|------------------|-----------------------|----------------------|
| | £ | % | % | % |
| Cazenove Capital Management ¹ | 28,329,144 | +14.4 | +5.3 | +9.1 |
| Sarasin & Partners LLP ² | 30,823,026 | +10.5 | +13.7 | -3.2 |
| Charles Stanley & Co Limited | 59,520,740 | +22.5 | +18.3 | +4.2 |
| Charities Property Fund | 11,431,673 | +14.9 | +19.1 | -4.2 |

¹ Charity Multi-Asset Fund

² Alpha CIF for Endowments

The annualised three and five year returns for the Charity's longer-serving investment managers are shown for information overleaf.

Trustees' Report

For the year ended 31 December 2021

FINANCIAL REVIEW

| Periods ended December 2021 (annualised) | Portfolio Return 3 years % | Performance Benchmark % | Relative Performance % | Portfolio Return 5 years % | Performance Benchmark % | Relative Performance % |
|--|----------------------------------|----------------------------|---------------------------|----------------------------------|----------------------------|---------------------------|
| Sarasin & Partners LLP ¹ | 13.3 | 12.9 | +0.4 | 9.2 | 8.8 | -0.4 |
| Charles Stanley & Co Ltd | 8.5 | 6.9 | +1.6 | 10.8 | 7.5 | +3.3 |
| Charities Property Fund | 5.9 | 6.0 | +0.4 | 7.0 | 6.6 | +0.9 |

¹ Alpha CIF for Endowments

The Charity also owns three investment properties, together with some agricultural land in Northamptonshire, which had an independently assessed market value at the year-end of £2.5m (2020: £2.5m).

Towards the end of 2021, the Trustees discussed converting some investments to cash (which subsequently happened in February 2022), as part of a longer-term approach to charitable activity and investment management.

As at 31 April 2022, the Charity's externally-managed investment funds were valued at £124.3m. This represented a fall of 6.2% from the value as at 31 December 2021 of £132.6m and reflected market volatility in the first four months of 2022.

Further information on our investments can be found in Note 11 to the financial statements.

Funds and reserves policy

The Charity's total funds as at 31 December 2021 were £134.7m (2020: £118.6m) comprising £132.6m of unrestricted funds (2020: £116.5m) and £2.1m of restricted funds (2020: £2.1m).

The unrestricted funds principally comprise a designated investment fund which as at 31 December 2021 totalled £129.6m (2020: £113.2m). The designated investment fund represents the Charity's unrestricted investment assets held for the long-term to generate income for the Charity's current and future activities in support of its beneficiaries. Other unrestricted funds at 31 December 2021 included an undesignated general fund of £1.9m (2020: £2.2m) and a designated sum of £1.1m (2020: £0.9m) which represents an amount set aside by Trustees for investment in partnerships and special projects as envisaged in the 2020-22 Strategic Plan.

The restricted funds principally comprise the Clergy Orphan Corporation fund, which is restricted to providing financial assistance to children of clergy of the Church of England and of the Church in Wales.

Further details of the designated, restricted and endowment funds held by the Charity can be found in Note 15 to the financial statements.

The Charity's revised policy on reserves, agreed by Trustees in May 2020, is to hold free reserves (defined as unrestricted net current assets less provisions and excluding any designated funds) sufficient to cover at least three months of forecast operating costs for the current year. As at 31 December 2021 the Charity held free reserves of £1.4m (2020: £1.4m), equivalent to approximately 4.2 months of expected operating costs in 2021, as forecast in May 2021 (2020 3.6 months).

Trustees' Report

For the year ended 31 December 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Incorporation and registration

The Charity now operating under the working name of Clergy Support Trust, and previously (until March 2020) known as Sons & Friends of the Clergy, was originally founded in 1655 by a group of sons of clergymen. It was later incorporated by Royal Charter in 1678 under the name of the Governors of the Charity for Releefe of the Poore Widdowes and Children of Clergymen. The Royal Charter was amended in 1971, in 2012 (as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation), in November 2017 (to amend the Charity's objects to include the promotion of health) and again in February 2020 (a complete revision of the Royal Charter to bring it into line with Charity Commission guidance). Clergy Support Trust is registered with the Charity Commission for England and Wales with the number 207736.

Trustees

The following were the members of the Court of Assistants throughout 2021 (except where noted below):

The Reverend Canon Simon Butler
Mr Adam Chamberlain
Ms Constance Chinhengo
Mr Martin Cooper
The Reverend Canon Dr Jack Dunn
Mr Richard Farmbrough
The Reverend Nancy Goodrich
Mr Jeremy Hargreaves
Mr Stephen Hogg
Alderman Robert Hughes-Penney
The Reverend Canon Roxanne Hunte (until 18 November 2021)
Dr Mayowa Jolaoso (from 18 November 2021)
Mrs Jackie Jordan
The Reverend Canon Wendy Kennedy (until 18 November 2021)
The Reverend Ruth Newton (from 18 November 2021)
Mr Jonathan Prichard (until 18 November 2021)
Mr Stephen Slack CBE
The Most Reverend Patricia Storey (from 18 November 2021)
Mr Patrick Walker (until 18 November 2021)

Officers and Chief Executive

The officers of the Charity during 2021 were as follows:

| | |
|--------------------------|---|
| Honorary Presidents | The Archbishop of Canterbury The Archbishop of York The Bishop of London The Bishop of Worcester (as Lord High Almoner) The Lord Mayor of the City of London |
| Honorary Vice-Presidents | Marsha De Cordova MP The Reverend Lord Green of Hurstpierpoint The Baroness Hale of Richmond DBE PC QC FBA The Lord Lisvane KCB DL The Rt Hon. Theresa May MP |
| Senior Treasurer | The Reverend Canon Simon Butler |
| Treasurers | Mr Richard Farmbrough The Reverend Nancy Goodrich (from 18 November 2021) The Reverend Canon Roxanne Hunte (until 18 November 2021) |
| Chief Executive | The Reverend Ben Cahill-Nicholls |

The Honorary Vice-Presidents listed above were appointed during the course of 2021.

Trustees' Report
For the year ended 31 December 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered office

1 Dean Trench Street, Westminster, London SW1P 3HB

Auditors

Buzzacott LLP
130 Wood Street
London EC2V 6DL

Investment managers

Sarasin & Partners LLP
Juxon House
100 St. Paul's Churchyard
London EC4M 8BU

Charles Stanley & Co. Limited
55 Bishopsgate
London EC2N 3AS

Cazenove Charities
12 Moorgate
London EC2R 6DA

The Charities Property Fund
33 Margaret Street
London W1G 0JD

Bankers

Messrs C Hoare & Co
37 Fleet Street
London EC4P 4DQ

National Westminster Bank Plc
PO Box 3038
57 Victoria Street
London SW1H 0HN

Financial Statements
For the year ended 31 December 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Court of Assistants is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Court of Assistants to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the income and expenditure of the Charity for that period. In preparing these financial statements, the Court of Assistants is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Court of Assistants is responsible for adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Royal Charter and Act of Parliament under which the Charity is incorporated. It is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Court of Assistants on 23 September 2022



The Revd Canon Simon Butler
Senior Treasurer



Mr Richard Farnbrough
Treasurer



The Revd Nancy Goodrich
Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES

Independent auditor's report to the trustees of Clergy Support Trust

Opinion

We have audited the financial statements of Clergy Support Trust (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, and the related notes to the financial statements, including the principal accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ◆ have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and performance review 2021, and the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- ◆ the information given in the trustees' annual report is inconsistent in any material respect with the financial statements; or
- ◆ sufficient accounting records have not been kept; or
- ◆ the financial statements are not in agreement with the accounting records and returns; or
- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES

Auditor's responsibilities for the audit of the financial statements (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation).

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual variances;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure and bank payments; and
- ◆ reviewed the implementation and design of controls and procedures in place around the grants payable system.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ Agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reading the minutes of meetings of those charged with governance; and
- ◆ enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES

also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Date: 26 September 2022

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Financial Statements
For the year ended 31 December 2021

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2021

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ | Total Funds 2020 £ |
|--|-------|-------------------------|-----------------------|--------------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 110,632 | 5,750 | 116,382 | 311,476 |
| Investments | 3 | 4,053,611 | 92,210 | 4,145,821 | 3,359,853 |
| Total income | | <u>4,164,243</u> | <u>97,960</u> | <u>4,262,203</u> | <u>3,671,329</u> |
| Expenditure on: | | | | | |
| Raising funds | 4 | 305,158 | 9,551 | 314,709 | 271,119 |
| Charitable activities | 5 | 4,159,406 | 98,225 | 4,257,631 | 3,460,035 |
| Total expenditure | | <u>4,464,564</u> | <u>107,776</u> | <u>4,572,340</u> | <u>3,731,154</u> |
| Net income/(expenditure) before transfers and investment gains/(losses) | | (300,321) | (9,816) | (310,137) | (59,825) |
| Net investment gains/(losses) | 11 | 16,382,377 | 65,626 | 16,448,003 | (1,035,840) |
| Net income/(expenditure) and net movement in funds | | <u>16,082,056</u> | <u>55,810</u> | <u>16,137,866</u> | <u>(1,095,665)</u> |
| Total funds brought forward at 1 January 2021 | | 116,510,204 | 2,074,413 | 118,584,617 | 119,680,282 |
| Total funds carried forward at 31 December 2021 | 15 | <u>132,592,260</u> | <u>2,130,223</u> | <u>134,722,483</u> | <u>118,584,617</u> |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 25 to 41 form part of these financial statements.

Financial Statements
For the year ended 31 December 2021

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2020

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ | Total Funds 2019 £ |
|--|-------|-------------------------|-----------------------|--------------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 299,147 | 12,329 | 311,476 | 127,136 |
| Investments | 3 | 3,308,037 | 51,816 | 3,359,853 | 4,132,072 |
| Sale of freehold property | | - | - | - | 13,694 |
| Total income | | <u>3,607,184</u> | <u>64,145</u> | <u>3,671,329</u> | <u>4,272,902</u> |
| Expenditure on: | | | | | |
| Raising funds | 4 | 258,190 | 12,929 | 271,119 | 282,978 |
| Charitable activities | 5 | 3,380,089 | 79,946 | 3,460,035 | 4,061,209 |
| Total expenditure | | <u>3,638,279</u> | <u>92,875</u> | <u>3,731,154</u> | <u>4,344,187</u> |
| Net income/(expenditure) before transfers and investment gains/(losses) | | (31,095) | (28,730) | (59,825) | (71,285) |
| Net investment gains/(losses) | 11 | (1,085,417) | 49,577 | (1,035,840) | 16,444,959 |
| Net income/(expenditure) and net movement in funds | | <u>(1,116,512)</u> | <u>20,847</u> | <u>(1,095,665)</u> | <u>16,373,674</u> |
| Total funds brought forward at 1 January 2020 | | 117,626,716 | 2,053,566 | 119,680,282 | 103,306,608 |
| Total funds carried forward at 31 December 2020 | 15 | <u>116,510,204</u> | <u>2,074,413</u> | <u>118,584,617</u> | <u>119,680,282</u> |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 25 to 41 form part of these financial statements.

Financial Statements
For the year ended 31 December 2021

BALANCE SHEET
As at 31 December 2021

| | Notes | £ | 2021 £ | £ | 2020 £ |
|--|-------|--------------------|--------------------|--------------------|--------------------|
| Fixed assets | | | | | |
| Tangible fixed assets | 10 | 656,200 | | 668,506 | |
| Investment assets | 11 | <u>132,603,378</u> | | <u>116,231,965</u> | |
| | | | 133,259,578 | | 116,900,471 |
| Current assets | | | | | |
| Debtors | 12 | 144,425 | | 154,623 | |
| Short-term deposits | | 674,517 | | 1,174,509 | |
| Cash at bank and in hand | | <u>945,548</u> | | <u>626,805</u> | |
| | | 1,764,490 | | 1,955,937 | |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 13 | <u>(301,585)</u> | | <u>(271,791)</u> | |
| Net current assets | | <u>1,462,905</u> | | <u>1,684,146</u> | |
| Total assets less liabilities | | | 134,722,483 | | 118,584,617 |
| Total net assets | | | <u>134,722,483</u> | | <u>118,584,617</u> |
| Funds | | | | | |
| Unrestricted - Designated | 15 | | 130,524,785 | | 114,142,408 |
| Unrestricted – Designated Specific | 15 | | 200,000 | | 200,000 |
| Unrestricted - General | 15 | | 1,867,475 | | 2,167,796 |
| Restricted | 15 | | 2,130,223 | | 2,074,413 |
| Total funds | | | <u>134,722,483</u> | | <u>118,584,617</u> |

The financial statements were approved and authorised for issue by the Court of Assistants on 23 September 2022 and signed on their behalf by



The Revd Canon Simon Butler
Senior Treasurer



The Revd Nancy Goodrich
Treasurer

The notes set out on pages 25 to 41 form part of these financial statements.

Financial Statements
For the year ended 31 December 2021

STATEMENT OF CASHFLOWS
For the year ended 31 December 2021

| | Total Funds 2021 £ | Total Funds 2020 £ | |
|---|---|-------------------------------------|---|
| Net cash used in operating activities (a) | (4,385,156) | (3,332,942) | |
| Cash flows from investing activities: | | | |
| Income, interest and rents from investments | 4,145,821 | 3,359,854 | |
| Purchase of furniture and equipment | (18,505) | (1,181) | |
| Proceeds from sale of investments | 43,092,878 | 5,034,173 | |
| Purchase of investments | (43,070,265) | (5,078,012) | |
| Net cash provided by investing activities | <u>4,149,929</u> | <u>3,314,834</u> | |
| Change in cash and cash equivalents | (235,227) | (18,108) | |
| Cash and cash equivalents brought forward | 1,914,165 | 1,932,273 | |
| Cash and cash equivalents carried forward (b) | <u>1,678,938</u> | <u>1,914,165</u> | |
| | | | |
| Reconciliation of net movement in funds to net cash used in operating activities | | | |
| (a) Net income/(expenditure) for the reporting period | 16,137,866 | (1,095,665) | |
| Adjustments for: | | | |
| Depreciation charge | 30,811 | 30,674 | |
| Income, interest and rents from investments | (4,145,821) | (3,359,854) | |
| Loss/(profit) on sale of fixed assets | - | - | |
| (Gains)/losses on investments | (16,448,003) | 1,035,840 | |
| Decrease (increase) in debtors | 10,197 | (2,383) | |
| Increase in creditors | 29,794 | 58,446 | |
| Net cash used in operating activities | <u>(4,385,156)</u> | <u>(3,332,942)</u> | |
| | | | |
| (b) Analysis of changes in net debt | Balance at 31 Dec 2020 £ | Change in net debt £ | Balance at 31 Dec 2021 £ |
| Cash at bank and in hand | 626,805 | 318,743 | 945,548 |
| Short term deposits | 1,174,509 | (499,992) | 674,517 |
| Cash balances held with investment managers | 112,851 | (53,978) | 58,873 |
| | <u>1,914,165</u> | <u>(235,227)</u> | <u>1,678,938</u> |

The notes set out on pages 25 to 41 form part of these financial statements.

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For the year ended 31 December 2021

NOTES TO THE FINANCIAL STATEMENTS
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Clergy Support Trust (“the Charity”) is a corporation governed by Royal Charter and a charity registered in England & Wales with the registered address of 1 Dean Trench Street, Westminster, London SW1P 3HB. Its principal charitable activity is the provision of financial grants and other support to Anglican clergy households in times of hardship or crisis.

1 ACCOUNTING POLICIES

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Charities Act 2011, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements are presented in pounds sterling which is the Charity's functional currency. Unless otherwise stated, amounts are rounded to the nearest £1.

The Charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. The most significant area of uncertainty that affects the future carrying value of the assets held by the Charity is the level of investment return and the performance of investment markets (see the investment policy and performance of investment markets (see the investment policy and performance and risk management sections of the trustees' annual report for more information).

(b) Funds structure

Details of the various funds held and of the terms on which each of those funds is held are set out in Note 16 to the financial statements.

(c) Income recognition

Income is recognised in the Statement of Financial Activities when entitlement is both reliably measurable and there is probable receipt. Where income derived from endowment funds is unrestricted this is included within unrestricted funds. Income comprises donations, legacies, income from listed investments and rental income from the Charity's investment properties.

Legacies are recognised following the granting of probate when the administrator or executor for the estate has communicated in writing both the amount and settlement date. In the event that the legacy is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the legacy being reliably measurable with a degree of reasonable certainty.

Interest on funds held on deposit is included when receivable and notification has been received from the bank. Income from investment funds is recognised once notification has been received from the investment advisors. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Income derived from the letting of the Charity's investment properties is recognised in the period to which the tenancy relates.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Grants are considered as gifts from the Charity and are made at the full discretion of the Trustees to beneficiaries in the furtherance of the charitable objects of the Charity. In the case of an unconditional grant offer, this is accrued once the recipient has been notified of the grant award. Deferred grants are grants that have been awarded but are not payable until some future date. Most school fees grants and certain other grants are paid by instalments and some other grants are awarded for payment at a future date.

(e) Governance costs

Governance costs comprise all costs associated with the strategic as opposed to day-to-day management of the Charity's activities together with the public accountability of the Charity and its compliance with regulations and good practice.

(f) Expenditure on raising funds

Expenditure on raising funds consists of investment management costs and an allocation of staff costs based on staff time. Investment funds management costs are allocated on the basis of percentage holdings of investments in each of the Charity's funds. Investment property costs are those relating to the individual properties held in each of the Charity's funds.

(g) Expenditure on charitable activities

Expenditure on charitable activities consists of grants made, an allocation of staff costs based on staff time and all support and governance costs. These costs have been allocated wholly to charitable activities as a significant proportion of the Charity's investments are managed externally and the amount spent on fundraising is insignificant.

(h) Tangible fixed assets and depreciation

Freehold properties are included at cost. No depreciation is provided on such properties as the Charity is an unincorporated charity, and the estimated residual values are considered to be in excess of cost. Regular maintenance is carried out on these properties to mitigate against any indicator of impairment.

All assets costing over £1,000 are capitalised and stated at historical cost. Depreciation is charged on a straight line basis on fixtures and fittings and equipment over their estimated useful life from the year of acquisition of ten, five and three years, respectively.

(i) Fixed asset investments

Fixed asset investments that are a form of basic financial instrument are initially recognised at their transaction value and subsequently measured at their fair value as at the reporting date using the closing quoted market price.

Fixed asset investment properties are measured at fair value at each reporting date.

NOTES TO THE FINANCIAL STATEMENTS
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All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(j) Gains and losses on investments

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(k) Pensions

In accordance with auto-enrolment, the Charity contributes a percentage of salary into a Group Pension Plan, which comprises a series of personal pension plans arranged for the Charity's eligible employees. The employer contribution levels exceed the minimum levels required under auto-enrolment. The Charity historically operated a pension scheme, the Corporation of the Sons of the Clergy Staff Retirement Benefit Scheme which is now closed and a resolution was passed in February 2020 by the Charity's Trustees to wind up the scheme.

(l) Financial assets and liabilities

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. With the exception of the fixed asset investments referred to in (i) above, the Charity's basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The main form of financial risk faced by the Charity is that of volatility in investment markets due to wider economic conditions.

(m) Key judgements and estimates

The preparation of the financial statements requires the Trustees to make estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosures of contingent liabilities at the date of the financial statements. If in the future such estimates and assumptions, which are based on the Trustees' best judgement at the date of the financial statements, deviate from the actual circumstances, the original estimates and assumptions will be modified as appropriate in the year in which the circumstances change. The Trustees consider the following to be the main sources of estimation uncertainty:

- Provisions – a provision to cover the winding up of the pension scheme has been included in the balance sheet. This has been calculated based on the Trustees' available knowledge up to the date that the financial statements are approved.
- Income recognition of legacies – legacies have been recognised when receipt is probable and on a case-by-case basis once the value can be measured reliably.
- The estimated useful life of tangible fixed assets.
- The valuation of the Charity's investment properties.

Financial Statements
For the year ended 31 December 2021

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

2 DONATIONS AND LEGACIES

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 |
|-----------|-------------------------------|-----------------------------|-----------------------------|
| | £ | £ | £ |
| Donations | 69,632 | 5,750 | 75,382 |
| Legacies | <u>41,000</u> | - | <u>41,000</u> |
| | <u>110,632</u> | <u>5,750</u> | <u>116,382</u> |

| | Unrestricted Funds | Restricted Funds | Total Funds 2020 |
|-----------|-------------------------------|-----------------------------|-----------------------------|
| | £ | £ | £ |
| Donations | 67,076 | 7,618 | 74,694 |
| Legacies | <u>232,071</u> | <u>4,711</u> | <u>236,782</u> |
| | <u>299,147</u> | <u>12,329</u> | <u>311,476</u> |

3 INVESTMENT INCOME

| | Unrestricted Funds | Restricted Funds | Total Funds 2021 |
|------------------------------|-------------------------------|-----------------------------|-----------------------------|
| | ££ | £ | £ |
| Rental income | 54,638 | 26,830 | 81,468 |
| Income from investment funds | 3,998,872 | 65,379 | 4,064,251 |
| Bank Interest | <u>101</u> | <u>1</u> | <u>102</u> |
| | <u>4,053,611</u> | <u>92,210</u> | <u>4,145,821</u> |

| | Unrestricted Funds | Restricted Funds | Total Funds 2020 |
|------------------------------|-------------------------------|-----------------------------|-----------------------------|
| | £ | £ | £ |
| Rental income | 53,808 | 11,700 | 65,508 |
| Income from investment funds | 3,251,675 | 39,932 | 3,291,607 |
| Bank Interest | <u>2,554</u> | <u>184</u> | <u>2,738</u> |
| | <u>3,308,037</u> | <u>51,816</u> | <u>3,359,853</u> |

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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

4 EXPENDITURE ON RAISING FUNDS

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|-----------------------------|-------------------------------------|-----------------------------------|-----------------------------------|
| Investment management costs | | | |
| - investment properties | 13,068 | 5,433 | 18,501 |
| - investment funds | 274,055 | 4,118 | 278,173 |
| Staff costs (see note 8) | 18,035 | - | 18,035 |
| | <u>305,158</u> | <u>9,551</u> | <u>314,709</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ |
|-----------------------------|-------------------------------------|-----------------------------------|-----------------------------------|
| Investment management costs | | | |
| - investment properties | 10,140 | 8,291 | 18,431 |
| - investments | 232,324 | 4,638 | 236,962 |
| Staff costs (see note 8) | 15,726 | - | 15,726 |
| | <u>258,190</u> | <u>12,929</u> | <u>271,119</u> |

Investment management costs are allocated to the funds on the basis of percentage holdings of investments held in each fund. Investment property costs comprise management fees and property maintenance costs relating to properties held in each fund. Staff costs are allocated on the basis of estimated staff time.

5 EXPENDITURE ON CHARITABLE ACTIVITIES

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|---|-------------------------------------|-----------------------------------|-----------------------------------|
| Grants (see note 6) | 3,241,032 | 98,225 | 3,339,257 |
| Support and governance costs (see note 7) | 314,526 | - | 314,526 |
| Staff costs (see note 8) | 603,848 | - | 603,848 |
| | <u>4,159,406</u> | <u>98,225</u> | <u>4,257,631</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ |
|---|-------------------------------------|-----------------------------------|-----------------------------------|
| Grants (see note 6) | 2,572,551 | 79,910 | 2,652,461 |
| Support and governance costs (see note 7) | 281,126 | 36 | 281,162 |
| Staff costs (see note 8) | 526,412 | - | 526,412 |
| | <u>3,380,089</u> | <u>79,946</u> | <u>3,460,035</u> |

All support and governance costs have been allocated to charitable activities as the amount spent on cost of generating funds is insignificant. Staff costs are allocated on the basis on estimated staff time.

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NOTES TO THE FINANCIAL STATEMENTS
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6 GRANTS

During the year, the Charity awarded 3,545 grants to qualifying individuals and organisations (2020: 2,467).

| | Number of grants | 2021 £ | Number of grants | 2020 £ |
|------------------------------------|---------------------|-------------------------|---------------------|-------------------------|
| Serving clergy households | 3,047 | 2,708,865 | 2,052 | 1,985,397 |
| Retired clergy households | 217 | 201,533 | 165 | 243,977 |
| Divorced or separated spouses | 139 | 143,443 | 110 | 131,377 |
| Ordinands (health and book grants) | 73 | 52,974 | 76 | 39,716 |
| Widows/Widowers | 63 | 61,967 | 60 | 79,994 |
| Organisations | <u>6</u> | <u>170,475</u> | <u>4</u> | <u>90,100</u> |
| | <u>3,545</u> | <u>3,339,257</u> | <u>2,467</u> | <u>2,570,561</u> |

Serving clergy includes retired clergy who are still in active ministry with a bishop's Permission to Officiate (PTO).

In addition to the above, and gradually replacing the book grants for ordinands which are being phased out, the Charity partnered with SPCK Publishing to provide free subscriptions for its Clergy Support Trust Library e-book resource to ordinands, Anglican curates-in-training and others (eg diocesan staff and theological college librarians) as follows:

| | No of sub- scriptions | 2021 £ | No of sub- scriptions | 2020 £ |
|------------------------------|--------------------------|-----------|--------------------------|-----------|
| Clergy Support Trust Library | 1743 | 20,475 | 1820 | 81,900 |

The breakdown of grants expenditure by type of support was as follows:

| | Number of grants | 2021 £ | Number of grants | 2020 £ |
|---|---------------------|-------------------------|---------------------|-------------------------|
| Financial support | 281 | 718,513 | 319 | 747,632 |
| Emergencies | 1,725 | 829,798 | 1,188 | 571,387 |
| Health | 608 | 479,104 | 348 | 394,811 |
| Wellbeing | 917 | 1,139,196 | 583 | 760,881 |
| Training support (grants) | 8 | 2,170 | 25 | 5,750 |
| Training support (Clergy Support Trust Library) | - | 20,475 | - | 81,900 |
| Organisations | <u>6</u> | <u>150,000</u> | <u>4</u> | <u>90,100</u> |
| | <u>3,545</u> | <u>3,339,256</u> | <u>2,467</u> | <u>2,652,461</u> |

The following organisations received grants from the Charity:

Society of Mary & Martha - £50,000 (2020: £50,000). This charity, also known as Sheldon, supports people in ministry at times of stress, crisis, burnout or breakdown.

Holy Rood House - £15,000 (2020: £19,700). This charity provides professional therapeutic support and relaxation for Anglican clergy, their partners (current or former) and families.

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Broken Rites - nil (2020: £2,000). This is an international group offering mutual support and information to separated and divorces partners of clergy, ministers and Church Army officers.

Clergy Transition Service - £10,000 (2020: nil) Grant for coaching and mentoring support for clergy when dealing with challenging or transitional periods of change.

Faith in Research - £10,000 (2020: nil) Research project into Clergy Wellbeing.

A payment of £11,000 was made to **St Luke's Healthcare for the Clergy**, towards a pilot project on 'building resilience and mental health awareness in curates' across three Dioceses.

In addition, grants were made to the following two care homes in respect of residents who were beneficiaries:

College of St Barnabas - individual grants were awarded to eleven residents of the College of St. Barnabas, totaling £48,000 (2020: 12 individual grants totaling £52,110). The College is a retirement community for Anglican clergy and their spouses, as well as clergy widows, with a significant number of residents whose means are insufficient to meet the costs incurred for their care.

Terrys Cross – an individual grant was awarded to one resident of Terrys Cross Trust totaling £6,000 (2020: one resident totaling £6,000). This charity provides retirement accommodation and respite care for those associated with the Church of England.

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For the year ended 31 December 2021

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

7 SUPPORT AND GOVERNANCE COSTS

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Support costs: | | | |
| Festival costs | 64,796 | - | 64,796 |
| Property costs | 58,508 | - | 58,508 |
| Marketing & communication | 41,035 | - | 41,035 |
| Recruitment costs | 9,837 | - | 9,837 |
| Office equipment maintenance | 51,058 | - | 51,058 |
| Website costs | 3,660 | - | 3,660 |
| Staff training | 7,113 | - | 7,113 |
| Other office expenses | 56,183 | - | 56,183 |
| Legal and professional | 6,076 | - | 6,076 |
| Governance costs: | | | |
| Legal and professional | - | - | - |
| Auditor's remuneration | 16,260 | - | 16,260 |
| | <u>314,526</u> | = | <u>314,526</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Support costs: | | | |
| Festival costs | 1,549 | - | 1,549 |
| Property costs | 90,218 | - | 90,218 |
| Marketing & communication | 31,976 | - | 31,976 |
| Recruitment costs | 24,252 | - | 24,252 |
| Office equipment maintenance | 43,254 | - | 43,254 |
| Website costs | 5,610 | - | 5,610 |
| Staff training | 10,473 | - | 10,473 |
| Other office expenses | 49,907 | 36 | 49,943 |
| Legal and professional | 3,809 | - | 3,809 |
| Governance costs: | | | |
| Legal and professional | 3,578 | - | 3,578 |
| Auditor's remuneration | 16,500 | - | 16,500 |
| | <u>281,126</u> | <u>36</u> | <u>281,162</u> |

The annual Festival is the most significant event in the Charity's year, providing the opportunity to celebrate both the support that the Charity is able to give its beneficiaries today and the nearly four-hundred-year tradition on which the Charity is founded. Through the Festival Service and Dinner, the Charity increases the awareness of its activities and benefits from the generous donations received, including those from Stewards, the Livery Companies and the collection at the Service. Due to the pandemic, the annual festival was held on-line.

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8 STAFF COSTS

| | 2021 | 2020 |
|-----------------------------|-----------------------|-----------------------|
| | £ | £ |
| Salaries | 524,928 | 455,508 |
| Social security costs | 45,862 | 42,383 |
| Pension costs (see note 17) | <u>51,092</u> | <u>44,247</u> |
| | <u>621,882</u> | <u>542,138</u> |

These net costs comprise the staff costs referred to in Notes 5 and 6 and have been allocated on the basis on estimated staff time.

During the year under review, the following staff earned total emoluments, excluding employer's pension costs, in excess of £60,000:

| | 2021 | 2020 |
|--------------------|-------------|-------------|
| | No. | No. |
| £60,000 - £70,000 | 0 | 2 |
| £70,000 - £80,000 | 1 | 0 |
| £80,000 - £90,000 | 1 | 1 |
| £90,000 - £100,000 | 0 | - |

The Charity's key management personnel during the year comprised the members of the Court of Assistants, the Chief Executive, the Director of Charitable Services and the Director of Central Services. During the year the Director of Central Services post was replaced by the Head of Finance and Operations, and a Head of External Relations was also appointed. Total employment benefits, including employer pension contributions, of the key management personnel in 2021 were £258,054 (2020: £284,839). Two employees had benefits in excess of £60k (2020: three).

The average number of employees, analysed by function, was:

| | 2021 | 2020 |
|--------------------------------------|------------------|-----------------|
| Generating funds, grants and support | 9 | 8 |
| Administration and governance | 2 | <u>1</u> |
| | <u>11</u> | <u>9</u> |

| Pension costs | 2021 | 2020 |
|--|---------------|---------------|
| | £ | £ |
| Pension payments (10% Personal Pension Plan) | 47,677 | 42,549 |
| Death in Service premiums & admin costs | 900 | 1,698 |
| | <u>48,577</u> | <u>44,247</u> |

Members of the Court of Assistants did not receive any remuneration or benefits in kind in respect of their services during the year under review (2020: nil). Travel expenses of £3,829 (2020: £2,159) were reimbursed to 9 Trustees (2020: 7).

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NOTES TO THE FINANCIAL STATEMENTS
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9 AUDITOR'S REMUNERATION

The auditor's remuneration comprised an audit fee of £12,880 (2020: £12,500).

10 TANGIBLE FIXED ASSETS

| | Freehold Property £ | Fixtures, fittings and equipment £ | Total £ |
|---------------------------|------------------------------------|---|--------------------|
| Cost (as restated) | | | |
| At 1 January 2021 | 500,775 | 277,423 | 778,198 |
| Addition | - | 18,505 | 18,505 |
| At 31 December 2021 | <u>500,775</u> | <u>295,928</u> | <u>796,703</u> |
| Depreciation | | | |
| At 1 January 2021 | - | 109,692 | 109,692 |
| Charge for year | - | 30,811 | 30,811 |
| At 31 December 2021 | <u>-</u> | <u>140,503</u> | <u>140,503</u> |
| Net book value | | | |
| At 31 December 2021 | <u>500,775</u> | <u>155,425</u> | <u>656,200</u> |
| At 31 December 2020 | <u>500,775</u> | <u>167,731</u> | <u>668,506</u> |

The Charity's property at 1 Dean Trench Street in Westminster is a 'mixed use' property comprising the Charity's office and a three-bedroom residential flat which is rented out. The property was previously classified as a freehold property under tangible fixed assets and shown at cost. Since 2019 the residential component of the property has been reclassified as an investment property (see note 11). The land and operational component of the building remain classified as a freehold property under tangible fixed assets.

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11 INVESTMENT ASSETS

| | 2021 | 2020 |
|-----------------------|--------------------|--------------------|
| | £ | £ |
| Investment properties | | |
| - United Kingdom | 2,498,795 | 2,498,795 |
| Investment funds | <u>130,104,583</u> | <u>113,733,170</u> |
| | <u>132,603,378</u> | <u>116,231,965</u> |

| a) Investment properties | 2021 | 2020 |
|---------------------------------|------------------|------------------|
| - United Kingdom | £ | £ |
| Market value at 1 January | 2,498,795 | 2,435,000 |
| Additions | - | 63,795 |
| Profit/(loss) on sale | - | - |
| Net gain/(loss) on revaluation | - | - |
| Market value at 31 December | <u>2,498,795</u> | <u>2,498,795</u> |
| Historical cost at 31 December | 239,897 | 239,897 |

Investment properties are valued at open Market Value at the balance sheet date. Investment properties have been valued by Berrys Chartered Surveyors, Edward James Surveyors and Tuckerman Chartered Surveyors, in accordance with the Royal Institution of Chartered Surveyors' "Valuation – the Global Standards 2017". The Trustees of the Charity have adopted a policy of obtaining an independent valuation for the investment properties every five years, and adjusting the most recent valuation by a suitable property price index annually to account for any material differences arising in the intervening years.

- One agricultural property was valued at £310,000 by Messrs Berrys, Chartered Surveyors.
- Three residential properties were valued in aggregate at £1,225,000 by Edward James Surveyors Ltd.
- One further residential property (the flat at 1 Dean Trench Street) was valued at £900,000 by Tuckerman Chartered Surveyors

| | Total | Total |
|---|--------------------|--------------------|
| | 2021 | 2020 |
| | £ | £ |
| b) Investment funds | | |
| Market value at 1 January | 113,620,320 | 114,676,116 |
| Additions | 43,070,265 | 5,014,217 |
| Disposals | (43,092,878) | (5,034,173) |
| Net gain/(loss) on revaluation | 16,448,003 | (1,035,840) |
| Market value at 31 December | <u>130,045,710</u> | <u>113,620,320</u> |
| Cash balances held with investment managers | 58,873 | 112,850 |
| | <u>130,104,583</u> | <u>113,733,170</u> |
| Historical cost at 31 December | <u>101,368,530</u> | <u>93,848,695</u> |

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12 INVESTMENT ASSETS (continued)

The investments at the end of the year were held in realisable funds consisting of the following:

| | 2021 | 2020 |
|---|--------------------|--------------------|
| | £ | £ |
| Sarasin Alpha CIF for Endowments | 30,823,026 | 23,928,862 |
| Cazenove Charities Charity Multi Asset Fund | 28,329,144 | 21,072,629 |
| Charles Stanley Discretionary Portfolio | 59,520,740 | 58,384,401 |
| Charities Property Fund | 11,431,673 | 10,347,278 |
| | <u>130,104,583</u> | <u>113,733,170</u> |

The split of the holdings at 31 December was:

| | Total | Total |
|--------------------|--------------------|--------------------|
| | 2021 | 2020 |
| | £ | £ |
| Fixed interest | 5,209,389 | 5,579,130 |
| UK Equities | 53,445,458 | 50,653,405 |
| Global Equities | 48,365,422 | 38,325,658 |
| Property | 15,184,472 | 13,502,347 |
| Alternative Assets | 6,059,544 | 3,846,126 |
| Cash & Near Cash | 1,840,298 | 1,826,504 |
| | <u>130,104,583</u> | <u>113,733,170</u> |

The Sarasin portfolio is invested in the Alpha CIF for Endowments. This fund is diversified across the world's principal stock, bond and currency markets, together with investments in alternative assets such as property, commodities and hedge funds. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. The Cazenove portfolio is invested in the Charities Multi-Asset Fund (CMAF). The fund aims to preserve the real value of capital over the long term while allowing for sustainable expenditure of up to 4% per annum (a distribution of 1% per quarter). CMAF adopts a total return approach and utilises a range of asset classes, incorporating (on a strategic basis) UK and global equities, bonds and absolute return funds, as well a tactical focus on infrastructure and commodities. Units are valued using the bid price. In the Charles Stanley discretionary portfolio, investments in equities, unit trusts and fixed interest securities are all traded in quoted public markets. Holdings are valued at the closing mid-price. No single underlying investment was more than 5% of the total portfolio. The investments in the Charities Property Fund are valued using the net asset value price.

At 31 December 2021, listed investments included the following individual holdings deemed material when compared with the overall investment portfolio (including cash held by investment managers):

| | Value of | Percentage | Value of | Percentage |
|---|-----------------|---------------------|-----------------|---------------------|
| | holding | of portfolio | holding | of portfolio |
| | 2021 | 2021 | 2020 | 2020 |
| | £ | % | £ | % |
| Sarasin Endowments Fund Class A Inc | 30,530,090 | 24 | 23,647,700 | 21 |
| SUTL Cazenove Charity Multi-Asset S Inc | 28,329,144 | 22 | 21,072,629 | 19 |
| Charities Property Fund | 11,431,675 | 9 | 10,347,278 | 9 |

The significance of financial instruments to the ongoing financial sustainability of the Charity is considered in the financial review section of the Trustees' Annual Report. The main risk to the Charity from financial

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For the year ended 31 December 2021

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

instruments in the future lies in the combination of uncertain investment markets and volatility in yield, which is mitigated through the Charity's Investment Policy.

12 DEBTORS

| | Total 2021 | Total 2020 |
|----------------------------------|-----------------------|-----------------------|
| | £ | £ |
| Income tax recoverable | 4,276 | 7,179 |
| Cash held by investment managers | 127,693 | 133,359 |
| Prepayments & other debtors | <u>12,456</u> | <u>14,085</u> |
| | <u>144,425</u> | <u>154,623</u> |

All prepayments relate to unrestricted funds in both 2021 and 2020.

13 CURRENT LIABILITIES

Creditors: amounts falling due within one year

| | Total 2021 | Total 2020 |
|---------------------------------|-----------------------|-----------------------|
| | £ | £ |
| Grant commitments | 202,825 | 208,115 |
| Accruals | <u>98,760</u> | <u>63,676</u> |
| | <u>301,585</u> | <u>271,791</u> |
| Deferred grants: | 2021 | 2019 |
| | £ | £ |
| Balance brought forward | 208,115 | 102,409 |
| New grants committed to in year | 434,658 | 418,613 |
| Grants paid | <u>(439,948)</u> | <u>(312,907)</u> |
| Balance carried forward | <u>202,825</u> | <u>208,115</u> |

Deferred grants are grants that have been awarded but which are not payable until some future date. Most school fees grants and a number of other grants are paid by instalments and certain other grants are awarded for payment at a future date.

14 OPERATING LEASE COMMITMENTS

As at 31 December, the Charity had total commitments under non-cancellable operating leases as set out below:

| | 2021 | 2020 |
|--------------------|--------------|--------------|
| | £ | £ |
| Amounts due: | | |
| Within one year | 1,387 | 2,013 |
| Within 2 - 5 years | <u>5,547</u> | <u>6,933</u> |
| | <u>6,934</u> | <u>8,946</u> |

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2021

15 STATEMENT OF FUNDS

The following were the Charity's funds during the year under review.

Unrestricted funds

General fund

The unrestricted general funds are applied by the Trustees in accordance with the objects of the Charity (see the Objectives, Activities and Public Benefit section of the Trustees' Report on page 4).

Designated investment funds

The designated investment funds represent the carrying value of the Charity's investments that are not held in restricted or endowment funds as at 31 December 2021. The investment fund has been ring-fenced to demonstrate that the assets are being held for the long-term to generate income to support the Charity's future activities in support of its beneficiaries. Additionally, the Trustees passed a resolution in December 2020 to designate a sum of £1 million for expenditure on Partnerships and Special Projects over the next 3-5 years.

Restricted funds

Clergy Orphan Corporation

The Clergy Orphan Corporation (COC) is restricted as its beneficiaries are limited to children of clergy of the Church of England and of the Church in Wales. The fund includes the investment assets held to generate the income required to fund the Charity's core activities insofar as they relate to beneficiaries covered by the above restriction.

Other restricted funds

These funds represent donations that are restricted by their terms as to their use.

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For the year ended 31 December 2021

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| | Balance at 1 January 2021 | Income | Expenditure | Other recognised gains and losses | Transfer of funds | Balance at 31 December 2021 |
|--------------------------------------|---------------------------------|------------------|--------------------|--|----------------------|-----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| Unrestricted Funds | | | | | | |
| General | 2,167,796 | 4,164,243 | (4,464,564) | - | - | 1,867,475 |
| Designated | | | | | | |
| - General | 113,232,508 | - | - | 16,382,377 | - | 129,614,885 |
| - Partnerships & Special Projects | 909,900 | - | - | - | - | 909,900 |
| - Refurbishment fund | 200,000 | - | - | - | - | 200,000 |
| | <u>116,510,204</u> | <u>4,164,243</u> | <u>(4,464,564)</u> | <u>16,382,377</u> | | <u>132,592,260</u> |
| Restricted Funds | | | | | | |
| COC - General | 2,068,780 | 97,960 | (107,776) | 65,626 | - | 2,124,590 |
| Other Restricted Funds | 5,633 | - | - | - | - | 5,633 |
| | <u>2,074,413</u> | <u>97,960</u> | <u>(107,776)</u> | <u>65,626</u> | <u>-</u> | <u>2,130,223</u> |
| Total Funds | <u>118,584,617</u> | <u>4,262,203</u> | <u>(4,572,340)</u> | <u>16,448,003</u> | <u>-</u> | <u>134,722,483</u> |

| | Balance at 1 January 2020 | Income | Expenditure | Other recognised gains and losses | Transfer of funds | Balance at 31 December 2020 |
|--------------------------------------|---------------------------------|------------------|--------------------|--|----------------------|-----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| Unrestricted Funds | | | | | | |
| General | 2,108,791 | 3,607,184 | (3,548,179) | - | - | 2,167,796 |
| Designated | | | | | | |
| - General | 114,517,925 | - | - | (1,085,417) | (200,000) | 113,232,508 |
| - Partnerships & Special Projects | 1,000,000 | - | (90,100) | - | - | 909,900 |
| - Refurbishment Fund | - | - | - | - | 200,000 | 200,000 |
| | <u>117,626,716</u> | <u>3,607,184</u> | <u>(3,638,279)</u> | <u>(1,085,417)</u> | <u>-</u> | <u>116,510,204</u> |
| Restricted Funds | | | | | | |
| COC - General | 2,050,118 | 61,690 | (92,875) | 49,577 | - | 2,068,780 |
| Other Restricted Funds | 3,448 | 2,185 | - | - | - | 5,633 |
| | <u>2,053,566</u> | <u>63,875</u> | <u>(92,875)</u> | <u>49,577</u> | <u>-</u> | <u>2,074,413</u> |
| Total Funds | <u>119,680,282</u> | <u>3,671,329</u> | <u>(3,731,154)</u> | <u>(1,035,840)</u> | <u>-</u> | <u>118,584,617</u> |

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For the year ended 31 December 2021

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16 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ |
|-----------------------|-------------------------------------|-----------------------------------|-----------------------------------|
| Tangible fixed assets | 656,200 | - | 656,200 |
| Investment properties | 1,660,000 | 838,795 | 2,498,795 |
| Investment funds | 128,897,723 | 1,206,860 | 130,104,583 |
| Net current assets | 1,378,337 | 84,568 | 1,462,904 |
| | <u>132,593,260</u> | <u>2,130,223</u> | <u>134,722,483</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ |
|-----------------------|-------------------------------------|-----------------------------------|-----------------------------------|
| Tangible fixed assets | 668,506 | - | 668,506 |
| Investment properties | 1,660,000 | 838,795 | 2,498,795 |
| Investment funds | 112,731,434 | 1,001,736 | 113,733,170 |
| Net current assets | 1,450,265 | 327,084 | 1,684,146 |
| | <u>116,510,204</u> | <u>2,074,413</u> | <u>118,584,617</u> |

17 PENSIONS

The Charity operates a defined contribution pension scheme in compliance with auto-enrolment. Contributions of £47,677 (2020: £42,549) were made in the year.

18 RELATED PARTY TRANSACTIONS

During the year no Trustees made donations to the Charity (2020: four Trustees, £450).

19 FINANCIAL INSTRUMENTS

| | 2021 £ | 2020 £ |
|---|-------------------|-------------------|
| Financial Assets | | |
| Financial assets at amortised cost | 1,794,490 | 1,944,602 |
| Financial instruments at fair value | 130,104,586 | 113,733,170 |
| Financial Liabilities | | |
| Financial liabilities at amortised cost | 301,585 | 271,791 |

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Financial assets measured at amortised cost comprise cash at bank and in hand, short-term cash deposits, trade debtors, other debtors and accrued income. Financial instruments at fair value comprise investment funds managed by external investment managers, valued at fair value at the balance sheet date. Further information is included in Note 12. Financial liabilities measured at amortised cost comprise accruals and other commitments.

20 CAPITAL COMMITMENTS

At 31 December 2021 the charity had capital commitments of £194,823 relating to works at 1 Dean Trench Street.

Accounts

Report and Financial Statements
For the year ended 31 December 2020



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Charity registered in England & Wales
Charity number 207736

Patron:

Her Majesty The Queen

Honorary Presidents:

The Archbishop of Canterbury
The Archbishop of York
The Bishop of London
The Bishop of Worcester
(as Lord High Almoner)
The Lord Mayor of the City of London

**1 Dean Trench Street
Westminster
London
SW1P 3HB**

Tel: 020 7799 3696

**Email: help@clergysupport.org.uk
Website: www.clergysupport.org.uk**

A message from the Treasurers

2020 has been a year like no other, and Clergy Support Trust is not alone in the ways it has been affected.

The COVID-19 pandemic has meant substantial change and challenge for all of us, and for society at large. In tackling that, clergy and their families have truly been at the front-line, often working harder than ever in, with and for their communities, through an unprecedented, unpredictable and frequently unpleasant period.

It has been a privilege to lead a charity which supports and serves those who, through their life-changing and life-affirming ministry, support and serve so many others.

We are pleased to say that the Charity has weathered the storm well, and commend this Report to our Governors, beneficiaries and supporters.

The Charity has continued to deliver its 2019-22 strategic plan, while being innovative and creative in response to the current climate and our understanding of our beneficiaries, not least by deciding to increase the number of Emergency Grants available from two per year, per applicant, to three. Similarly, with so many ordinations postponed, we were pleased to be able to support ordinands with title posts identified. We are very glad that our 'brand recognition', following our name change in 2019, has continued to improve, and that we made more grants in 2020 than in any previous year (2,467; 1,608 in 2019). The number of beneficiaries supported increased as well; we were privileged to help 1,318 households (1,071 in 2019).

Throughout this period, our staff have – like so many others across the world – been working remotely, and we have been impressed with the energy and commitment they have demonstrated. As well as continuing to execute an ambitious and ever-growing grants programme, they have worked to develop new relationships through which we can offer an increasing range of support services to clergy and their families. A highlight of 2020 in this area was the launch of a partnership with Sleepstation, providing cognitive behavioural therapy to counter insomnia, for which the take-up has been significant.

In response to the increased demand we have been experiencing for some years, the team has grown with the addition of two new Grants Officers. We also welcomed, in October 2020, a new Chief Executive. Ben Cahill-Nicholls joined the Charity in succession to Jeremy Moodey, who achieved a huge amount in his three-and-a-half years with us, not least leading our successful rebrand. Like Jeremy, Ben is training for self-supporting ministry in the Church of England; once ordained in 2021, he will continue to work with the Charity alongside a parish curacy. We are confident that he will continue Jeremy's unremitting focus on our beneficiaries, and ensure we serve them ever better.

Readers of this Report will be unsurprised to note the fluctuations in investment income which, like so many charities, we experienced in 2020. We are pleased to state that, thanks to the efforts of our Investment Committee and our four fund managers, we remain in a very healthy position, well-equipped to meet the further demands which 2021 will doubtless bring. Details of investments and investment performance can be found on pages 15 to 16. After the regretful cancellation of the 2020 Festival – again due to the pandemic – we were adamant that the 2021 service would go ahead in one form or another, and we were delighted to host the first Online Festival in the Charity's history on 11 May 2021. By creating a virtual event, truly inclusive of the Charity's geographic diversity, we aimed to include many elements of the Festival which we have all grown to know and love, while ensuring the safety of the Charity's supporters, beneficiaries, staff, Governors and Trustees as they joined us from their own homes.

No organisation, whatever its financial and programmatic strength or rich heritage, can ever be fully sure of its future. We are confident, though, that Clergy Support Trust has dealt very well with the remarkable challenges presented by 2020. That would not have happened without the commitment of our fellow Trustees and Governors, staff, Festival Stewards, and other supporters, to whom we are extremely grateful. The Charity will continue to do whatever it can in support of those outstanding people who have themselves done so much, for so many, during the last year.

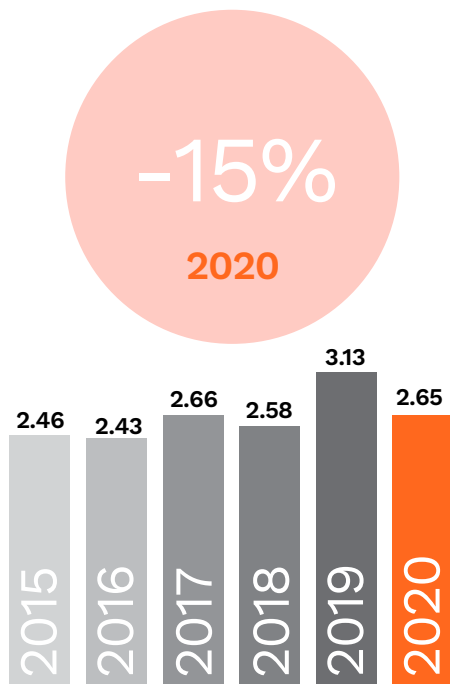
The Revd Canon Simon Butler
Senior Treasurer

The Revd Canon Roxanne Hunte
Treasurer

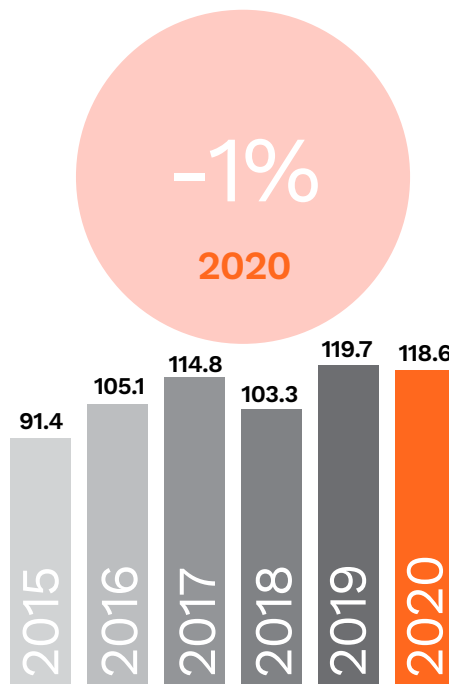
Richard Farmbrough
Treasurer

The Charity in numbers

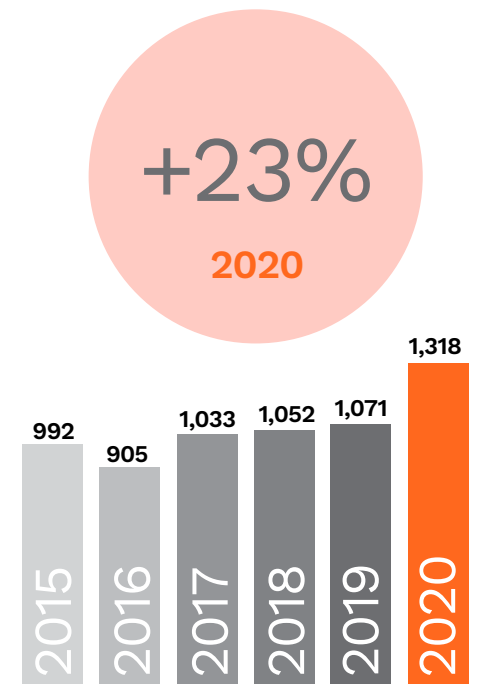
Grants expenditure (£m)



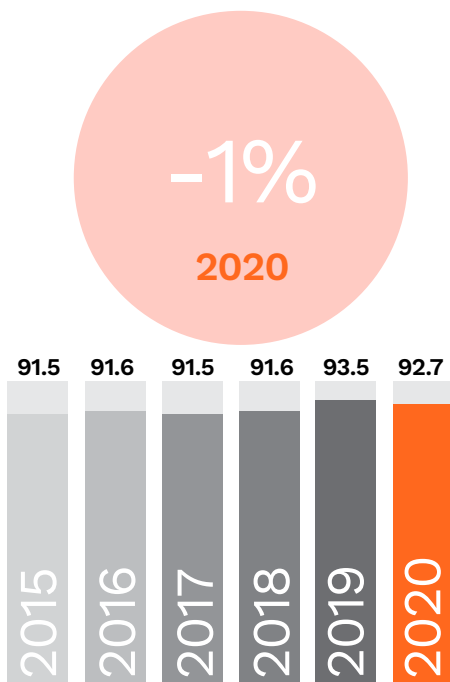
Total funds (£m)



Number of beneficiaries (excluding organisations)



Charitable spend as % of total spend (%)



2020 Grants spend by beneficiary type (£k)



1. Within each beneficiary group included in this chart, family members (including partners, spouses and children) can also benefit from the Trust's support.

2. 'Serving clergy' includes those with Permission to officiate (PTO).

The above figures are taken from the audited results for the Charity for the years from 2015 to 2020. Further commentary on the 2020 results can be found

in the 'Financial review' section on pages 15 to 16. In the pages that follow, we give details of what we achieved in 2020, and set out our future plans.

Objectives, activities and public benefit

Clergy Support Trust (“the Charity”) is a charity set up by Royal Charter dated 1 July 1678 (subsequently revised) and registered in England & Wales (number 207736). The Charity is governed by a board of Trustees (“the Trustees”), known under the Royal Charter as the Court of Assistants.

The Trustees are pleased to present their Annual Report, together with audited financial statements, for the year ended 31 December 2020.

Objects and principal activities of the Charity

The Charity was originally established in 1655 by sons of clergymen, to raise funds for destitute Anglican clergy who had lost their livings under Oliver Cromwell. The current objects of the Charity were established in 2012 through Charity Commission Schemes and an Order in Council as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation, which itself was incorporated by Act of Parliament in 1849. The objects were further amended by an Order in Council effective 15 November 2017 and now read as follows:

‘The Charity shall apply the clear yearly income and at its discretion the whole or part of the property of the Charity for the public benefit in providing assistance to beneficiaries, whether directly or indirectly, in such manner as and by such means as the Court of Assistants from time to time in their absolute discretion think fit for the relief or prevention of poverty or hardship or for the relief of illness, and the promotion of health, whether physical or mental. “Beneficiaries” means members of the clergy, ordinands and the spouses, former spouses, children and dependants of living or deceased members or former members of the clergy or ordinands.

- a) *“children” includes adopted children, step-children and persons treated as the children of a marriage or civil partnership.*
- b) *“civil partners” means the members of a civil partnership within the meaning of Section 1 (1) of the Civil Partnership Act 2004.*
- c) *“clergy” and “members of the clergy” means bishops, priests and deacons of the Anglican Communion.*
- d) *“ordinands” means persons who are preparing for ordination as members of the clergy.*
- e) *the “spouse” of a person means his or her wife, husband, civil partner, widow, widower or surviving civil partner.’*

The main focus of the Charity at present is to provide assistance in the form of discretionary cash grants to serving and retired clergy in the Church of England, the Church in Wales, the Scottish Episcopal Church and the Church of Ireland, together with the dependants of such clergy. In addition, we provide support to those training for ordained Anglican ministry (ordinands).

Grants are made at the full discretion of the Charity to beneficiaries in the furtherance of the objects. Applicants for financial support grants are asked to complete an application form giving details of their household’s financial circumstances and the Charity takes this information into account when considering applications and awarding grants. Applications for health-related grants are usually assessed by the Charity’s medical adviser, a retired General Practitioner.

Increasingly, the Charity also offers non-financial support to the same group of beneficiaries, such as counselling for debt relief, access to an online theological library, and cognitive behaviour therapy for insomnia. Such services are delivered primarily through partner organisations; more information is included under ‘Achievements, Performance and Future Plans’ below.

Public benefit

In carrying out these activities the Trustees have complied with the duty under section 17(5) of the Charities Act 2011 to have regard to the Charity Commission’s guidance on public benefit, and they are satisfied that the Charity fulfils its fundamental objects and so provides public benefit.

Volunteers

The Trustees are the only volunteers directly involved in the work of the Charity. All Trustees give their time voluntarily and receive no personal benefit from the Charity. Further information on the Trustees is included in the Governance section below. Details of Trustees’ expenses reclaimed from the Charity are set out in Note 9 to the financial statements.

Achievements, performance and future plans

Progress against strategic aims

In March 2019, we launched a new four-year strategy centred around the following key objectives:

1. To **increase awareness of our work** among beneficiaries and other stakeholders, and increase the number of people who come to us for help.
2. To at least double the **number of beneficiaries we support each year** from the 2018 level of 547*.
3. To develop a greater understanding and measurement of our **charitable impact**, and to communicate this to all stakeholders.
4. To improve our **internal governance**, most particularly by having an updated Royal Charter and by renewing the board (Court of Assistants) and making it more diverse.
5. To focus more on **strategic partnerships** – clearly defining areas for potential new partners to help us deliver our charitable goals.
6. To begin the process of **diversifying income** beyond investment income through targeted legacy and other fundraising campaigns.

**figure excludes Ordinands*

Despite the challenges presented by COVID-19, to both the Charity and its beneficiaries, we are delighted to report that good progress has been made against these critical aims. The narrative here contains details of that progress, as well as a summary of future plans.

Grant-making (Objectives 1 and 2)

2020 saw us continue to provide cash grants to Anglican clergy, and their families, as our principal charitable activity. Having introduced new grants criteria in 2019, we were delighted to support increased numbers of beneficiaries this year, and to approve a record number of grants: 2,467 grants to 1,318 individual households (2019: 1,608 grants to 1,071 households), meaning that the target in Objective 2 has already been met and exceeded. Inevitably, the COVID-19 pandemic meant some areas of activity were more significant than others, and this is considered further in the narrative below.

It should be noted that comparisons with 2019 statistics cannot tell a complete story, for two reasons. Firstly, the impact of the pandemic on clergy and their families cannot be fully analysed and understood while we are still living under restrictions. Secondly, the criteria are still fairly new (introduced only in July 2019) and, as such, another full year's data will provide for greater comparison. These caveats notwithstanding, the numbers

below do show important and pleasing progress against our strategic aims.

Wellbeing grants - £761k (2019: £549k) Despite Government restrictions on movement within and outside the UK and Ireland, holiday grants continued to prove popular (£497k) and we anticipate further growth in this category as restrictions ease through 2021, and as clergy and their families need to rest and recuperate after the last year's challenges. We have also seen an increase in fitness and leisure grants; again, given the positive impact of such activities on mental health, we anticipate further growth in 2021.

Financial support grants - £699k (2019: £1,976k), plus £49k of debt relief Financial support grants are made to serving or retired clergy households where the stipend, pension or other household income are insufficient and where there is an identifiable financial need. We means-test such applications using the Joseph Rowntree Foundation's Minimum Income Standard, a benchmarking methodology which takes into account net household income, composition and housing costs. For serving Anglican clergy, we add a percentage uplift to this benchmark, to take into account the specific costs associated with ministry.

The apparent significant decrease in this area is somewhat due to previous grants criteria (2019), where the majority of grants provided were categorised as 'financial support grants'. In 2020, under new criteria, we saw this balanced out with significant growth in other grant categories. This shift also represents a change in our way of working, aiming to provide support at lower levels in more situations, and thus help more people. Our aim is to provide help which results in positive impact at the time it is needed, whether preventative in nature or support at crisis point. We have purposely moved away from the 'once a year' application process, as this does not meet genuine needs which may occur throughout a particular year. Further analysis of the impact of COVID-19 on this grant category will be undertaken once suitable distance from the pandemic has been achieved.

Emergency grants - £571k (2019: £194k) Emergency grants are available for eligible applicants for a range of unexpected costs that may place a burden on household budgets. Grants are up to a maximum of £500 and households may apply for up to two grants in any twelve-month period; in March 2020, in response to the pandemic, the decision was taken to increase this temporarily to three grants. The simpler application process and quick turnaround times for emergency grants have proven extremely popular amongst beneficiaries in times of need, leading to this category accounting for almost half of all grants awarded in 2020. Technology grants have, perhaps unsurprisingly given the increase in online worship and home-schooling, proven particularly popular (£136k).

Health - £395k (2019: 208k) Talking therapies were the largest single area of Health spend in 2020 (£94k) and, as considered below, applicants continue to feed back that provision of specialist support in this area, through a partner organisation, should be an area of focus for 2021.

As well as these core area of grants for individuals and families, we supported a further 250 people through four **organisational grants**. These differ from our strategic partnerships, which are considered below: the latter are effectively sub-contracted service providers offering specialist support to beneficiaries who approach us, whereas organisational grants are donations to other charities which prioritise, and make a difference to, clergy wellbeing. The largest of these, in 2020, was £52,110 to the College of St Barnabas.

Our marketing and communications efforts are key to meeting our first strategic aim, and have continued to strengthen during 2020. Without the annual Festival – traditionally a lynch-pin of our external relations agenda – we have been creative in ensuring that our ‘brand recognition’ continues to grow, evidence of which is not least in the increased number of people supported this year, and the increased engagement with our social media channels. The 2021 Festival, held online as restrictions continued, offered vibrant new video content for our future marketing and was viewed by a large number of people, including new audiences.

Impact (Objective 3)

Measuring impact is critical for any charity, and the Trust has continued to make important strides in this field. In January 2021, we sent a comprehensive impact survey to 1,115 beneficiaries who we had supported in 2020. We were delighted to have a 47% response rate. Of those who responded, 39% were first-time beneficiaries, with 61% having received support from the Trust before. Analysis of results reveals that the Trust’s support enabled:

- 98.1% of beneficiaries to feel more positive and able to cope in the future
- 97.8% to maintain or improve mental health and overall wellbeing
- 96.5% to manage household finances or debts more effectively
- 95.0% to continue to flourish or improve in their ministry and work
- 87.1% to maintain or improve physical health and wellbeing
- 83.5% to improve personal relationships.

This year, our survey asked beneficiaries which other services they would like the Trust to consider offering. This provided 144 answers which will enable the team to build future programmes in direct response to beneficiary suggestion, proving the survey’s value for planning as well as impact assessment. Key areas mentioned were mental health, financial planning and advice, and services for retired people. Many free-text answers noted the life-changing impact the Trust can have.

Governance (Objective 4)

We continued to strengthen the Court of Assistants in 2020, and to improve its diversity. We were sorry to say goodbye to The Venerable David Lowman, lately Archdeacon of Chelmsford, and to The Right Revd Tim Thornton, Bishop at Lambeth, who were thanked at the Annual Assembly for their service to the Charity. At the same Assembly, we were delighted to be joined by three new Trustees whose personal and professional backgrounds increased our perspective and diversity: Constance Chinhengo, a senior manager at the Financial Ombudsman Service; Stephen Slack CBE, formerly Chief Legal Adviser to the Archbishops’ Council and General Synod; and Robert Hughes-Penney, an investment director and Alderman of the City of London.

Having completed a full Governance Review in 2017, and an external Board Effectiveness Review in 2019, the Court this year focused on further enactment of its recommendations at committee level. The Charity’s own assessment of its governance, as identified in the external review, is largely positive and we are pleased to have taken steps, in response to that review, to increase diversity on the Board. Further work in 2021 will include reviewing the Treasurer roles and our committee structure.

The major revision of our 1678 Royal Charter, much of which was no longer fit for purpose as a modern charity constitution, came to its conclusion in February 2020 when Her Majesty The Queen approved its replacement by means of an Order in Council. The registered name of the Charity (The Governors of the Charity for Relief of the Poor Widows and Children of Clergymen), its charitable objects and unincorporated status remain unchanged, but in most other respects the revised Royal Charter closely mirrors the model articles for a charitable company as recommended by the Charity Commission.

Partnerships (Objective 5)

We know from beneficiary feedback, and from the growth we continue to see in our core activity, that financial support is needed by many serving and retired clergy, and their families. It is a privilege to offer this. However, we are increasingly and evermore aware that clergy and

Achievements, performance and future plans (cont.)

their dependants face many challenges which cannot be met with financial support alone. As such, we continue to embark on an important programme of strategic partnerships through which we can offer a wider range of support services to our beneficiaries. Through our impact surveys and other means, we ensure that these services are designed in response to real, identified need.

Since September 2018, we have run a free digital Library resource in partnership with SPCK Publishing, to whom we pay a fee dependent on the number of eligible beneficiaries who sign up. The resource, which makes available over 1,000 books from the SPCK and IVP back catalogues, proved very popular with theological education institutions; by the end of 2019 we had extended the resource to curates-in-training as well as ordinands. We are delighted that some 1,820 people used this service in 2020, almost double the 2019 figure of 924.

During the pandemic, we launched a new partnership with Sleepstation, initially for serving clergy and their spouses/partners only, which provides cognitive behavioural therapy to combat insomnia. We have seen pleasing take-up of this service (90 registrations and 34 CBT licences allocated), which was therefore extended to all beneficiary groups (including ordinands) in 2021. We have continued our partnerships with CMCU, StepChange Debt Charity and The OT Practice; although operating in more specialist areas, these have provided extremely valuable support to a further eighteen beneficiaries during 2020.

In responding to our impact surveys, clergy and their families tell us that mental health is a key area of concern – one surely exacerbated by the isolation, stress and overwork of the pandemic. As such, we have ambitious and exciting plans to deliver new counselling, coaching and mental health support services through strategic partnerships in 2021, in addition to our current offer. We will continue to work hard in developing specialist support for our beneficiaries, and in direct response to their feedback, ensuring that Clergy Support Trust truly is the 'go-to' destination for those in all kinds of need.

Diversifying income (Objective 6)

The COVID-19 pandemic ensured the full focus of the Court and staff on continuing to serve our beneficiaries, and on continuing to be an effective, efficient organisation despite the challenges of remote working. Conscious of the very dramatic impact of the pandemic on many charities, fundraising did not seem the priority focus given the Trust's significant investment portfolio. For these reasons, progress against the sixth strategic aim has been limited in 2020, although we were pleased and honoured to receive a number of generous donations and legacies.

However, we are equally conscious that our significant

funds are only because of the efforts of previous generations and, as such, we will approach fundraising with renewed energy as we move out of the unique challenges of 2020. The recruitment, in 2021, of a new Head of External Relations will ensure considerable progress in this important area.

The Charity did not, in the past year, contract the services of any professional fundraisers, although meetings were held with specialist consultants as we progress our plans for a dedicated legacy programme. During the course of the year we did not receive any complaints about our fundraising practice.

Plans for the future

As restrictions gradually ease and the world looks to its post-pandemic future, the Charity remains committed to its historic core mission, and similarly remains focused on further achievement against the strategic aims outlined above. We have begun work on our next strategy, which will run to 2025 and continue the exciting direction of travel embarked upon since our rebrand and introduction of new grants criteria in 2019.

Grant-giving will always be at the heart of Clergy Support Trust's work. As noted above, however, the pandemic – not least through the responses to our impact survey, and the many conversations we are privileged to have with beneficiaries – has reinforced that not all challenges met by clergy and their families can be eased with financial support. We are conscious that, as our name suggests, the Charity exists to support clergy and their families in various ways and, as such, we will continue to work hard on expanding our non-financial support. Next year, we expect to report on significant new initiatives, delivered primarily through partnerships in line with Objective 5 above. We are conscious, too, of ways in which some challenges could be prevented by earlier intervention and, as such, we plan to develop new ways in which we can help clergy and their families to plan, for example in finance, and in which we can support those at the start of their ministry. As part of this, understanding our own unique data-set and the implications of that for research and thought leadership – while maintaining the confidentiality which is so important to us and those we serve – will be central.

In more operational terms, the Charity will continue to develop its external relations work, ensuring that we reach more people, and will consider its working cultures and practices in the 'post-COVID' world, having experienced the benefits and challenges of full-time home-working. As noted above, we will seek to advance our fundraising plans in the coming year, building on the success of the first online Festival, on 11 May 2021.

Governance

Court of Assistants

The overall management of the Charity is vested in the Court of Assistants (“the Court”), which consists of the Trustees of the Charity. The Trustees who served during the year and up to the date of this report are listed under ‘Reference and Administrative Details’ on pages 17 to 18. The Court met seven times in 2020 in order to conduct the principal business of the Charity, including a joint ‘away-day’ with staff in January 2020.

The members of the Court are elected each year by the Governors of Clergy Support Trust at the Annual Assembly, previously known as the Annual General Court, in accordance with the Royal Charter. The officers of the Charity, known as the Treasurers, are also elected by the Governors at the Annual Assembly.

The Court delegates some of its responsibilities to four committees with agreed terms of reference which are reviewed annually. The committees met as follows during 2020:

- Governance Committee – met six times to consider governance issues.
- Grants & Partnerships Committee – met four times to consider the Charity’s grant-making activities and other services for beneficiaries.
- Investment Committee – met four times to consider investment policy and to review the performance of the Charity’s investment managers.
- Risk, Audit & Finance Committee – met four times to oversee all matters relating to risk, internal and external audit, and finance.

Trustee recruitment and induction

The Trustees keep their membership under review in order to ensure a wide and relevant representation among their number. New members are normally recruited based on their skill-set and professional experience, in order to bring to the Court people who not only have expertise that is needed, but who are also sympathetic to and passionate about the work of the Charity. The Trustees also consider issues of diversity and inclusion when considering new members, including the Charity’s geographic reach. All new Trustees are provided with an induction which includes meetings with one or more of the officers of the Charity and the Chief Executive, and the provision of relevant background documentation.

The Trustees also appoint a number of committee advisers with expertise in particular areas of the Charity’s operation; these advisers attend relevant meetings but are not Trustees. During 2020, there were two such advisers to the Investment Committee – Bill Seddon and Kerry Hugh-Jones – and one to the Grants and Partnerships Committee – Dr Mayo Jolaoso. There are also two specialist advisers who provide additional resource and expertise to the Court and staff on matters relating to health – Dr Christopher Trower – and to education – Andrew Trotman.

Trustee attendance

The table overleaf sets out the attendance of Trustees at meetings of the Court and its committees during 2020.

Governance (cont.)

| | Court of Assistants ¹ | | Committees ^{2,3} | | Total | |
|--|----------------------------------|----------|---------------------------|----------|-------|----------|
| | Total | Attended | Total | Attended | Total | Attended |
| The Revd Canon Simon Butler ^{4,6,7} | 7 | 6 | 10 | 6 | 17 | 12 |
| Mr Adam Chamberlain ⁶ | 7 | 6 | 4 | 3 | 11 | 9 |
| Ms Constance Chinhengo ⁹ | 1 | 1 | 0 | 0 | 1 | 1 |
| Mr Martin Cooper ⁷ | 7 | 4 | 4 | 4 | 11 | 8 |
| The Revd Dr Jack Dunn ⁴ | 7 | 6 | 6 | 5 | 13 | 11 |
| Mr Richard Farmbrough ⁴ | 7 | 7 | 6 | 6 | 13 | 13 |
| The Revd Nancy Goodrich ⁵ | 7 | 7 | 4 | 4 | 11 | 11 |
| Mr Jeremy Hargreaves ^{4,7} | 7 | 6 | 10 | 9 | 17 | 15 |
| Mr Stephen Hogg ⁷ | 7 | 7 | 4 | 4 | 11 | 11 |
| Alderman Robert Hughes-Penney ⁹ | 1 | 1 | 0 | 0 | 1 | 1 |
| The Revd Canon Roxanne Hunte ⁷ | 7 | 6 | 4 | 4 | 11 | 10 |
| Mrs Jackie Jordan ⁵ | 7 | 6 | 4 | 4 | 11 | 10 |
| The Revd Canon Wendy Kennedy ⁵ | 7 | 7 | 4 | 4 | 11 | 11 |
| The Venerable David Lowman ^{5,8} | 6 | 5 | 4 | 4 | 10 | 9 |
| Mr Jonathan Prichard ^{4,7,10} | 7 | 4 | 10 | 3 | 17 | 7 |
| Mr Stephen Slack ⁹ | 1 | 1 | 0 | 0 | 1 | 1 |
| The Right Revd Tim Thornton ^{5,8} | 6 | 0 | 4 | 0 | 10 | 0 |
| Mr Patrick Walker ^{6,7} | 7 | 6 | 8 | 8 | 15 | 14 |

1. Substantive Court meetings only, including January 2020 offsite
2. Excludes working groups
3. Excludes Treasurer ex officio membership, unless designated 'lead ex officio' for that committee
4. Governance Committee
5. Grants & Partnerships Committee
6. Investment Committee
7. Risk, Audit & Finance Committee
8. Retired from the Court in November 2020
9. Elected to the Court in November 2020
10. Members of the Court were gratified to hear positive news of Mr Jonathan Prichard's health after he took time out during the year for a course of treatment.

Executive management and organisational structure

The day-to-day management of the Charity is delegated to the Chief Executive, Ben Cahill-Nicholls, whose Senior Leadership Team additionally consists of the following two directors:

- Sarah Crombie, Director of Charitable Services, who oversees the Charity's grant-making and other charitable services. In 2020, her team grew from four to six staff, reflecting the significant and continued growth in the Charity's main activities in support of its beneficiaries.
- Kris Davidson, Director of Central Services, who looks after the finances, property, IT and other central services of the Charity. In 2020, she line-managed one other member of staff.

For most of 2020, the Chief Executive was Jeremy Moodey, who announced his intention to retire in January 2020. Following an extensive search and appointment process, led by the Trustees and a well-regarded external consultancy firm, Ben Cahill-Nicholls was appointed as Jeremy's successor in July 2020, and joined the Charity in October. Like Jeremy, Ben is a candidate for self-supporting ordained ministry in the Church of England, hoping to be made Deacon in 2021. He was previously Deputy Director of the Serco Institute and Foundation, and held senior management positions in the state and independent education sectors.

Key management personnel

The key management personnel of the Charity in 2020 comprised the Members of the Court of Assistants, the Chief Executive, and the Directors of Charitable Services and Central Services. The total employee benefits of the key management personnel of the Charity are disclosed in Note 9 to the financial statements. Remuneration and benefits for executive management are set by Trustees on the basis of peer sector benchmarking and annual cost of living adjustments. There is currently no performance-related pay scheme in operation.

Principal risks and uncertainties

Trustees and management regularly review the major risks to which the Charity is exposed and consider how these might be mitigated. A detailed Risk Register is kept constantly under review by Trustees and management. In general, the activities of the Charity are not subject to major risk. Income is derived from a diverse portfolio of investments and charitable expenditure is largely discretionary, so could be scaled back if income fell below expected levels. There is no over-reliance on donated

income or statutory funding. None of the Charity's activities is subject to external regulation (other than by the Charity Commission) and the Charity does not engage in any regulated activities for Safeguarding purposes.

Subject to the above, the three main risks identified by Trustees as potentially impacting the work of the Charity during 2020 are closely related to those identified in our 2019 Annual Report:

- The security and sustainability of the Charity's investment portfolio, and the associated income, in the context of continued market volatility, due in considerable part to the COVID-19 pandemic. The Charity has remained meticulous and vigilant in its efforts to mitigate this risk, details of which are laid out below.
- The capacity of the Charity and its staff team to deliver on its objectives in the face of significantly increased beneficiary demand. This trend began, as noted in last year's Report, with the Charity's rebrand and relaunch in March 2019; the pandemic has meant a more unpredictable year (as discussed on page 8) but with a resultant increase in the number of beneficiaries helped by the Charity in 2020. The growth of our Grants team during 2020, from three staff to five, made a considerable positive difference; even considering this, capacity remains a key risk to our work, particularly when viewed in comparison to other benevolent charities with larger teams.
- The longer-term impact of the COVID-19 pandemic on our beneficiaries, particularly in the context of stretched diocesan and parish finances and also pressures on household incomes and clergy mental health, and on the national Churches within which they minister. During 2020, our own impact assessments confirmed the considerable pressures the pandemic has placed on clergy and their families; additionally, a range of potential and actual responses from the Churches have emerged, which will likely affect our beneficiaries further over coming months and years. The Charity responded to the pandemic in a number of ways and will continue to be innovative and reactive in mitigating this area of risk.

Financial Review

Unless otherwise stated, figures are expressed in m (millions) or k (thousands).

Total income for the year amounted to £3.67m (2019: £4.27m). The decrease year-on-year reflected the impact of the COVID-19 pandemic on our investment income, which fell by nearly 20%. Total expenditure amounted to £3.73m (2019: £4.34m). Whilst the number of grants awarded increased by 859, representing an increase of 53%, grant expenditure of £2.65m was £476.6k lower than 2019. Further information on our grant expenditure can be found in Note 7 to the financial statements and also under Grant Making on Page 6 of the Trustees' Report.

Support and governance costs of £281k were down on the 2019 figure of £446k because the latter included £113k of office refurbishment costs. Considerable savings were also made as a result of the staff working from home, cancellation of the annual Festival and the holding of on-line meetings for most of 2020. Staff costs of £542k were higher than the previous year (2019: £500k) as a result of two part-time staff being replaced by two full-time staff. The overall net deficit before net loss on investments was £60k (2019: net deficit of £71k) and reflected a planned policy of Trustees to begin a period of operating deficits after many years of annual surpluses. After taking the net loss on investments into account, total funds at year-end decreased by £1.1m (2019: increase of £16.4m).

Investments and investment performance

The main source of income for the Charity continues to be its investment portfolio. The Charity's Statement of Investment Policy is reviewed annually by Trustees, and the Investment Committee reviews the performance of the Charity's investment managers on a regular basis, together with asset allocation and overall strategy. The Charity adopts a long-term approach to investment, seeking to achieve the best possible total return within an acceptable level of risk. The Charity's investment objective over the medium-term is to achieve a total return which outperforms the rate of inflation (as measured by CPI) by at least 4.0%.

The Charity seeks to mitigate investment risk by having a diversified portfolio managed by four fund managers. The Charities Property Fund (CPF), managed by Savills Investment Management Limited, focuses only on property investments. The portfolios managed by Sarasin (72% UK and overseas equities) and Cazenove (70% UK and overseas equities) have a balanced multi-asset approach while the Charles Stanley portfolio is at present almost wholly (98%) focused on equities. In 2020, UK shares were down 9.8%, but global shares by contrast rose 12.7% in sterling terms. All three of our non-property managers had a reasonable exposure to non-UK markets, so achieved better returns than the UK market, even though Charles Stanley was still down by 2.5%. The Charities Property Fund (CPF) was one of only five property specific funds to post a positive return. All managers outperformed their one-year target, as shown in the relative performance column below, and two were strongly positive overall.

The portfolio values and performance of the four fund managers during 2020 are summarised below. Total investment funds at year-end were £113.7m (2019: £114.9m). Cazenove's performance benchmark is its long-term (ten-year) target of inflation plus 4%, so not directly comparable to the other benchmarks, which are annual targets. Sarasin's benchmark is a composite of relevant indices. Charles Stanley's benchmark is the FTSE All Share index, while the CPF's benchmark is the AREF/MSCI All Balanced Property Funds Index.

| Manager | Value of Portfolio £ | Portfolio Return % | Performance Benchmark % | Relative Performance % |
|--|-------------------------|-----------------------|----------------------------|---------------------------|
| Cazenove Capital Management ¹ | 21,072,629 | +7.2 | +4.3 | +2.9 |
| Sarasin & Partners LLP ² | 23,928,862 | +9.9 | +6.8 | +3.1 |
| Charles Stanley & Co Limited | 58,384,401 | -2.5 | -9.8 | +7.3 |
| Charities Property Fund | 10,347,278 | +1.3 | -1.0 | +2.3 |

¹ Charity Multi-Asset Fund

² Alpha CIF for Endowments

The annualised three-year and five-year returns for the Charity's investment managers are shown for information below.

| Periods ended December 2020 (annualised) | Portfolio Return | Performance Benchmark | Relative Performance | Portfolio Return | Performance Benchmark | Relative Performance |
|--|------------------|-----------------------|----------------------|------------------|-----------------------|----------------------|
| | 3 years | | | 5 years | | |
| | % | % | % | % | % | % |
| Cazenove Capital Management ¹ | 4.9 | 5.4 | -0.5 | n/a | n/a | n/a |
| Sarasin & Partners LLP ² | 8.1 | 6.3 | +1.8 | 9.3 | 9.3 | 0.0 |
| Charles Stanley & Co Ltd | 3.0 | -0.9 | +3.9 | 9.0 | 5.1 | +3.9 |
| Charities Property Fund | 3.5 | 2.3 | +1.2 | 5.3 | 3.9 | +1.4 |

¹ Charity Multi-Asset Fund

² Alpha CIF for Endowments

Over the last five years, the overall portfolio has achieved its target return of inflation + 4% per annum, with all its managers above or in line with their own benchmarks. It is also ahead of the ARC Steady Growth Charity Index which measures the results of other Charities.

The Charity also owns three investment properties, together with some agricultural land in Northamptonshire, which had an independently assessed market value at the year-end of £2.5m (2019: £2.4m).

Further information on our investments can be found in Note 12 to the financial statements.

Funds and reserves policy

The Charity's total funds as at 31 December 2020 were £118.6m (2019: £119.7m) comprising £116.5m of unrestricted funds (2019: £117.6m) and £2.1m of restricted funds (2019: £2.1m).

The unrestricted funds principally comprise a designated investment fund which as at 31 December 2020 totalled £113.2m (2019: £114.5m). The designated investment fund represents the Charity's unrestricted investment assets held for the long-term to generate income for the Charity's current and future activities in support of its beneficiaries. Other unrestricted funds at 31 December 2020 included an undesignated general fund of £2.2m (2019: £2.1m) and a designated sum of £0.9m (2019: £1.0m) which represents an amount set aside by Trustees for investment in partnerships and special projects as envisaged in the 2019-2022 Strategic Plan. The designated specific fund of £0.2m represents an amount set aside for the external refurbishment of the office building.

The restricted funds principally comprise the Clergy Orphan Corporation fund, which is restricted to providing financial assistance to children of clergy of the Church of England and of the Church in Wales.

Further details of the designated, restricted and endowment funds held by the Charity can be found in Note 16 to the financial statements.

The Charity's revised policy on reserves, agreed by Trustees in May 2020, is to hold free reserves (defined as unrestricted net current assets less provisions and excluding any designated funds) sufficient to cover at least three months of forecast operating costs for the current year. As at 31 December 2020 the Charity held free reserves of £1.5m (2019: £1.4m), equivalent to approximately 3.6 months (2019: 4.1 months) of expected operating costs in 2021.

Reference and Administrative Details

Incorporation and registration

The Charity now operating under the working name of Clergy Support Trust, and known as Sons & Friends of the Clergy until March 2019, was originally founded in 1655 by a group of sons of clergymen. It was later incorporated by Royal Charter in 1678 under the name of the Governors of the Charity for Releefe of the Poore Widdowes and Children of Clergymen.

The Royal Charter was amended in 1971, in 2012 (as part of the amalgamation, effective 1 January 2013, of the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation), in November 2017 (to amend the Charity's objects to include the promotion of health) and again in February 2020 (a complete revision of the Royal Charter to bring it into line with Charity Commission guidance). Clergy Support Trust is registered with the Charity Commission for England and Wales with the number 207736.

Trustees

The following were the members of the Court of Assistants throughout 2020 (except as stated below):

The Reverend Canon Simon Butler
Mr Adam Chamberlain
Ms Constance Chinhengo (from 12 November 2020)
Mr Martin Cooper
The Reverend Dr Jack Dunn
Mr Richard Farmbrough
The Reverend Nancy Goodrich
Mr Jeremy Hargreaves
Mr Stephen Hogg
Alderman Robert Hughes-Penney (from 12 November 2020)
The Reverend Canon Roxanne Hunte
Mrs Jackie Jordan
The Reverend Canon Wendy Kennedy
The Venerable David Lowman (until 12 November 2020)
Mr Jonathan Prichard
Mr Stephen Slack CBE (from 12 November 2020)
The Right Reverend Tim Thornton (until 12 November 2020)
Mr Patrick Walker

Officers and Chief Executive

The officers of the Charity during 2019 were as follows:

| | |
|---------------------|---|
| Honorary Presidents | The Archbishop of Canterbury The Archbishop of York The Bishop of London The Bishop of Worcester (as Lord High Almoner) The Lord Mayor of the City of London |
| Senior Treasurer | The Reverend Canon Simon Butler |
| Treasurers | Mr Richard Farmbrough (from 12 November 2020) The Reverend Canon Roxanne Hunte The Venerable David Lowman (until 12 November 2020) |
| Chief Executive | Mr Ben Cahill-Nicholls (from 26 October 2020) Mr Jeremy Moodey (until 26 October 2020) |

Registered office

1 Dean Trench Street, Westminster, London SW1P 3HB

Auditors

Buzzacott LLP
130 Wood Street, London EC2V 6DL

Investment advisers/managers

Sarasin & Partners LLP
Juxon House, 100 St. Paul's Churchyard, London EC4M 8BU

Cazenove Charities
12 Moorgate, London EC2R 6DA

Charles Stanley & Co. Limited
55 Bishopsgate, London EC2N 3AS

The Charities Property Fund
33 Margaret Street, London W1G 0JD

Bankers

Messrs C Hoare & Co
37 Fleet Street, London EC4P 4DQ

National Westminster Bank Plc
PO Box 3038, 57 Victoria Street, London SW1H 0HN

Statement of Trustees' Responsibilities

The Court of Assistants is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Court of Assistants to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the income and expenditure of the Charity for that period.

In preparing these financial statements, the Court of Assistants is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Court of Assistants is responsible for adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Royal Charter and Act of Parliament under which the Charity is incorporated. It is also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Court of Assistants on 8 June 2021.

The Revd Canon Simon Butler
Senior Treasurer

The Revd Canon Roxanne Hunte
Treasurer

Mr Richard Farmbrough
Treasurer

Independent Auditor's Report to the Trustees

Opinion

We have audited the financial statements of Clergy Support Trust ("the Charity") for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, and the related notes to the financial statements, including the principal accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report and performance review 2020, and the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to

liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the Charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation).

We assessed the susceptibility of the Charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual variances;
- tested journal entries to identify unusual transactions;
- tested the authorisation of expenditure and bank payments; and
- reviewed the implementation and design of controls and procedures in place around the grants payable system.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Buzzacott LLP
130 Wood Street, London EC2V 6DL

Date: 23 June 2021

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Statement of Financial Activity

For the year ended 31 December 2020

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2020 £ | Total Funds 2019 £ |
|---|-------|----------------------------|--------------------------|--------------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 299,147 | 12,329 | 311,476 | 127,136 |
| Investments | 3 | 3,308,037 | 51,816 | 3,359,853 | 4,132,072 |
| Sale of furniture | 4 | - | - | - | 13,694 |
| Total income | | 3,607,184 | 64,145 | 3,671,329 | 4,272,902 |
| Expenditure on: | | | | | |
| Raising funds | 5 | 258,190 | 12,929 | 271,119 | 282,978 |
| Charitable activities | 6 | 3,380,089 | 79,946 | 3,460,035 | 4,061,209 |
| Total expenditure | | 3,638,279 | 92,875 | 3,731,154 | 4,344,187 |
| Net expenditure before transfers and investment (losses)/gains | | (31,095) | (28,730) | (59,825) | (71,285) |
| Net investment (losses)/gains | 12 | (1,085,417) | 49,577 | (1,035,840) | 16,444,959 |
| Net (expenditure)/income and net movement in funds | | (1,116,512) | 20,847 | (1,095,665) | 16,373,674 |
| Total funds brought forward at 1 January 2020 | | 117,626,716 | 2,053,566 | 119,680,282 | 103,306,608 |
| Total funds carried forward at 31 December 2020 | 16 | 116,510,204 | 2,074,413 | 118,584,617 | 119,680,282 |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 22 to 32 form part of these financial statements.

Statement of Financial Activity

For the year ended 31 December 2019

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2019 £ |
|---|-------|-------------------------|-----------------------|----------------------|--------------------------|
| Income and endowments from: | | | | | |
| Donations and legacies | 2 | 101,638 | 25,498 | - | 127,136 |
| Investments | 3 | 4,070,885 | 59,510 | 1,677 | 4,132,072 |
| Sale of freehold property | 4 | 13,694 | - | - | 13,694 |
| Total income | | 4,186,217 | 85,008 | 1,677 | 4,272,902 |
| Expenditure on: | | | | | |
| Raising funds | 5 | 271,239 | 10,696 | 1,043 | 282,978 |
| Charitable activities | 6 | 4,053,149 | 8,060 | - | 4,061,209 |
| Total expenditure | | 4,324,388 | 18,756 | 1,043 | 4,344,187 |
| Net (expenditure)/income before transfers and investment gains | | (138,171) | 66,252 | 634 | (71,285) |
| Transfer between funds | | 241,990 | - | (241,990) | - |
| Net investment gains | 12 | 16,295,697 | 109,944 | 39,318 | 16,444,959 |
| Net income/(expenditure) and net movement in funds | | 16,399,516 | 176,196 | (202,038) | 16,373,674 |
| Total funds brought forward at 1 January 2019 | | 101,227,200 | 1,877,370 | 202,038 | 103,306,608 |
| Total funds carried forward at 31 December 2019 | 16 | 117,626,716 | 2,053,566 | - | 119,680,282 |

All of the Charity's activities during the above two financial periods derived from continuing operations.

The notes set out on pages 22 to 32 form part of these financial statements.

Balance Sheet

For the year ended 31 December 2020

| | Notes | £ | 2020 £ | £ | 2019 £ |
|--|-------|-------------|-------------|-------------|-------------|
| Fixed assets | | | | | |
| Tangible fixed assets | 11 | 668,506 | | 697,999 | |
| Investment assets | 12 | 116,231,965 | | 117,286,909 | |
| | | | 116,900,471 | | 117,984,908 |
| Current assets | | | | | |
| Debtors | 13 | 154,623 | | 152,240 | |
| Short-term deposits | | 1,174,509 | | 1,174,330 | |
| Cash at bank and in hand | | 626,805 | | 582,150 | |
| | | | 1,955,937 | | 1,908,720 |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 14 | | (271,791) | | (208,346) |
| Net current assets | | | | | |
| | | | 1,684,146 | | 1,700,374 |
| Total assets less liabilities | | | | | |
| | | | 118,584,617 | | 119,685,282 |
| Provision for winding up pension scheme | 18 | | - | | (5,000) |
| Total net assets | | | | | |
| | | | 118,584,617 | | 119,680,282 |
| Funds | | | | | |
| Unrestricted - Designated | 16 | | 114,142,408 | | 115,517,925 |
| Unrestricted - Refurbishment fund | 16 | | 200,000 | | - |
| Unrestricted - General | 16 | | 2,167,796 | | 2,108,791 |
| Restricted | 16 | | 2,074,413 | | 2,053,566 |
| Total funds | | | | | |
| | | | 118,584,617 | | 119,680,282 |

The financial statements were approved and authorised for issue by the Court of Assistants on 8 June 2021 and signed on their behalf by

The Revd Canon Simon Butler
Senior Treasurer

The Revd Canon Roxanne Hunte
Treasurer

Statement of Cashflows

For the year ended 31 December 2020

| | Total Funds 2020 £ | Total Funds 2019 £ | |
|---|--------------------------------|----------------------------|--------------------------------|
| Net cash used in operating activities | (a) (3,332,942) | (4,110,496) | |
| Cash flows from investing activities: | | | |
| Income, interest and rents from investments | 3,359,854 | 4,132,072 | |
| Purchase of furniture and equipment | (1,181) | (211,659) | |
| Proceeds from sale of investments | 5,034,173 | 9,575,980 | |
| Purchase of investments | (5,078,012) | (9,527,656) | |
| Net cash provided by investing activities | <u>3,314,834</u> | <u>3,968,737</u> | |
| Change in cash and cash equivalents | (18,108) | (141,759) | |
| Cash and cash equivalents brought forward | 1,932,273 | 2,074,032 | |
| Cash and cash equivalents carried forward | (b) <u>1,914,165</u> | <u>1,932,273</u> | |
| Reconciliation of net movement in funds to net cash used in operating activities | | | |
| (a) Net (expenditure)/income for the reporting period | (1,095,665) | 16,373,674 | |
| Adjustments for: | | | |
| Depreciation charge | 30,674 | 19,523 | |
| Income, interest and rents from investments | (3,359,854) | (4,132,072) | |
| (Gains)/losses on investments | 1,035,840 | (16,444,959) | |
| Decrease in debtors | (2,383) | 66,563 | |
| Increase in creditors | 58,446 | 6,775 | |
| Net cash used in operating activities | <u>(3,332,942)</u> | <u>(4,110,496)</u> | |
| (b) Analysis of changes in net debt | | | |
| | Balance at 31 Dec 2019 £ | Change in net debt £ | Balance at 31 Dec 2020 £ |
| Cash at bank and in hand | 582,150 | 44,655 | 626,805 |
| Short term deposits | 1,174,330 | 179 | 1,174,509 |
| Cash balances held with investment managers | 175,793 | (62,942) | 112,851 |
| | <u>1,932,273</u> | <u>(18,108)</u> | <u>1,914,165</u> |

The notes set out on pages 22 to 32 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2020

Clergy Support Trust ("the Charity") is a corporation governed by Royal Charter and a charity registered in England & Wales with the registered address of 1 Dean Trench Street, Westminster, London SW1P 3HB. Its principal charitable activity is the provision of financial grants and other support to Anglican clergy households in times of hardship or crisis.

1 Accounting policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Charities Act 2011, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements are presented in pounds sterling which is the Charity's functional currency. Unless otherwise stated, amounts are rounded to the nearest £1.

The Charity constitutes a public benefit entity as defined by FRS 102.

Given the Charity's high level of reserves and the significant balances held in listed investments, the Trustees do not consider the outbreak of the COVID-19 pandemic in early 2020 and the subsequent introduction of containment measures to have created any material uncertainty or risk to the Charity's ability to continue in operation. They have therefore prepared these accounts on a going concern basis. The most significant area of uncertainty that affects the future carrying value of the assets held by the Charity is the level of investment return and the performance of investment markets, particularly in the light of the current COVID-19 pandemic. See the investment policy and performance and risk management sections of the Trustees' annual report for more information.

(b) Funds structure

Details of the various funds held and of the terms on which each of those funds is held are set out in Note 16 to the financial statements.

(c) Income recognition

Income is recognised in the Statement of Financial Activities when entitlement is both reliably measurable and there is probable receipt. Where income derived from endowment funds is unrestricted this is included within unrestricted funds. Income comprises donations, legacies, income from listed investments and rental income from the Charity's investment properties.

Legacies are recognised following the granting of probate when the administrator or executor for the estate has communicated in writing both the amount and settlement date. In the event that the legacy is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the legacy being reliably measurable with a degree of reasonable certainty.

Interest on funds held on deposit is included when receivable and notification has been received from the bank. Income from investment funds is recognised once notification has been received from the investment advisors. Dividends are recognised once the

dividend has been declared and notification has been received of the dividend due. Income derived from the letting of the Charity's investment properties is recognised in the period to which the tenancy relates.

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Grants are considered as gifts from the Charity and are made at the full discretion of the Trustees to beneficiaries in the furtherance of the charitable objects of the Charity. In the case of an unconditional grant offer, this is accrued once the recipient has been notified of the grant award. Deferred grants are grants that have been awarded but are not payable until some future date. Most school fees grants and certain other grants are paid by instalments and some other grants are awarded for payment at a future date.

(e) Governance costs

Governance costs comprise all costs associated with the strategic as opposed to day-to-day management of the Charity's activities together with the public accountability of the Charity and its compliance with regulations and good practice.

(f) Expenditure on raising funds

Expenditure on raising funds consists of investment management costs and an allocation of staff costs based on staff time. Investment funds management costs are allocated on the basis of percentage holdings of investments in each of the Charity's funds. Investment property costs are those relating to the individual properties held in each of the Charity's funds.

(g) Expenditure on charitable activities

Expenditure on charitable activities consists of grants made, an allocation of staff costs based on staff time and all support and governance costs. These costs have been allocated wholly to charitable activities as a significant proportion of the Charity's investments are managed externally and the amount spent on fundraising is insignificant.

(h) Tangible fixed assets and depreciation

Freehold properties are included at cost. No depreciation is provided on such properties as the Charity is an unincorporated charity, and the estimated residual values are considered to be in excess of cost. Regular maintenance is carried out on these properties to mitigate against any indicator of impairment.

All assets costing over £1,000 are capitalised and stated at historical cost. Depreciation is charged on a straight line basis on fixtures and fittings and equipment over their estimated useful life from the year of acquisition of ten, five and three years, respectively.

(i) Fixed asset investments

Fixed asset investments that are a form of basic financial instrument are initially recognised at their transaction value and subsequently measured at their fair value as at the reporting date using the closing quoted market price.

Fixed asset investment properties are measured at fair value at each reporting date.

(j) Gains and losses on investments

All gains and losses on investments are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and transaction value. Unrealised gains and losses for the year are calculated as the difference between the fair value at the year end and the opening carrying value, or the transaction value if acquired in the financial year. Realised and unrealised gains and losses on investments are combined in the Statement of Financial Activities.

(k) Pensions

In accordance with auto-enrolment, the Charity contributes a percentage of salary into a Group Pension Plan, which comprises a series of personal pension plans arranged for the Charity's eligible employees. The employer contribution levels exceed the minimum levels required under auto-enrolment.

(l) Financial assets and liabilities

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. With the exception of the fixed asset investments referred to in (i) above, the Charity's basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The main form of financial risk faced by the Charity is that of volatility in investment markets due to wider economic conditions.

(m) Key judgements and estimates

The preparation of the financial statements requires the Trustees to make estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosures of contingent liabilities at the date of the financial statements. If in the future such estimates and assumptions, which are based on the Trustees' best judgement at the date of the financial statements, deviate from the actual circumstances, the original estimates and assumptions will be modified as appropriate in the year in which the circumstances change. The Trustees consider the following to be the main sources of estimation uncertainty:

- Provisions – a provision to cover the winding up of the pension scheme was included in the prior year's balance sheet. The scheme has now been wound up.
- Income recognition of legacies – legacies have been recognised when receipt is probable and on a case-by-case basis once the value can be measured reliably.
- The estimated useful life of tangible fixed assets.
- The valuation of the Charity's investment properties.
- The estimation of future income and expenditure for the purpose of assessing going concern.

2 Donations and legacies

| | Unrestricted Funds | Restricted Funds | Endowment Funds | Total Funds 2020 |
|-----------|--------------------|------------------|-----------------|------------------|
| | £ | £ | £ | £ |
| Donations | 67,076 | 7,618 | - | 74,694 |
| Legacies | 232,071 | 4,711 | - | 236,782 |
| | <u>299,147</u> | <u>12,329</u> | <u>-</u> | <u>311,476</u> |

| | Unrestricted Funds | Restricted Funds | Endowment Funds | Total Funds 2019 |
|-----------|--------------------|------------------|-----------------|------------------|
| | £ | £ | £ | £ |
| Donations | 73,501 | 6,749 | - | 80,250 |
| Legacies | 28,137 | 18,749 | - | 46,886 |
| | <u>101,638</u> | <u>25,498</u> | <u>-</u> | <u>127,136</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2020

3 Investment income

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2020 £ |
|------------------------------|-------------------------|-----------------------|----------------------|--------------------------|
| Rental income | 53,808 | 11,700 | - | 65,508 |
| Income from investment funds | 3,251,675 | 39,932 | - | 3,291,607 |
| Bank Interest | 2,554 | 184 | - | 2,738 |
| | <u>3,308,037</u> | <u>51,816</u> | <u>-</u> | <u>3,359,853</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2019 £ |
|------------------------------|-------------------------|-----------------------|----------------------|--------------------------|
| Rental income | 53,804 | 20,078 | - | 73,882 |
| Income from investment funds | 4,008,931 | 39,030 | 1,672 | 4,049,633 |
| Bank Interest | 8,150 | 402 | 5 | 8,557 |
| | <u>4,070,885</u> | <u>59,510</u> | <u>1,677</u> | <u>4,132,072</u> |

4 Income from charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2020 £ |
|--|-------------------------|-----------------------|----------------------|--------------------------|
| | - | - | - | - |

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2019 £ |
|-------------------|-------------------------|-----------------------|----------------------|--------------------------|
| Sale of furniture | 13,694 | - | - | 13,694 |

5 Expenditure on raising funds

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2020 £ |
|-----------------------------|-------------------------|-----------------------|----------------------|--------------------------|
| Investment management costs | | | | |
| - investment properties | 10,140 | 8,291 | - | 18,431 |
| - investment funds | 232,324 | 4,638 | - | 236,962 |
| Staff costs (see note 9) | 15,726 | - | - | 15,726 |
| | <u>258,190</u> | <u>12,929</u> | <u>-</u> | <u>271,119</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2019 £ |
|-----------------------------|-------------------------|-----------------------|----------------------|--------------------------|
| Investment management costs | | | | |
| - investment properties | 13,719 | 6,215 | - | 19,934 |
| - investments | 243,016 | 4,481 | 1,043 | 248,540 |
| Staff costs (see note 9) | 14,504 | - | - | 14,504 |
| | <u>271,239</u> | <u>10,696</u> | <u>1,043</u> | <u>282,978</u> |

Investment management costs are allocated to the funds on the basis of percentage holdings of investments held in each fund. Investment property costs comprise management fees and property maintenance costs relating to properties held in each fund. Staff costs are allocated on the basis of estimated staff time.

6 Expenditure on charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2020 £ |
|---|-------------------------|-----------------------|----------------------|--------------------------|
| Grants – direct (see note 7(a)) | 2,400,551 | 79,910 | - | 2,480,461 |
| Partnerships and special projects (see note 7(b)) | 90,100 | - | - | 90,100 |
| Clergy Support Trust Library (see note 7(c)) | 81,900 | - | - | 81,900 |
| Support and governance costs (see note 8) | 281,126 | 36 | - | 281,162 |
| Staff costs (see note 9) | 526,412 | - | - | 526,412 |
| | <u>3,380,089</u> | <u>79,946</u> | <u>-</u> | <u>3,460,035</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2019 £ |
|---|-------------------------|-----------------------|----------------------|--------------------------|
| Grants - direct (see note 7(a)) | 2,961,714 | 8,000 | - | 2,969,714 |
| Partnerships and special projects (see note 7(b)) | 100,000 | - | - | 100,000 |
| Clergy Support Trust Library (see note 7(c)) | 59,378 | - | - | 59,378 |
| Support and governance costs (see note 8) | 445,958 | 60 | - | 446,018 |
| Staff costs (see note 9) | 486,099 | - | - | 486,099 |
| | <u>4,053,149</u> | <u>8,060</u> | <u>-</u> | <u>4,061,209</u> |

All support and governance costs have been allocated to charitable activities as the amount spent on cost of generating funds is insignificant. Staff costs are allocated on the basis on estimated staff time.

7 Grants

During the year, the Charity awarded 2,467 grants to qualifying individuals and organisations (2019: 1,608).

| | Number of grants | 2020 £ | Number of grants | 2019 £ |
|--|------------------|------------------|------------------|------------------|
| (a) Direct grants | | | | |
| Serving clergy households | 2,052 | 1,985,397 | 1,095 | 2,118,169 |
| Retired clergy households | 165 | 243,977 | 146 | 367,328 |
| Divorced or separated spouses | 110 | 131,377 | 99 | 280,700 |
| Ordinands (health and book grants) | 76 | 39,716 | 209 | 56,707 |
| Widows/Widowers | 60 | 79,994 | 56 | 146,810 |
| | <u>2,463</u> | <u>2,480,461</u> | <u>1,605</u> | <u>2,969,714</u> |
| (b) Partnerships and special projects | | | | |
| Organisations | 4 | 90,100 | 3 | 100,000 |

Serving clergy includes retired clergy who are still in active ministry with a bishop's Permission to Officiate (PTO).

In addition to the above, and gradually replacing the book grants for ordinands which are being phased out, the Charity partnered with SPCK Publishing to provide free subscriptions for its Clergy Support Trust Library e-book resource to ordinands, Anglican curates-in-training and others (e.g. diocesan staff and theological college librarians) as follows:

Notes to the Financial Statements (cont.)

For the year ended 31 December 2020

7 Grants (cont.)

| | Number of subscriptions | 2020 £ | Number of subscriptions | 2019 £ |
|----------------------------------|----------------------------|-----------|----------------------------|-----------|
| (c) Clergy Support Trust Library | 1,820 | 81,900 | 924 | 59,378 |

The breakdown of grants expenditure by type of support was as follows:

| | Number of grants | 2020 £ | Number of grants | 2019 £ |
|---|---------------------|------------------|---------------------|------------------|
| Financial support | 319 | 747,632 | 541 | 1,975,637 |
| Emergencies | 1,188 | 571,387 | 392 | 193,776 |
| Health | 348 | 394,811 | 120 | 208,142 |
| Wellbeing | 583 | 760,881 | 363 | 548,689 |
| Training support (grants) | 25 | 5,750 | 189 | 43,470 |
| Training support (Clergy Support Trust Library) | - | 81,900 | - | 59,378 |
| Organisations | 4 | 90,100 | 3 | 100,000 |
| | <u>2,467</u> | <u>2,652,461</u> | <u>1,608</u> | <u>3,129,092</u> |

The following four (2019: three) organisations received grants from the Charity:

Society of Mary & Martha - £50,000 (2019: £50,000). This charity, also known as Sheldon, supports people in ministry at times of stress, crisis, burnout or breakdown.

Holy Rood House - £19,700 (2019: £15,000). This charity provides professional therapeutic support and relaxation for Anglican clergy, their partners (current or former) and families.

Broken Rites - £2,000 (2019: £nil). This is an international group offering mutual support and information to separated and divorced partners of clergy, ministers and Church Army officers.

Sleepstation - £18,400 (2019: £nil). This is a clinically validated sleep improvement programme designed to combat insomnia. In line with the Charity's increasing focus on partnerships and projects, the expenditure recognised by the Charity for the Sleepstation programme represents the amount paid under an agreement that is based upon the recipient's delivery of the programme, rather than the payment of a standard grant.

Personal Emergencies Fund - £nil (2019: £35,000). The Personal Emergencies Fund of the Anglican Communion was set up in 1979 by Archbishop Donald Coggan to meet the critical medical needs of clergy and church workers and their families around the Anglican Communion.

In addition, grants were made to the following two care homes in respect of residents who were beneficiaries:

College of St Barnabas - individual grants were awarded to twelve residents of the College of St. Barnabas, totaling £52,110 (2019: seven individual grants totaling £36,365). The College is a retirement community for Anglican clergy and their spouses, as well as clergy widows, with a significant number of residents whose means are insufficient to meet the costs incurred for their care.

Terrys Cross - an individual grant was awarded to one resident of Terrys Cross Trust totaling £6,000 (2019: one resident totaling £6,000). This charity provides retirement accommodation and respite care for those associated with the Church of England.

8 Support and governance costs

| | Unrestricted Funds | Restricted Funds | Total Funds 2020 |
|------------------------------|--------------------|------------------|------------------|
| | £ | £ | £ |
| Support costs: | | | |
| Festival costs | 1,549 | - | 1,549 |
| Property costs | 90,218 | - | 90,218 |
| Marketing & communication | 31,976 | - | 31,976 |
| Recruitment costs | 24,252 | - | 24,252 |
| Office equipment maintenance | 43,254 | - | 43,254 |
| Website costs | 5,610 | - | 5,610 |
| Staff training | 10,473 | - | 10,473 |
| Other office expenses | 49,907 | 36 | 49,943 |
| Legal and professional | 3,809 | - | 3,809 |
| Governance costs: | | | |
| Legal and professional | 3,578 | - | 3,578 |
| Auditor's remuneration | 16,500 | - | 16,500 |
| | <u>281,126</u> | <u>36</u> | <u>281,162</u> |

| | Unrestricted Funds | Restricted Funds | Total Funds 2019 |
|------------------------------|--------------------|------------------|------------------|
| | £ | £ | £ |
| Support costs: | | | |
| Festival costs | 27,470 | - | 27,470 |
| Property costs | 52,291 | - | 52,291 |
| Office refurbishment | 113,242 | - | 113,242 |
| Marketing & communication | 23,478 | - | 23,478 |
| Grants review & consultancy | 6,148 | - | 6,148 |
| Recruitment costs | 13,448 | - | 13,448 |
| Office equipment maintenance | 48,088 | - | 48,088 |
| Staff training | 14,700 | - | 14,700 |
| Other office expenses | 57,273 | 60 | 57,333 |
| Website costs | 41,064 | - | 41,064 |
| Legal and professional | 19,224 | - | 19,224 |
| Governance costs: | | | |
| Legal and professional | 16,032 | - | 16,032 |
| Auditor's remuneration | 13,500 | - | 13,500 |
| | <u>445,958</u> | <u>60</u> | <u>446,018</u> |

The annual Festival is the most significant event in the Charity's year, providing the opportunity to celebrate both the support that the Charity is able to give its beneficiaries today and the nearly four-hundred-year tradition on which the Charity is founded. Through the Festival Service and Dinner, the Charity increases the awareness of its activities and benefits from the generous donations received, including those from Stewards, the Livery Companies and the collection at the Service. In 2020, due to the pandemic, the annual Festival did not take place.

9 Staff costs

| | 2020 £ | 2019 £ |
|-----------------------------|----------------|----------------|
| Salaries | 455,508 | 423,301 |
| Social security costs | 42,383 | 39,305 |
| Pension costs (see note 18) | 44,247 | 37,997 |
| | <u>542,138</u> | <u>500,603</u> |

These net costs comprise the staff costs referred to in Notes 5 and 6 and have been allocated on the basis on estimated staff time.

During the year under review, the following staff earned total emoluments, excluding employer's pension costs, in excess of £60,000:

| | 2020 No. | 2019 No. |
|--------------------|-------------|-------------|
| £60,000 - £70,000 | 2 | 2 |
| £80,000 - £90,000 | 1 | - |
| £90,000 - £100,000 | - | 1 |

The Charity's key management personnel during the year comprised the members of the Court of Assistants, the Chief Executive, the Director of Charitable Services and the Director of Central Services. Total employment benefits, including employer pension contributions, of the key management personnel in 2020 were £284,839 (2019: £266,162). Three employees had benefits in excess of £60k (2019: three).

The average number of employees, analysed by function, was:

| | 2020 | 2019 |
|--------------------------------------|----------|-----------|
| Generating funds, grants and support | 8 | 9 |
| Administration and governance | 1 | 1 |
| | <u>9</u> | <u>10</u> |

Pension costs

| | 2020 £ | 2019 £ |
|---|---------------|---------------|
| Pension payments | | |
| (10% Personal Pension Plan) | 42,549 | 36,107 |
| Death in Service premiums & admin costs | 1,698 | 1,890 |
| | <u>44,247</u> | <u>37,997</u> |

Members of the Court of Assistants did not receive any remuneration or benefits in kind in respect of their services during the year under review (2019: nil). Travel expenses of £2,159 (2019: £8,081) were reimbursed to 7 Trustees (2019: 13).

Notes to the Financial Statements (cont.)

For the year ended 31 December 2020

10 Auditor's remuneration

The auditor's remuneration comprised an audit fee of £12,500 (2019: £11,600). This is exclusive of irrecoverable VAT.

11 Tangible fixed assets

| | Freehold Property £ | Fixtures, fittings and equipment £ | Total £ |
|-----------------------|---------------------------|---|------------|
| Cost | | | |
| At 1 January 2020 | 500,775 | 276,242 | 777,017 |
| Addition | - | 1,181 | 1,181 |
| At 31 December 2020 | 500,775 | 277,423 | 778,198 |
| Depreciation | | | |
| At 1 January 2020 | - | 79,018 | 79,018 |
| Charge for year | - | 30,674 | 30,674 |
| At 31 December 2020 | - | 109,692 | 109,692 |
| Net book value | | | |
| At 31 December 2020 | 500,775 | 167,731 | 668,506 |
| At 31 December 2019 | 500,775 | 197,224 | 697,999 |

The Charity's property at 1 Dean Trench Street in Westminster is a 'mixed use' property comprising the Charity's office and a three-bedroom residential flat which is rented out. The property was previously classified as a freehold property under tangible fixed assets and shown at cost. Since 2018 the residential component of the property has been reclassified as an investment property (see note 12). The land and operational component of the building remain classified as a freehold property under tangible fixed assets.

12 Investment assets

| | 2020 £ | 2019 £ |
|-----------------------|--------------------|--------------------|
| Investment properties | | |
| - United Kingdom | 2,498,795 | 2,435,000 |
| Investment funds | 113,733,170 | 114,851,909 |
| | <u>116,231,965</u> | <u>117,286,909</u> |

| | 2020 £ | 2019 £ |
|--|------------------|------------------|
| a) Investment properties - United Kingdom | | |
| Market value at 1 January | 2,435,000 | 2,435,000 |
| Additions | 63,795 | - |
| Market value at 31 December | <u>2,498,795</u> | <u>2,435,000</u> |
| Historical cost at 31 December | 239,897 | 176,102 |

Investment properties are valued at open Market Value at the balance sheet date. Investment properties have been valued by Berrys Chartered Surveyors, Edward James Surveyors and Tuckerman Chartered Surveyors, in accordance with the Royal Institution of Chartered Surveyors' "Valuation – the Global Standards 2017". The Trustees of the Charity have adopted a policy of obtaining an independent valuation for the investment properties every five years, and adjusting the most recent valuation by a suitable property price index annually to account for any material differences arising in the intervening years.

- One agricultural property was valued at £310,000 by Messrs Berrys, Chartered Surveyors.
- Three residential properties were valued in aggregate at £1,225,000 by Edward James Surveyors Ltd.
- One further residential property (the flat at 1 Dean Trench Street) was valued at £900,000 by Tuckerman Chartered Surveyors.

| | Total 2020 £ | Total 2019 £ |
|---|--------------------|--------------------|
| b) Investment funds | | |
| Market value at 1 January | 114,676,116 | 98,279,481 |
| Additions | 5,014,217 | 9,527,656 |
| Disposals | (5,034,173) | (9,575,980) |
| Net gain/(loss) on revaluation | (1,035,840) | 16,444,959 |
| Market value at 31 December | <u>113,620,320</u> | <u>114,676,116</u> |
| Cash balances held with investment managers | 112,850 | 175,793 |
| | <u>113,733,170</u> | <u>114,851,909</u> |
| Historical cost at 31 December | <u>93,848,695</u> | <u>93,486,840</u> |

The investments at the end of the year were held in realisable funds consisting of the following:

| | 2020 £ | 2019 £ |
|---|--------------------|--------------------|
| Sarasin Alpha CIF for Endowments | 23,928,862 | 22,494,060 |
| Cazenove Charities Charity Multi Asset Fund | 21,072,629 | 20,494,808 |
| Charles Stanley Discretionary Portfolio | 58,384,401 | 61,241,951 |
| Charities Property Fund | 10,347,278 | 10,621,090 |
| | <u>113,733,170</u> | <u>114,851,909</u> |

The split of the holdings at 31 December was:

| | Total 2020 £ | Total 2019 £ |
|--------------------|--------------------|--------------------|
| Fixed interest | 5,579,130 | 3,867,038 |
| UK Equities | 50,653,405 | 52,191,617 |
| Global Equities | 38,325,658 | 36,816,027 |
| Property | 13,502,347 | 14,199,577 |
| Alternative Assets | 3,846,126 | 5,770,370 |
| Cash & Near Cash | 1,826,504 | 2,007,280 |
| | <u>113,733,170</u> | <u>114,851,909</u> |

The Sarasin portfolio is invested in the Alpha CIF for Endowments. This fund is diversified across the world's principal stock, bond and currency markets, together with investments in alternative assets such as property, commodities and hedge funds. The basis of fair value for quoted investments is equivalent to the market value, using the bid price.

The Cazenove portfolio is invested in the Charities Multi-Asset Fund (CMAF). The fund aims to preserve the real value of capital over the long term while allowing for sustainable expenditure of up to 4% per annum (a distribution of 1% per quarter). CMAF adopts a total return approach and utilises a range of asset classes, incorporating (on a strategic basis) UK and global equities, bonds and absolute return funds, as well a tactical focus on infrastructure and commodities. Units are valued using the bid price. As of January 2021, the Cazenove portfolio was transferred wholly to the Responsible Multi-Asset Fund which has a responsible investment policy.

In the Charles Stanley discretionary portfolio, investments in equities, unit trusts and fixed interest securities are all traded in quoted public markets. Holdings are valued at the closing mid-price. No single underlying investment was more than 5% of the total portfolio.

The investments in the Charities Property Fund are valued using the net asset value price.

At 31 December, listed investments included the following individual holdings deemed material when compared with the overall investment portfolio (including cash held by investment managers):

| | Value of holding 2020 £ | Percentage of portfolio 2020 % | Value of holding 2019 £ | Percentage of portfolio 2019 % |
|---|----------------------------------|---|----------------------------------|---|
| Sarasin Endowments Fund Class A Inc | 23,647,700 | 21 | 22,252,601 | 19 |
| SUTL Cazenove Charity Multi-Asset S Inc | 21,072,629 | 19 | 20,494,796 | 18 |
| Charities Property Fund | 10,347,278 | 9 | 10,621,090 | 9 |

The significance of financial instruments to the ongoing financial sustainability of the Charity is considered in the financial review section of the Trustees' Annual Report. The main risk to the Charity from financial instruments in the future lies in the combination of uncertain investment markets and volatility in yield, which is mitigated through the Charity's Investment Policy.

Notes to the Financial Statements (cont.)

For the year ended 31 December 2020

13 Debtors

| | Total 2020 £ | Total 2019 £ |
|----------------------------------|--------------------|--------------------|
| Income tax recoverable | 7,179 | 6,152 |
| Cash held by investment managers | 133,359 | 126,470 |
| Prepayments & other debtors | 14,085 | 19,618 |
| | 154,623 | 152,240 |

All prepayments relate to unrestricted funds in both 2020 and 2019.

14 Current liabilities

| | Total 2020 £ | Total 2019 £ |
|---|--------------------|--------------------|
| Creditors: amounts falling due within one year | | |
| Grant commitments | 208,115 | 102,409 |
| Accruals | 63,676 | 105,937 |
| | 271,791 | 208,346 |

| | 2020 £ | 2019 £ |
|---------------------------------|-----------|-----------|
| Deferred grants: | | |
| Balance brought forward | 102,409 | 122,875 |
| New grants committed to in year | 418,613 | 379,288 |
| Grants paid | (312,907) | (399,754) |
| | 208,115 | 102,409 |

Deferred grants are grants that have been awarded but which are not payable until some future date. Most school fees grants and a number of other grants are paid by instalments and certain other grants are awarded for payment at a future date.

15 Operating lease commitments

As at 31 December, the Charity had total commitments under non-cancellable operating leases as set out below:

| | 2020 £ | 2019 £ |
|---------------------|-----------|-----------|
| Amounts due: | | |
| Within one year | 1,387 | 2,013 |
| Within 2 - 5 years | 5,547 | 6,933 |
| | 6,934 | 8,946 |

16 Statement of funds

The following were the Charity's funds during the year under review.

Unrestricted funds

General fund

The unrestricted general funds are applied by the Trustees in accordance with the objects of the Charity (see the Objectives, Activities and Public Benefit section of the Trustees' Report on page 5).

Designated investment funds

The designated investment funds represent the carrying value of the Charity's investments that are not held in restricted or endowment funds as at 31 December 2020. The investment fund has been ring-fenced to demonstrate that the assets are being held for the long-term to generate income to support the Charity's future activities in support of its beneficiaries.

Additionally, the Trustees passed a resolution in December 2019 to designate a sum of £1 million for expenditure on Partnerships and Special Projects over the next 3-5 years. In addition, £0.2m was designated specifically for the external refurbishment of 1 Dean Trench Street in 2021.

Restricted funds

Clergy Orphan Corporation

The Clergy Orphan Corporation (COC) is restricted as its beneficiaries are limited to children of clergy of the Church of England and of the Church in Wales. The fund includes the investment assets held to generate the income required to fund the Charity's core activities insofar as they relate to beneficiaries covered by the above restriction.

Other restricted funds

These funds represent donations that are restricted by their terms as to their use.

| | Balance at 1 January 2020 | Income | Expenditure | Other recognised gains and losses | Transfer of funds | Balance at 31 December 2020 |
|--------------------------------------|---------------------------------|------------------|--------------------|--|----------------------|-----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| Unrestricted Funds | | | | | | |
| General | 2,108,791 | 3,607,184 | (3,548,179) | - | - | 2,167,796 |
| Designated | | | | | | |
| - General | 114,517,925 | - | - | (1,085,417) | (200,000) | 113,232,508 |
| - Partnerships & Special Projects | 1,000,000 | - | (90,100) | - | - | 909,900 |
| - Refurbishment fund | - | - | - | - | 200,000 | 200,000 |
| | <u>117,626,716</u> | <u>3,607,184</u> | <u>(3,638,279)</u> | <u>(1,085,417)</u> | <u>-</u> | <u>116,510,204</u> |
| Restricted Funds | | | | | | |
| COC - General | 2,050,118 | 61,960 | (92,875) | 49,577 | - | 2,068,780 |
| Other Restricted Funds | 3,448 | 2,185 | - | - | - | 5,633 |
| | <u>2,053,566</u> | <u>64,145</u> | <u>(92,875)</u> | <u>49,577</u> | <u>-</u> | <u>2,074,413</u> |
| Total Funds | <u>119,680,282</u> | <u>3,671,329</u> | <u>(3,731,154)</u> | <u>(1,035,840)</u> | <u>-</u> | <u>118,584,617</u> |

| | Balance at 1 January 2019 | Income | Expenditure | Other recognised gains and losses | Transfer of funds | Balance at 31 December 2019 |
|--------------------------------------|---------------------------------|------------------|--------------------|--|----------------------|-----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| Unrestricted Funds | | | | | | |
| General | 1,931,308 | 4,186,217 | (4,194,380) | - | 185,646 | 2,108,791 |
| Designated | | | | | | |
| - General | 98,980,892 | - | - | 16,295,697 | (758,664) | 114,517,925 |
| - Partnerships & Special Projects | - | - | - | - | 1,000,000 | 1,000,000 |
| - Refurbishment fund | 315,000 | - | (130,008) | - | (184,992) | - |
| | <u>101,227,200</u> | <u>4,186,217</u> | <u>(4,324,388)</u> | <u>16,295,697</u> | <u>241,990</u> | <u>117,626,716</u> |
| Restricted Funds | | | | | | |
| COC - General | 1,873,922 | 85,008 | (18,756) | 109,944 | - | 2,050,118 |
| Other Restricted Funds | 3,448 | - | - | - | - | 3,448 |
| | <u>1,877,370</u> | <u>85,008</u> | <u>(18,756)</u> | <u>109,944</u> | <u>-</u> | <u>2,053,566</u> |
| Endowment Funds | | | | | | |
| Palmer Estate Fund | 202,038 | 1,677 | (1,043) | 39,318 | (241,990) | - |
| Total Funds | <u>103,306,608</u> | <u>4,272,902</u> | <u>(4,344,187)</u> | <u>16,444,959</u> | <u>-</u> | <u>119,680,282</u> |

Notes to the Financial Statements (cont.)

For the year ended 31 December 2020

17 Analysis of net assets between funds

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2020 £ |
|-----------------------|----------------------------|--------------------------|-------------------------|--------------------------|
| Tangible fixed assets | 668,506 | - | - | 668,506 |
| Investment properties | 1,660,000 | 838,795 | - | 2,498,795 |
| Investment funds | 112,731,434 | 1,001,736 | - | 113,733,170 |
| Net current assets | 1,450,264 | 233,882 | - | 1,684,146 |
| | <u>116,510,204</u> | <u>2,074,413</u> | <u>-</u> | <u>118,584,617</u> |

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total Funds 2019 £ |
|-----------------------|----------------------------|--------------------------|-------------------------|--------------------------|
| Tangible fixed assets | 697,999 | - | - | 697,999 |
| Investment properties | 1,660,000 | 775,000 | - | 2,435,000 |
| Investment funds | 113,900,427 | 951,482 | - | 114,851,909 |
| Net current assets | 1,373,290 | 327,084 | - | 1,700,374 |
| Provisions | (5,000) | - | - | (5,000) |
| | <u>117,626,716</u> | <u>2,053,566</u> | <u>-</u> | <u>119,680,282</u> |

18 Pensions

The Charity operates a defined contribution pension scheme in compliance with auto-enrolment. Contributions of £42,549 (2019: £36,107) were made in the year.

19 Related party transactions

During the year four Trustees made donations to the Charity totalling £450 (2019: seven Trustees, £1,195).

20 Financial instruments

| | 2020 £ | 2019 £ |
|---|-------------|-------------|
| Financial Assets | | |
| Financial assets at amortised cost | 1,944,602 | 1,897,058 |
| Financial instruments at fair value | 113,733,170 | 114,851,909 |
| Financial Liabilities | | |
| Financial liabilities at amortised cost | 271,791 | 213,346 |

Financial assets measured at amortised cost comprise cash at bank and in hand, short-term cash deposits, trade debtors, other debtors and accrued income. Financial instruments at fair value comprise investment funds managed by external investment managers, valued at fair value at the balance sheet date. Further information is included in Note 12. Financial liabilities measured at amortised cost comprise accruals and other commitments.



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Get in touch.

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Patron:

Her Majesty The Queen

Honorary Presidents:

The Archbishop of Canterbury

The Archbishop of York

The Bishops of London and Worcester

The Lord Mayor of the City of London

Charity registered in England and
Wales charity number 207736