

# ANNUAL REPORT 2024

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**St John**  
International





# St John International Annual Report 2024



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St John International ("SJI") is the working name of The Most Venerable Order of the Hospital of St John of Jerusalem and is also known as The Order of St John ("the Order").

*Front Cover Photo Credit: St John International's Global Leadership Development Programme Cohort 1, captured by Roo Pitt.*

# Message from Professor Mark Compton, Lord Prior

The Order of St John does not stand still in the face of changes in and challenges to the communities we serve. Our long history of practical service to those in need is in our DNA. It generates our values, defines our mission and guides our work. However, whilst our historical customs and traditions guide us, they cannot bind us from or blind us to the need for change. Individually and collectively, we need to be agile in order to meet today's realities if we are to provide first aid and community healthcare in ways which are relevant and appropriate in the 44 countries and territories where we serve.

In 2024, the Order's almost 170,000 volunteers and our approximately 12,000 staff, together trained over 1.8 million people in first aid, helped 1.5 million people with either ambulance or first aid services, and provided other community healthcare services to more than three quarters of a million people. Our mother and baby programme in four sub-Saharan Africa countries reached more than 240,000 people, and thanks to new funding, we will be launching a programme in another African country in the coming year, and plan to start our first Asian Mother and Baby programme soon thereafter.



*Professor Mark Compton, Lord Prior  
Photograph: Julian Calder*



Many of our ambitious plans stem directly from the increased regional co-operation which is one of the main pillars of the 2020 strategy. This approach is gaining interest and support from donors as part of our new Special Projects fundraising initiative.

Our blend of volunteers and employed staff drawn from the communities they serve embody both the qualities of a modern healthcare charitable organisation and an ancient Order of Chivalry, notably in the values they embrace. Those values ensure that we continue to uphold the principle of providing care everywhere we work to anyone who needs it, regardless of race, religion or ability to pay. The high-quality medical care which our devoted colleagues in the Holy Land have continued to provide in the midst of conflict and turmoil is the best possible illustration of that principle in action.



*St John Gibraltar, World Restart a Heart Day 2024*



*Mother and Baby Programme Conference, October 2024*



*St John Ambulance Solomon Islands New Headquarters at Point Cruz, September 2024*



*Visiting St John Singapore's Dementia Day Care Centre, April 2024*



*Being interviewed by the Welsh Government's team for international relations and trade at Grand Council, July 2024*



*Visiting Sain Ffagan to learn more about Welsh culture during Grand Council, July 2024*

In the past year, I saw those values in action in Asia during visits to Malaysia, Singapore and Hong Kong. In all three St John establishments, our volunteers and staff reflect the communities they serve, by providing high-quality care, often in partnership with local health authorities, complementing what they offer, and meeting evolving community needs including renal dialysis and dementia care, dental treatment and blood donation. These services are in addition to our well known work in ambulance and first aid provision and the development of young people through our cadet programs. Volunteers, a high proportion of them young people, are at the heart of all these services.

Reflecting the crucial role of volunteers in St John, volunteering was the focus of Grand Council in Wales this year. Council members had the opportunity to talk to St John Cymru's partners in the voluntary sector, to learn about the highly successful Prince of Wales nursing cadet scheme in which St John plays a key role in partnership with the Royal College of Nursing and NHS Cymru Wales, and to discuss the challenges and opportunities facing all establishments including the continuing long-term impact of the COVID-19 pandemic. The senior leadership group which makes up the Grand Council also had many opportunities to exchange experiences and learnings with each other on how we can continue to develop our volunteers across the world.



Establishments agreed that flexibility and a genuinely inclusive approach were key to maintaining St John's attractiveness to volunteers. This year, we celebrated our longest-ever serving volunteer – Australia's David Heard, who completed 80 years of service. A further three volunteers in New Zealand have each served for 70 years! The recently minted Service Medal in Gold for 50 years of service, with Bars to the medal for each additional 5 years is being regularly awarded across the St John world in recognition of lifetimes of service.

St John is building for the future, in line with our mission to be leaders in first aid and community healthcare. We want to ensure that every St John establishment is operating sustainably, providing care to the gold standard which characterises our training, ambulance services and community healthcare, with each element operating at the highest standard of governance, leadership and management.

As a further step towards achieving this ambition, St John International conducted its first-ever Global Leadership Development Programme in the second half of the year. Twenty three participants from 16 countries, 10 women and 13 men spent months on this programme in a virtual environment and came together in London in December for a 10 day capstone program.



*Opening St John Malaysia's new Regional HQ in Kuala Lumpur, April 2024*



*Welcoming HRH The Duke of Gloucester, Grand Prior, to Wales with the Prior of Wales, July 2024*



*Joining a Pre-Hospital Trauma Course at St John Hong Kong, April 2024*

I was privileged to speak at the London programme and present certificates to mark the completion of the residential part of their course. What an exceptional group of leaders! It is our obligation to the Order and those we serve to continue to identify and provide opportunities to our developing leaders to ensure that as a global organisation, we thrive. The Trustees Executive Committee has committed to an initial three years of this programme and we look forward to seeing the gifts and talents that come with the 2025 cohort. My thanks to the SJI team under the leadership of the Secretary General for the exceptional work done to develop and execute this programme.

To allow us to present a compelling case for support to donors, we have improved the collection and analysis of data about our impact in the 44 countries and territories where we work. This will also allow us to be increasingly bold and confident in communicating who we are and what we do.

Establishing a fundraising operation completes the final enabling leg of the global strategy adopted by the Order in 2020. Following a kick-off by our Ambassador for Special Projects, Sir David Hempleman-Adams, in July this year, we launched the campaign with a stakeholder dinner generously hosted by HRH the Duke of Gloucester, our Grand Prior, at Windsor Castle. Friends and supporters heard from St John staff and volunteers about the impact of our work in Africa, Europe and Asia.



*Sir David Hempleman Adams speaking at Windsor Castle, July 2024 (Credit: Fergus Burnett Photography)*



*Precious Divala speaking at Windsor Castle, July 2024 (Credit: Fergus Burnett Photography)*



*SJI Global Leadership Development Programme Cohort 1 in London, November 2024*



Thanks to a generous gift which has funded the development of our fundraising strategy and capability, we are already bringing significant new funding to St John International. We will now embark on an ambitious new programme of sustainable charitable activity in 2025.

In closing I express my thanks to all members of the Order and all volunteers and staff of St John across the world for the extraordinary and selfless dedication to the care of those who are in need of care and support. Your noble work makes real and lasting positive difference to individuals, their loved ones and to entire communities. We do this Pro Fide and Pro Utilitate Hominum.



*Attending the Saving Sight Reception at the Guildhall, September 2024*



*Commemorating International Paramedics Day with members of Grand Council in Cardiff, Wales, July 2024*

# Who is St John International?

## We lead in first aid and community healthcare.

The Order of St John's International Office in London supports St John operations around the world to deliver their services. It provides practical (including financial) support, guidance, and strategic direction to help all 44 St John establishments work towards our shared goal of being leaders in first aid and community healthcare.

Underpinning our global strategy, adopted in 2020 is a new regional approach putting the expertise of our largest and most experienced establishments, the Pories, at the service of the smaller Associations as they grow in scope and expertise to deliver more valuable help to more people in the forty-four countries where we are present.



The International Office has supported regional meetings, brought together communities of practice to facilitate the sharing of best practice, and supported regional leaders to resolve challenges with governance and leadership in establishments identified by the trustees as presenting a risk to the Order's output or reputation.

St John is an international family of charities. Our vision is to enhance the reach and effectiveness of St John globally through focus on our mottoes: Pro Fide : Pro Utilitate Hominum For the Faith and For the Service of Humanity.

We are guided by our Objects:

- To encourage all that makes for the spiritual and moral strengthening of humanity;
- To encourage and promote all the work of humanity and charity for the relief of persons in sickness, distress, suffering or danger without the distinction of race, class or religion; and
- To render aid to the sick, wounded, disabled or suffering.

Underpinning our work wherever we work are the values which define us. Our values also provide a direct link to our roots a thousand years ago and give direction and definition to what we do and how we do it.

St John represents many different things to many people and yet, at its heart it is a programme to build community resilience – which looks different on the ground in different places. In this year's Annual Report, we are showcasing our impact through our People and our Activities; the lifeblood of our work.



*Charterhouse Mews, London*



# Our Impact



**168,376 dedicated  
volunteers worldwide  
*more than half of them  
younger than 18***



**11,912 paid staff members**

## In 2024...

*Data from our annual Measurement  
Exercise.*



**2.2million+ emergencies responded to, and  
people treated, worldwide  
*1,495,773 assisted by ambulance  
743,162 received care within their community***



**1,825,427  
people trained in first aid  
and other healthcare activities**

**All of our work is underpinned by our  
values.**

**Respect | Unselfishness | Excellence |  
Openness and Transparency |  
Devotion | Togetherness |  
Diversity and Inclusiveness |  
Faithfulness**

# Our People



**Volunteering is the backbone of St John around the world. St John's shared mission to be a global leader in first aid and medical responses to community healthcare needs starts with neighbours; it starts in village halls and community centres; it starts in streets, schools, and youth clubs. It starts with our 200,000+ volunteers who dedicate themselves to the Order's work.**

**We are delighted to showcase a small handful of our fabulous St John people who have celebrated a multitude of achievements this year.**

For many at St John, our work is about answering the call to get involved in something bigger than the sum of our individual parts. Our reach is certainly ambitious in scope, but our impact is felt in local communities where we bring experts together around a shared vision. From rural health clinics in Africa to disaster relief in Asia, our work transcends borders and addresses some of the most pressing health challenges of our time.

It's a powerful call to action, grounded in the simple instruction to love one another.



## David Heard - the world's longest-serving St John volunteer

"We're incredibly proud to highlight that St John Ambulance South Australia is home to the world's longest-serving St John volunteer: David Heard, a 91-year-old farmer from Murray Bridge. Beginning his St John journey as a cadet in primary school, **David has dedicated an impressive 80 years of service.** His contributions include offering first aid, volunteering with ambulance teams, and helping grow local volunteer teams. David was awarded the Order of St John Service Medal in 1958 and later became a Knight of the Order of St John.

David's family shares his commitment, with all four children and two granddaughters also volunteering. "It's in our blood," he said. Though he stepped back from operational duties, David remains active as Treasurer of the St John Ambulance Historical Society and refuses to retire. "I might get tired, but I'm not retiring," he shared. "I'm still learning. I've certainly made a lot of friends over the years."



*St John Ambulance Australia*



## Olivia Sheppard

I am a paramedic and a volunteer with St John Ambulance in England. This year, I was honoured to receive the Sovereign's Award, recognising young members for personal development and community impact.

I joined St John Ambulance in Staffordshire in 2017 at 17, initially to complete my Silver Duke of Edinburgh's award. What began as a short-term commitment turned into a long-lasting passion. Over the years, I've received invaluable training that helped me confirm my career path as a paramedic.

St John's training gave me a head start, equipping me with clinical, communication, and leadership skills that have been vital in my career. Despite challenges like the pandemic, I became a HCPC Registered Paramedic in 2021.

St John's HEART values—Humanity, Excellence, Accountability, Responsiveness, and Teamwork—guide everything I do. As I continue to grow in my career, I'll carry these values with me, and I am incredibly grateful for every opportunity St John has provided.

I feel privileged to be a volunteer in such a rewarding organisation.

*The Sovereign's Award is established to recognise a member of St John between the ages of sixteen and twenty-five for outstanding achievement in personal development and benefit to the community through the work of St John. A person to whom the award is made will receive a certificate signed by His Majesty, the Sovereign Head, and a Sovereign's Award badge.*

*Olivia was one of eight recipients in 2024. We were delighted she could join our Stakeholder Dinner to share her experiences.*



*Fergus Barnett Photography - Windsor Castle*

## Joyce Frederickson

**Joyce's 70 years of dedication to Hato Hone St John have been exceptional,** earning her well-deserved recognition within the Order of St John. Her commitment is evident through numerous achievements, including the prestigious Grand Prior's Award.

Starting as a nurse, Joyce's hard work was recognised over the years, leading to her appointment as a Serving Sister in 1975, Officer in 1993, and Commander in 1996. She began her journey as a Cadet in Auckland's Otahuhu Cadet Nursing Division and held various leadership roles within Community Services.

Reflecting on her journey, Joyce shared, "Being part of St John has been one of the most rewarding experiences of my life. The opportunity to serve and educate others about our history is something I cherish deeply."

Now, as a member of the Regional Archives team in Auckland, Joyce continues to preserve and celebrate the organisation's legacy.



*Hato Hone St John*

## Precious Divala

My name is Precious Divala, and I'm the Programme Officer for St John in Malawi, responsible for the Mother and Baby programme in Lilongwe. Malawi faces high maternal mortality rates, with many women traveling over 8 kilometers for essential health services. St John's Mother and Baby programme addresses this by providing Community Outreach Clinics, giving women access to vital health services.

Through the programme, we've reached thousands of women, offering health education and family planning services. One woman, Alinafe, a mother of five, faced life-threatening challenges during her previous pregnancies. Thanks to the programme, she attended 8 antenatal care (ANC) sessions, saved money for transport, and gave birth in a hospital with a trained midwife's support.

This is just one example of the thousands of lives we continue to impact, thanks to St John International's support.



*Fergus Barnett Photography - Windsor Castle*



## Reflections from Grand Council 2024

### **Stuart Waetzel, Chancellor, St John South Africa**

*This year I attended my first Grand Council of the Order, the annual meeting which brings our global leadership together. Priors, Chancellors, CEOs and the College of Deans joined the Great Officers and the Grand Prior in Wales to discuss the important issues and challenges facing us.*

*During most of the conference it rained but we received the warmest welcome you could imagine from our hosts and ate mini-Welsh cakes with our warm cappuccinos. During the two days preceding Grand Council (filled with pre-meetings and during which time I was able to have a one-on-one meeting with the Lord Prior) as well as during Grand Council I was welcomed into the group. I observed a group ready to challenge each other and to ask difficult questions as well as to recognise each other's success.*

*Knowing that difficult conversations can take place without damaging good relationships helps to build up trust and creates the culture leaders need to drive forward progress and set out ambitious plans.*

*My first Grand Council felt to me as if I were a passenger standing on the platform with an express train that I had to catch racing past, but all the occupants hands were out willing to pull me on board. It was a huge privilege to have been a part of Grand Council 2024.*

#### **Day One of Grand Council focused on Recruitment and Retention:**

- We looked at the global context of volunteering.
- We heard from our International Youth Advisory Network (IYAN) about what inspires them to volunteer for St John.
- We discussed the retention of volunteers post-pandemic.
- We shared reflections on the Pro Fide half of our motto, and sensitively asked ourselves how we incorporate “for all faiths and none” into our volunteering approach.
- We looked at our profile, and what it means to speak as one voice, or as multiple voices, depending on our audience and topic.



#### **Day Two of Grand Council focused on Reward and Recognition:**

- Our Grand Prior, HRH The Duke of Gloucester joined day two of Grand Council.
- We explored the different ways we currently recognise our St John volunteers – and shared best practices between our establishments.
- We heard an update from our three regions. We reflected on our performance against our international global strategy and how we work together to achieve it.
- We heard an update from our new fundraising approach.
- We discussed our succession planning and how we incentivise our volunteers to be our next senior leaders.

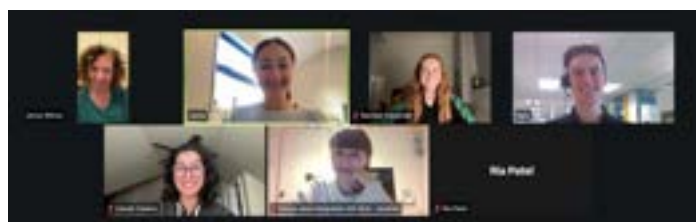
## IYAN Reflections from 2024

We are proud to have an incredible group of International Youth Advisory Network (IYAN) members, representing the youth voice across St John from Pories.

Under the leadership of new Chairperson, Jessa Gardner, this year has been an active and productive year for IYAN and our members have spent countless hours supporting the development of St John young people across the globe.

Some of the highlights of IYAN involvement have been:

- Rachael Alexander and Mali Stevenson (Priory of Wales) attended and presented at Grand Council.
- We celebrated International Youth Day through social media posts, and International Office newsletter.
- Provided feedback on the Global Leadership Development Programme.
- Had guest speakers attend our IYAN meetings to support personal/professional development of IYAN members.



## **Introducing Awethu, the newest member of IYAN**

I'm Awethu Tshengu-Marwanqana, the newest member of the International Youth Advisory Network (IYAN).

Since I was nominated as South Africa's representative, I have been filled with excitement, coupled with humility. This opportunity, for me, meant that I have a responsibility to represent the youth of my country well, and take advantage of the ideas and strategies shared by representative of other Priorities across the globe.

In the past couple of months that I've been part of the IYAN team, what stands out of me is being connected to young people from different countries who have something special in common: their fervent passion and dedication to advancing the objectives of the Order, both in their respective countries, as well as internationally. Our monthly meetings consist of a combination of fun team building activities, and sharing of insights that deepen our understanding of the part we play in the larger St John picture. This has helped me further understand my role and responsibility as an individual member in the Order.

In 2025, I look forward to the team taking a closer look at how we, as an organization, can improve our programmes to provide more opportunities for the personal growth of our members.



Awethu Tshengu-Marwanqana,  
IYAN Representative for South Africa




## Members in Action

The Order of St John was founded in around 1070 to serve the needs of poor pilgrims in Jerusalem. They were known as the Hospitallers, and their work was centred around the care of the sick and the poor of all faiths – treating Christians, Muslims, and Jews alike in the broadest sense of inclusivity. In the centuries that followed, military activity took place in parallel to nursing, and the ethos relating to chivalry and knighthood developed. That ethos expected the qualities of courage, honour, justice, and courtesy from its knights, and also the values of love, joy, peace, kindness, goodness, faithfulness, gentleness, and self-control.

The modern iteration of St John, born in the Victorian era, was not concerned initially in conflicts, but focussed on charitable service and transferred the virtuous knight from the battlefield to the hospital and those in need. Today horses have been replaced with ambulances, swords by surgical needles, and armour by first aid kits. Through the delivery of first aid and other healthcare activities worldwide, and the charitable output of the St John Eye Hospital Group, St John people are following the values of the earliest Hospitallers.

St John people serving the purpose of St John are eligible to become members of the present-day Order of Chivalry. These St John people show respect and kindness to others, unselfishness, excellence in delivering modern care, and openness to learn, as well as; devotion to helping others, togetherness with common values, diversity and inclusiveness supporting our common purpose, and to the faithful vision of our founders.

The logo of the Order of St John, featuring a white Maltese cross with a central emblem, set against a grey circular background.

In 2024, **697** Members were admitted to or promoted within The Order of St John.

## **Jonathan Morgan-Kent, St John Ambulance Gibraltar (Grade V, 2024)**

Jonathan Morgan-Kent joined St John Ambulance Gibraltar Association in 2019, when the Association was going through a very difficult period having lost most of its senior volunteers. Volunteers were taking up responsibilities and shortly afterwards resigning from the Association, leading to high turnover at management level and low retention. Jonathan quickly became the anchor of the volunteers and by far the most reliable volunteer among them. He took charge of the situation and agreed to be appointed an R2 officer (a Regional Manager).

Soon after, the Covid pandemic hit. Jonathan led the volunteers throughout this difficult period. Volunteers were active delivering medicines and food to the vulnerable, supporting the Gibraltar Health Authority (GHA) Ambulance Service, and providing the 'dirty vehicle' for the GHA for the transportation of those infected or suspected of being infected.

More recently, in August 2023, a Gibraltar resident of Moroccan origin was terminally ill and wanted to return to their homeland to die.

Once again Jonathan led by example, he volunteered to transport the person to Morocco, however, when they arrived at Tangiers the Moroccan authorities impounded the ambulance. Jonathan spent three days in Tangiers sorting out administrative issues until eventually the ambulance was released and was able to return to Gibraltar. The patient passed away the morning after they arrived, at home surrounded by this family.

Jonathan is not just the reliable volunteer willing to take on any challenge, he is also an example to all other volunteers. They all look up to him.



## **The Reverend Canon Christopher Pratt, The Priory of Canada (Grade II, 2024)**

The Reverend Canon Christopher Pratt was originally recognized for consideration as a Member of the Order for his unique ability to blend his pastoral life and profession with a passion for not-for-profit governance, leadership, education and volunteer support to St. John volunteers, initially at the municipal level as a Branch (Local) Chair, and ultimately at the National level serving in almost every volunteer governance role afforded to volunteer leaders within St. John, including St. John Chaplaincy. Rev. Canon Pratt exemplifies the fundamental values of St. John and is a strong advocate for the health and well-being of St. John members.

Christopher reflected on his experiences since being admitted to the Order: *"My name appears in the Canada Gazette as a Serving Brother of the Order on May 22nd, 1999. It is amazing to note the speed at which twenty – six years have flown by while sharing in the life of St John."*



*I have served as a Chaplain and local Branch Board member for two different Branches, Chair of the Provincial Annual General Meeting and Investiture Committee, Member of the SJA Province of Ontario Council Board, Vice Chair of the Provincial Council Board, Member of the Priory Chapter, Chaplain for the St John Ambulance Province of Ontario Board, (now Chaplain Emeritus) and Sub Dean of the Priory of Canada.*

*During the time I was serving as the St John Ambulance Council for Ontario Board Provincial Chaplain, I provided leadership for a team that put together the St John Council for Ontario Prayer Resource Book which is available in English and in French. That resource has been made available for use throughout the Province of Ontario, across the Priory of Canada and was shared at the Grand Council meetings in Wales. A copy of the Prayer Book has also been received by our Sovereign. I was fortunate to receive a note of appreciation from Buckingham Palace staff on behalf of His Majesty."*



## Regionalisation

As part of our global strategy, St John has implemented a regional model which fosters collaboration between our establishments in Asia-Pacific, Europe, the Middle East and Africa and the Americas. Regular meetings bringing together all the establishments in a region have led to better relationships, building trust among Priories and Associations. Expertise and support have flown from Priories to Associations and increasingly, between Associations.

Priories in Asia Pacific have seconded expert staff to smaller St John establishments, and provided training and materials to grow the first aid and ambulance provision.

In the EMEA region, a project to develop a gold standard first aid training offer everywhere St John operates, has been launched with funding from St John International. This ambitious programme could train as many as 90 new Master Trainers by the end of 2028. This will allow us to train an additional 90,000 first aiders across EMEA in three years.

St John establishments in the Caribbean are putting together a plan which will provide a framework for enhanced co-operation with the Priories of the US and Canada, aimed at establishing a similar gold standard of first aid training and provision across the Caribbean.

With no additional levels of governance or bureaucracy, the move to a regional approach has already delivered benefits and moved the Order away from a centrally driven model of support to its smaller establishments.



## International Women's Day 2024

To commemorate International Women's Day in 2024, we wanted to share the St John experiences of different women from around the world for the month of March.

We received enough stories to spotlight a different woman for 62 days, across all three of our regions: from Canada to New Zealand and everywhere in between.



*"As a St John community volunteer, I have improved on my leadership skills because I am now volunteering in over 10 villages, and I am regarded as the most knowledgeable in matters related to maternal health in my working area.*

*I have gained popularity in my area, and recently the community selected me to represent them at the local council as the female leader in my village.*

*I am now a top leader at my church, and I have plans to campaign as the Chairperson at the forthcoming elections."*

Nangendo Margret, St John Ambulance Uganda



*"I have benefited hugely from my time at SJAI. Initially, it provided me with my first experiences working in prehospital care, which solidified my decision to pursue a career in the field. It has given me the opportunity to develop myself as both a practitioner and an educator, with weekly training sessions providing a safe space to practice and improve both my skills and to share what I know with others."*

Naoise Collins, St John Ambulance Ireland (SJAI)

## The Mother and Baby Programme in 2024

Launched in November 2014, with fieldwork beginning in February 2015, the Mother and Baby Programme has made remarkable strides over the past decade.

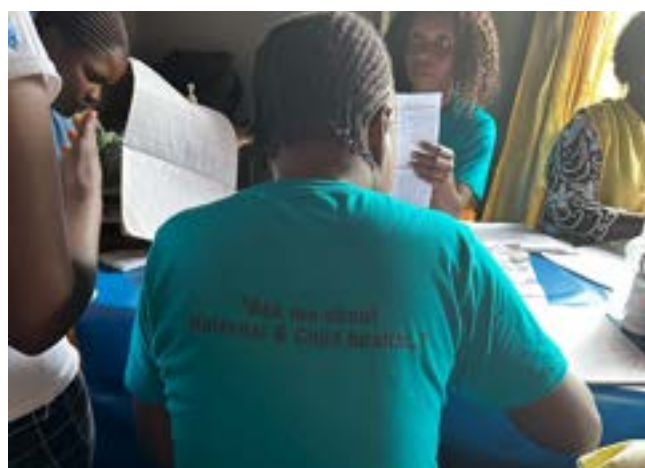
What started as a small initiative has grown into a dedicated team of 26 staff members and 380 trained St John volunteers. Together, we have delivered nationally recognised maternal and newborn health services, leaving a lasting impact on communities across Zimbabwe, Zambia, Uganda and Malawi. We will open a new programme in Kenya in early 2026.

Our work continues to support Sustainable Development Goal (SDG) 3, which aims to prevent unnecessary suffering from preventable diseases and premature death by targeting key areas that improve a country's overall health. Specifically, we focus on the following targets:

- SDG 3.1 – Reducing maternal mortality
- SDG 3.2 – Reducing neonatal and child mortality
- SDG 3.3 – Combating infectious diseases, including HIV and AIDS
- SDG 3.7 – Advancing sexual and reproductive health, with a focus on family planning, information, and education.

This year, the programme enrolled 31,124 primary beneficiaries, including 11,550 pregnant women, 11,023 new mothers with infants, and 8,551 men. This represents 123% enrolment more than our 2024 target of 25,286, demonstrating strong community engagement and demand for maternal and child health services.

In 2024, the programme reached a total of 240,435 community members, a 31% increase from 2023. In addition, 37,850 primary and secondary beneficiaries have had important clinical consultations.





## Mother and Baby Conference 2024

Our Mother and Baby programme hosted its first conference in October 2024, in Uganda.

The conference's focus was quality and performance management with the aim of bringing participants to a shared understanding of these concepts. They shared experiences and learned from each other. The conference also gave establishments the tools to improve accountability and measure outputs, outcomes and impact, in order to justify funding decisions.

We had high expectations for the outcomes of this conference. We've developed this programme together since 2014, and almost ten years from its inception. We explored how we can further improve the quality and impact of our services.



*"Quality management will always lead to good project outcomes."*

– Thokozani Makondesa, Project Officer, Malawi

*"Listening to the examples across the room, the M&B programme has improved the lives of women and children in implementing countries, and there is more that we can do."*

– Vincent Tholo, National Coordinator, Malawi



## World Restart A Heart Day 2024

To mark World Restart a Heart Day in 2024, we offered 24 St John establishments the opportunity to take over our social media channels for an hour each.

We “travelled” from Australia to Solomon Islands to Hong Kong to Ghana to Jamaica to Canada, all the way back to Australia again to show that across an average 24 hours at St John, the care never stops.

Across three social media platforms, we shared a whopping 347 posts viewed by 67,416 users. The following weekend saw that number increase to 76,100.

We are now working directly with the International World Restart A Heart Campaign Team to ensure we can continue to build on this impact in 2025.

“The variety of associations involved and the different types of content gave a great overall picture of the diversity within the organisation.”

“I think businesses who require first aid training or event services may be more attracted to St John if they see that their local establishment is part of a big international presence - it gives greater credibility to smaller organisations.”





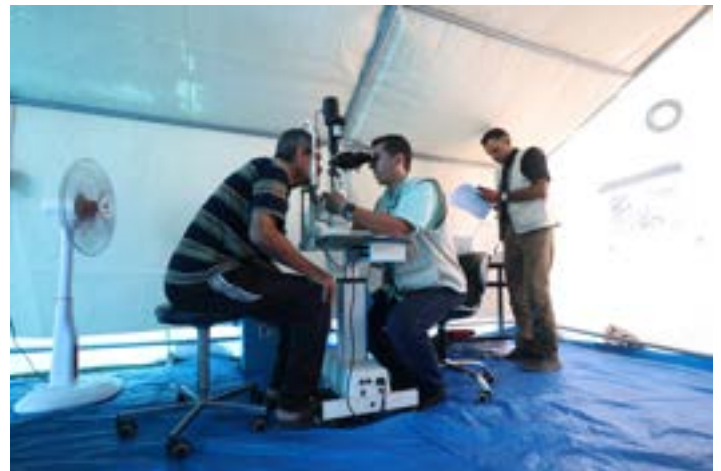
## Snapshot of St John Eye Hospital Group's Activities in 2024

St John of Jerusalem Eye Hospital Group is the only charitable provider of expert eye care in the West Bank, Gaza and East Jerusalem, treating patients regardless of ethnicity, religion or ability to pay.

Across their Jerusalem Hospital, Muristan Clinic, Kufr Aqab Clinic, Hebron Hospital, Anabta Clinic, Gaza Response Plan and Mobile Outreach services in the West Bank, they reached 175,500 patients (23% up on 2023), performed over 4,000 major surgeries, and employed 264 people across their services in 2024.

As part of SJEHG's Emergency Response Plan for Gaza, they treated 31,309 patients in Gaza at a series of semi-static outpatient clinics. The SJEHG Hospital in Gaza has not been operational since October 8th, 2023.

The Child Vision Screening Programme in Jerusalem and the West Bank screened 34,651 children.





## Global Leadership Development Programme

This year, St John International launched the first in-house developed St John Global Leadership Development Programme (GLDP). The programme consists of three key components: Online, Residential, and Mentoring.

We were thrilled to receive around 140 applications from 22 St John establishments. The selection process was highly competitive, requiring us to make some tough decisions. 23 participants from 16 St John establishments were selected. We were delighted that among them, 8 are volunteers and 10 are female leaders.

As part of the online component, participants completed a specially developed e-learning module covering St John's modern history, its core values, and leadership principles. In this module, they explored the relevance of being a Royal Order of Chivalry in today's world, what it means to be part of the St John family and mission, and the senior leadership's vision for the organization.

In November, the 23 participants gathered in London for the residential component, where they spent five intensive days enhancing their leadership skills and capacity to lead themselves, their teams, and the organization.

Sessions were delivered by St John experts and covered a range of key topics, including:

- Well-being as a leader – Mark Molloy, former St John Australia volunteer
- Networking – Susan le Jeune d'Allegeershecque, St John Secretary General
- Situational awareness and emotional intelligence – Sigurd Haveland, CEO of St John Gibraltar
- Organizational and cultural transformation in Papua New Guinea – Matt Cannon, CEO of St John PNG
- Diversity and inclusion – A workshop discussion exploring its importance to St John's mission, challenges, and potential solutions



Following these sessions, participants were divided into four groups, each tasked with addressing a real-world business challenge currently faced by the global Order of St John. These challenges ranged from strengthening St John's brand as an international NGO to tackling financial sustainability and resilience of St John establishments.

Participants developed the following solutions to present to members of senior leadership:

- A Global Service Catalogue and an all-access mobile application for St John services and certifications
- A Global Integration and Empowerment Framework
- Voluntourism experiences in St John locations around the world
- A centralized governance committee

Following the residential in London, each participant has now embarked on a mentoring relationship with a different member of our senior leadership.

The GLDP was a transformative experience—not only for the participants but for all of us at St John International. We are now working on refining the programme for the next cohort. Participants expressed their appreciation for the opportunity to connect with fellow St John members worldwide, describing the experience as: "Inspiring. Transformative. Unforgettable."



## Fundraising

As a family of charities we strive continuously to improve the quality, scale and scope of our services. By our international partners and the public, we are already recognised for delivering a gold standard of community-based care. This means consistently leading in the field of first aid and community health resilience, where knowledge is actively shared and health outcomes for millions of people are improved.

To help us increase philanthropic giving to St John, we engaged the services of Gifted Philanthropy in September 2024. This work was possible thanks to a generous gift from a philanthropist, provided to support the development of a successful and sustainable fundraising effort.

Gifted developed a case for support, which has been trialled with stakeholders and potential future donors to gain a more accurate picture of the fundraising opportunities available to us. With Gifted's support to develop our first fundraising strategy, we are taking the next steps to start building a new fundraising team in 2025.

Our fundraising efforts have already enabled us to expand our Mother and Baby Programme into a new location (we will open a new service in Kenya in March 2025) and to support the development of an EMEA-wide Train-The-Trainer programme for first aid (due to start in April 2025).





# Financial Review of the Year

## Income

The main recurring source of funds for the Order continued to be agreed contributions from St John Establishments of £1,115,154 for the year (2023: £1,292,804).

Voluntary income of £818,884 was recognised in 2024 (2023: £2,037,492). This income varies from year to year with the level of donations and legacies received, whilst grant income for the year was £250,000 (2023: £103,376) with funding received in 2024 to boost our fundraising capacity.

Rental income for the year was £117,717 (2023: £95,217), the increase reflective of the short rent-free period for our tenants during 2023.

Interest on term deposits and savings increased to £53,508 (2023: £29,066), reflective of the growth in our liquid assets during 2024.

## Resources Expended

Total resources expended in 2024 were £1,896,825 (2023: £1,528,963). The direct costs of charitable activities increased to £1,399,307 (2023: £1,231,521), largely due to increased funding for our charitable programs during the year. 2024 saw the arrival of our first Global Leadership and Development program, directly funded through our designated funds, as well as continued and expanding support for our Mother and Baby Programs.

# Financial Review of the Year

## Balance Sheet

As at 31 December 2024, net assets were £9,526,647 (2023: £9,026,121). The Charterhouse Mews properties in London, together with the hospital premises in Jerusalem that are used by SJEHG, represent the most significant assets of the Order. The Order's cash assets are retained in UK banks in a series of higher-interest term deposit accounts, until such time as they are needed.

## Going Concern

The Order's financial performance, reserves and future cashflows have been assessed by the Trustees at the date of approving the financial statements.

The Trustees are confident, and they believe that the Charity is able successfully to manage its business risks in the current uncertain economic climate. The Trustees will continue to monitor income and expenditure, limit commitments and adjust costs to counter the impact of any reductions in income, using reserves, if necessary, while continuing to further the objectives of the Order.

The Trustees have a reasonable expectation that the Order has adequate resources to continue its operations for the foreseeable future (being a period of at least 12 months from the date of approval of the financial statements) and believe there are no material uncertainties that call this into doubt. In view of this situation, the financial statements of the Order have been prepared on a going-concern basis of accounting.

## Concessionary Loans & Security

The Order has made loans to Establishments to assist them to continue to service their beneficiaries in accordance with the Order's objectives. No interest is charged to these Priors. There was one new loan made in 2024 to St John Ambulance Jamaica, with loans totalling £286,335 (2023: £276,000) outstanding at the end of the year. The secured loan to the Priory of South Africa commenced repayment in 2024 and remains repayable to the Order in monthly instalments until 2029.

# Financial Review of the Year

## Investments

The Order continues to hold two investment properties, 1 and 2 Charterhouse Mews, London. These properties are leased to earn income for the work of the Order. Excess funds are held in term deposit accounts.

## Raising Support

We continue to strengthen our relationship with our current supporters. We focus on engaging Philanthropists, Trusts and Foundations and Institutional Funders for selected charitable projects in Establishments, such as the Mother and Baby Programme. We would like to thank all donors for their support in the last few years, making our achievements possible.

In addition, we have started to develop a global fundraising strategy, which, for the first time, aims to establish a joint effort bringing together fundraising activities within Pories, in addition to their national fundraising. A global case for support, in line with our new global mission statement, will be developed to approach major funders for significant, multi-national projects in our newly established regions.

The new fundraising strategy will further our global strategy development and ultimately help us reach more people.



# Financial Review of the Year

## Risk Management

The Order identifies risks as they arise, and monitors the major strategic, business and operational risks that it faces. It assesses the mitigating actions that are in place, and, so far as it is able, manages these risks to minimise their effect. The Audit and Risk Committee (ARC) meets four times a year, reporting quarterly to the Trustees' Executive Committee and annually to Grand Council. The ARC advises where additional resource is required to manage the Order's risks.

The principal risks faced by the Order cover areas such as reputational risk, governance of the Order and of individual Establishments, safeguarding, diversity, clinical standards, financial performance, systems and controls, and honours and awards. Learning from previous attempts to mitigate specific risks, the Order is undertaking a wholesale revision of its' licensing agreement that it has with Associations. The purpose of this is threefold:

- 1) to provide Associations with a clear list of contracted requirements that they are obliged to deliver.
- 2) to provide Associations with clarity about the services and support that can be provided by the Order so that they can deliver the stated obligations.
- 3) to detail and strengthen the control actions that the Order can take in instances of non-compliance.

Development of the new agreement, the regulatory environment that it stipulates, and the communications and support package that surround the agreement have been worked on through the second half of 2024, with the process due to roll out over 2025.

Through the Unrecognised Orders Monitoring Group, we monitor the use of the St John logo, countering misuse with a register of Intellectual Property, and membership of appropriate organisations to monitor the use of our trademark.

Diversity across the Order, and especially at Board level, is carefully monitored and all parts of the Order are encouraged to work to ensure their membership is representative of the countries in which they operate.

Recent appointments have made a visible impact on our senior leadership profile. We watch for risks associated with both our increasing charitable output and changing regulation with respect to charitable activity and data protection.

# Financial Review of the Year

## Grant Making Policy

The Order has established its grant making policy to achieve its objects for the public benefit. The Order's aim is to support St John Associations in achieving their charitable objects.

Grants are made to advance aspects of St John Establishments' programming or functioning. This may include projects in First Aid and pre-hospital care, community health, disaster preparedness or other relevant activities.

Grants are also given for strengthening an Establishment's organisational functioning, institutional development or governance with the aim of enabling improved charitable performance. Grants are made to some Establishments to cover costs of attending meetings and events sponsored by The Order of St John.

Recommendations for grants are made by staff and approved by the Secretary General within annual budgets agreed by the Trustees or, otherwise, approved by the Sub Prior of the Order. An exception is the Emergency Relief Fund, where grants are approved by the Secretary General, Sub Prior and Lord Prior.

# Financial Review of the Year

## Fundraising Policy

- The Order is in compliance with CC20 of the Charity Commission Guidelines on fundraising and best practice recommendations from the Institute of Fundraising.

The Charities (Protection and Social Investment) Act 2016 requires us to report on the following activities:

- Our fundraising for the foreseeable future concentrates on applying for funds from Trusts, Major Donors and Corporate Partnerships. The Order's Head of Fundraising & Communications looks after fundraising on a daily basis and no professional fundraisers or commercial participators are engaged other than for advice.
- The Order has not, nor has anyone acting on its behalf, been subject to an undertaking to be bound by a voluntary scheme for regulating fundraising or any voluntary standard of fundraising in respect of activities on behalf of the Charity.
- The Charity monitors fundraising activities by reporting activities to the Trustees' Executive Committee every quarter.
- We have received no complaints about our fundraising activities.
- In respect of protection of vulnerable people, we do not make general approaches to the public. All members on our database need to confirm that they are happy to receive information and our procedure is to send one follow up letter only.



# Financial Review of the Year

## Investment Policy

Funds of the Order not immediately required are invested. The current portfolio of investments includes property, short-term deposits and cash at bank on immediate access.

Cash not needed for day-to-day purposes within the next year is invested in fixed rate accounts to earn as high as possible rate of return while maintaining security of funds held. The investment policy has been agreed by the Trustees and is periodically reviewed by the Audit and Risk Committee.

## Reserves Policy

- Restricted income funds which may legally be used only for the purposes specified by the donor, and unrestricted income funds which are free for use for any of the purposes of the Charity as set out in its governing document.
- Unrestricted income funds comprise Designated Funds (those funds that the Trustees have set aside for particular purposes) and General Reserves.

Planned level of reserves

The Charity budgets to deliver its charitable objectives while ensuring financial stability. It does this by aiming to keep an adequate, but not excessive, level in General Reserves, sufficient to ensure that contractual commitments to staff, for premises and programme work, can be made with reasonable confidence. The Order makes this assessment by looking at future cash requirements and setting budgets each year to ensure adequate cash liquidity within the availability of expected cash inflows and adequate levels of contingency.

The appropriateness of the Reserves Policy is reviewed by the Trustees in conjunction with the Order's strategic plan, taking into account the degree of risk associated with the planned development programmes. At the current time, the Trustees have concluded that the overall level of the Order's General Reserve should be maintained at a level of three to six months of annual expenditure.

# Financial Review of the Year

## Reserves Policy (Continued)

### Actual level of reserves

As at 31 December 2024, total Reserves amounted to £9,526,647 (2023: £9,026,121). These are composed of Restricted income funds of £435,721 (2023: £78,286), Designated funds of £8,260,281 (2023: £8,251,671) and General Unrestricted funds of £830,645 (2023: £696,164) The General Unrestricted fund balance at 31 December represents 8.4 months of unrestricted expenditure for the year, within our target range of 6-9 months of unrestricted expenditure (updated from 3-6 months by Trustees in December 2024), therefore the Trustees' consider that the reserves are in line with the planned level of reserves.

## Accumulated Funds

Full details of funds are set out in note 19 to the financial statements.

In summary they comprise:

- Restricted income funds which contain the Emergency Relief fund and grants received for specific programmes not fully spent at the year end.
- Designated funds represent funds allocated by the Trustees for specific purposes such as supporting St John Associations and one off costs that cannot be covered by income from one year alone.
- It is anticipated that the St John Association Development fund will be expended over three years while being topped up by further donations to allow additional support for Associations to continue on a rolling basis for as long as such donations allow. The Estate fund will fund work in 2025 to renovate existing internal office space. Other funds may be utilised in the year should the need arise.
- Unrestricted general reserves which are used by the Trustees to spend on the Charity's general charitable objects.

# Financial Review of the Year

## Key Management Personnel Remuneration

The Trustees consider the Board of Trustees and the Secretary General as key management personnel of the Charity in charge of directing and controlling the Charity and running and operating it on a day-to-day basis. All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in notes 20 and 21 to the financial statements.

Trustees are required to disclose all relevant interests and register them with the Secretary General and, in accordance with the Order's policy, withdraw from decisions where a conflict of interest arises.

The pay of the Charity's Secretary General is reviewed annually by the Trustees and normally increased in accordance with average earnings. In view of the nature of the Charity, its economy of operations, and the extensive use of professional advisers, the Trustees consider that a multiple based on three and a half times the median average salary for full time UK employees is appropriate for this role.



## Constitution and Structure

The Order is governed by a Grand Council. The ex officio members are the Grand Prior, the other Great Officers of the Order, namely the Lord Prior, the Chancellor, the Prelate and the Sub Prior, and the Chair of SJEHG together with the Priors or Chancellors of each of the Priories. The twenty-sixth Grand Council meeting was held in Cardiff, Wales on 10th-11th July 2024.

- The Trustees' Executive Committee is a standing committee of the Grand Council. It is, subject to any directions by the Grand Prior, responsible for the general control and management of the administration of the Order.
- The Trustees' Executive Committee members are the Charity Trustees of the Order for the purposes of the UK Charities Act 2011. The Trustees' Executive Committee met four times during 2024.
- The Audit and Risk Committee is responsible to the Trustees' Executive Committee for oversight of audit and risk. During 2024 the Audit and Risk Committee met 4 times over the year.
- The Nominations and Appointments Committee is a standing committee of the Grand Council. It is responsible for identifying candidates for appointment as a Great Officer, Principal Officer or Secretary General and advises the Grand Council in relation to such candidates and appointments. The Committee also evaluates candidates for appointment as the Chair of SJEHG (on the recommendation of the SJEHG Board) and advises the Trustees' Executive Committee accordingly.
- The Honours and Awards Committee is a standing committee of the Grand Council. It advises the Grand Council on all matters relating to the Order Honours and Awards system, including appointments to and promotions in the Order and to eligibility for the award of The Life Saving Medal and the Service Medals of the Order. The Committee met four times in 2024. It conducted rigorous scrutiny of nominations for admission to and promotion within the Order. Current membership of the Order stands at 22,235, well within the statutory ceiling of 35,000. The membership pyramid is widening at its base, with increased admissions at the lower levels. (94% of admissions to the Order in 2024 were at Grade V.)

- The Honours and Awards Committee also recognised exception service to St John with the award of Sovereign's Awards to 2 exceptional young people, and a vote of thanks to the historians, Roger Willoughby and John Wilson, who compiled an important history of the Order, "For the Service in the Cause of Humanity". In addition, St John's Chancery has played an active role in joint activity with the other Orders of St John to monitor global use of our trademarks and intellectual property, including taking action against fraudulent use. In 2025, the OHAC will focus on the consideration of reintroducing our Donat Award, and review the eligibility for our Service Medal award to ensure it continues to fit its purpose within a changing volunteering environment. OHAC will also review an update to the criteria for Admission to and Promotion within our Order.
- The Unrecognised Orders Monitoring Group monitors the activities of any organisation in the territories of St John Pories that calls itself an order of St John or uses any trade name, trade mark or domain name in such a way that it might be confused with those of the Most Venerable Order and to feed that information to the International Office. The Group met on two occasions in 2024.
- The Pro Fide Committee is a standing committee of the Grand Council. It assists the Great Officers and the Trustees' Executive Committee in maintaining and enhancing the Christian nature and ethos of the Order and advises the Great Officers, the Grand Council and the Trustees' Executive Committee on ecclesiastical, pastoral, spiritual, religious and related matters pertaining to the Order. At Grand Council 2019 it was agreed that the College of Deans act as the Pro Fide Committee of Grand Council.

The members of the Grand Council and its committees during 2024 are set out on pages 52-56. New members of the Grand Council are formally inducted and trained by the Lord Prior. The Great Officers (other than the Grand Prior) are appointed by the Grand Prior following consultation with the Grand Council. All Trustees of the Order are inducted and informed of their responsibilities and duties as Trustees, in accordance with the UK Charities Act 2011, by the Secretary General.

## **Public Benefit**

As this report makes clear, the actual delivery of service to communities in the countries in which The Order of St John is represented is carried out by the various Establishments of the Order which operate in 44 countries.

Pages 4 - 31 set out our activities, achievements and performance during the year, which are directly related to the objects and purposes for which the Order exists. The Order achieves most of its principal objects and purposes through the promotion of the efficiency and effectiveness of its Establishments, rather than in service delivery to communities themselves. Trustees are therefore confident that the Order meets the public benefit requirements, and they confirm that they have taken into account the guidance contained in the Charity Commission's general guidance on public benefit where applicable. The Order of St John is accredited to the United Nations as a non-governmental Organisation (NGO) in Special Consultative Status with the Economic and Social Council (ECOSOC). As a consequence of this status, the Order is required to render quadrennial reports to United Nations Headquarters in New York, setting out how the work of the Order around the world contributes to that of the United Nations in general and in particular to such international humanitarian objectives as the delivery of the Sustainable Development Goals (SDGs).

In promoting the efficiency of its Establishments, the Order is contributing to the delivery of its charitable objectives to members of the public without regard for race, class or religion.



The members of the public, who have benefited from the Order's activities, are:

1. Stakeholders of the Establishments receiving direct grants from the Order as detailed in note 6b to the financial statements;
2. The patients of the SJEHG in East Jerusalem, Gaza and Hebron and its clinic in Anabta, as well as those treated by mobile outreach clinics in the West Bank;
3. Members of the public in 44 countries and territories worldwide who receive from a St John Establishment First Aid treatment, ambulance services, sea and mountain rescue services, community care services and home-based primary healthcare;
4. Members of the public who have been trained by a St John Establishment in First Aid and in illness/accident prevention;
5. All those young people worldwide who have been trained and developed by a St John Establishment, who are thereby empowered to enhance their individual potential and contribute more effectively to their communities; and
6. Members of the public whose bravery has been recognised by the award of the Order's Life Saving Medal or Certificate of Honour.

## **Statement of the Responsibilities of the Trustees' Executive Committee**

The Trustees' Executive Committee, comprising the Trustees for the purposes of the UK Charities Act 2011, is responsible for preparing the Trustees' Annual 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 Trustees 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 incoming resources and application of resources of the Charity for that period. In preparing these financial statements, the Trustees' Executive Committee is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102, 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 business.

The Trustees' Executive Committee is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enables it to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of its Statutes. 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' Executive Committee is 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. In the case of each Trustee in office at the date the Trustees' Annual Report is approved: so far as each Trustee is aware, there is no relevant audit information of which the Charity's auditors are unaware; and they have taken all the steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

Approved by the Trustees' Executive Committee of The Order of St John and signed on its behalf by:

Professor Mark Compton AM Lord Prior The Order of St John  
Monday 4<sup>th</sup> August 2025

## **Sovereign Head of the Order**

His Majesty King Charles III

## **Grand Council, Committees and Advisers**

### **The Grand Prior of The Order of St John**

His Royal Highness The Duke of Gloucester KG GCVO

### **The Grand Council of The Order of St John**

*The Great Officers of the Order during 2023 were:*

Professor Mark Compton AM (Lord Prior & Chair of Grand Council)

The Right Reverend Timothy Stevens CBE (Prelate)

Thomas Budd (Chancellor)

Dr Steven Evans (Sub Prior)

### **The other members of the Grand Council during the year were:**

Stuart Shilson LVO DL (Prior, England and the Islands)

Her Grace Eleanor Campbell, Duchess of Argyll (Prior, Scotland) (until 24<sup>th</sup> June 2024)

Simon Mackintosh (Prior, Scotland) (from 24<sup>th</sup> June 2024)

Paul Griffiths (Prior, Wales)

Colonel Kevin Williams (Chancellor, South Africa) (until December 2023)

Stuart Waetzel (Chancellor, South Africa) (January 2024)

John Whitehead CNZM (Chancellor, New Zealand)

Dr Andre Levesque OMM (Chancellor, Canada) (until 24<sup>th</sup> June 2024)

Laurie Anderson (Chancellor, Canada) (from 24<sup>th</sup> June 2024)

Cameron Oxley (Chancellor, Australia)

Nigel Heath (Prior, United States of America)

Paul Ndungu (Prior, Kenya) (until 24<sup>th</sup> June 2024)

Dr Robert Mutula (Prior, Kenya) (from 24<sup>th</sup> June 2024)

Sean Rozario

Dr Chung Chin-Hung (Prior, Hong Kong)

Sir Andrew Cash OBE (Chairman of SJEHG)

Dr Rima Nasser-Ferris (Appointed member) (until 24<sup>th</sup> June 2024)

David Verity (Hospitaller)

Secretary: Susan le Jeune d'Allegeershecque CMG (Secretary General)

## **Trustees' Executive Committee**

*(whose members were, for the purposes of the UK Charities Act 2011, the Charity Trustees of the Order)*

Professor Mark Compton AM (Lord Prior)

The Right Reverend Timothy Stevens CBE (Prelate)

Thomas Budd (Chancellor)

Steven Evans (Sub Prior)

Stuart Shilson LVO DL (Prior, England and the Islands)

John Whitehead (Chancellor, New Zealand)

Nigel Heath (Prior, United States of America) (until 24th June 2024)

Laurie Anderson (Chancellor, Canada) (from 24th June 2024)

Paul Ndungu (Prior, Kenya) (until 24th June 2024)

Dr Robert Mutuga (Prior, Kenya) (from 24th June 2024)

Dr Chung Chin-Hung (Prior, Hong Kong) (until 24th June 2024)

Sean Rozario (Prior, Singapore) (from 24th June 2024)

Sir Andrew Cash OBE (Chairman of SJEHG)

Dr Rima Nasser-Ferris (Appointed member) (until 24th June 2024)

Secretary: Susan le Jeune d'Allegeershecque CMG (Secretary General)

## **Audit and Risk Committee**

Sir Paul Williams OBE DL (Wales) (Chair)

Colonel Angus Loudon MBE (Priory Secretary, Scotland)

Professor Kevin Davies MBE (Wales) (until 4th November 2024)

Souella Cumming FCA ONZM (New Zealand)

Stephan Hargrave (Independent member)

Dr Rima Nasser-Ferris (Appointed member) (until 10th June 2024)

Avery Bhatia (Independent member)

Cindy Jarboe (Independent member)

Secretary: Chris Smith (Finance Director)

## **Nominations and Appointments Committee**

The Right Reverend Timothy Stevens CBE (Prelate) (Chair)

Professor Mark Compton AM (Lord Prior)

Secretary: Susan le Jeune d'Allegeershecque CMG (Secretary General)



## **Honours and Awards Committee**

Thomas Budd (Chancellor & Chair) (from 24th June 2023)  
Professor Mark Compton AM (Lord Prior, President)  
The Right Reverend Timothy Stevens CBE (Prelate)  
Dr Steven Evans (Sub Prior)  
Kathryn Colvin CVO (Independent member)  
Lieutenant Colonel Stephen Segrave (Independent member)

Secretary: Group Captain Steven Wilson (Head of Chancery)

## **Unrecognised Orders Monitoring Group**

Group Captain Steven Wilson (Head of Chancery and Chair)  
Tom Budd, Chancellor  
Robert Harrison, Priory of England and the Islands  
Vivienne McKoy-Salt, Priory of England and the Islands  
Simon Mackintosh, Priory of Scotland replaced by Andrew Smith, Priory of Scotland  
Marcel Van Rossum, Priory for South Africa  
Judith Hoban, Priory in New Zealand  
Peter Wood, Priory in New Zealand  
Martin Gangnier, Priory of Canada  
Dr Matthew Glozier, Priory in Australia  
Tom Sugget, Priory in Australia  
Jim Terzian, Priory in United States of America  
Professor James O'Higgins Norman, St John Ambulance Ireland  
Jamie Ingham Clark, St John Eye Hospital Group  
Todd Skilton, Order Librarian  
Peter Kurrild-Klitgaard, Committee of the Orders of St John  
Andrew Wells, Honorary Legal Counsel  
Jessica Smith, Head of Communications

## **Pro Fide Committee**

The Right Reverend Timothy Stevens CBE (Prelate) (Chair)

Reverend Neil Gardner (Scotland)

Reverend David Morris (Wales)

Reverend Neville Naidoo (South Africa)

Reverend Sir David Moxon KNZM CStJ (New Zealand)

Major General Guy Chapdelaine (Canada)

The Right Reverend Richard Hurford OAM (Australia)

The Right Reverend Canon Andrew Doyle (United States of America)

The Right Reverend Charles Muturi (Kenya)

The Most Reverend Andrew Chan (Hong Kong)

Secretary: The Reverend Canon Dr Paul Williams (England and the Islands)

## **The Secretary General, the Hospitaller and other Principal Officers of the Order**

Susan le Jeune d'Allegeershecque CMG - Secretary General

David Verity, Hospitaller

## **Honorary Officers of the Order**

David White, Genealogist

Todd Skilton ED JP, Librarian

Dr Jeremy Warren, Deputy Librarian

Major James Kelly, Director of Ceremonies

Gregory Campbell, Honorary Legal Advisor (O'Melveny)

Anna Howell, Deputy Honorary Legal Advisor (Gibson Dunn)

Andrew Wells, Deputy Honorary Legal Advisor (Herbert Smith Freehills)

## **Professional Advisers**

### Bankers

Barclays Bank plc

27 Regent Street

Leicester

LE87 2BB

### Solicitors

BDB Pitmans LLP

One Bartholomew Close

London EC1A 7BL

### Chartered Surveyors and Property Consultants

John D Wood

34-35 Clarges Street

London

W1J 7ES

### Independent Auditors

Buzzacott Audit LLP

130 Wood Street

London

EC2V 6DL

### Principal Office

St John House

3 Charterhouse Mews

London

EC1M 6BB

# Independent Auditor's Report to the Trustees of The Most Venerable Order of the Hospital of St John of Jerusalem (The Order of St John)



## Opinion

We have audited the accounts of The Most Venerable Order of the Hospital of St John of Jerusalem (The Order of St John) (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statements of cash flows, principal accounting policies and the notes to the accounts. 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 accounts:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources 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 accounts section of our report. We are independent of charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. 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 accounts, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the accounts 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 accounts 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 of The Most Venerable Order of the Hospital of St John of Jerusalem (The Order of St John) (Continued)**

## **Other information**

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the course of 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 this gives rise to a material misstatement in the accounts themselves. 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**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

• the information given in the trustees' report is inconsistent in any material respect with the accounts; or

• sufficient accounting records have not been kept; or

• the accounts are not in agreement with the accounting records; 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 accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, 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.

# **Independent Auditor's Report to the Trustees of The Most Venerable Order of the Hospital of St John of Jerusalem (The Order of St John) (Continued)**

## **Auditor's responsibilities for the audit of the accounts**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Charity and determined that the most significant are the Charities Act 2011 and the Charity SORP FRS 102.
- We understood how the Charity is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of trustee meetings and papers provided to the trustees.
- We evaluated the incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) by the trustees and those responsible for, or involved in, the preparation of the underlying accounting records and financial statements.

We assessed the susceptibility of the financial statements to material misstatements, including how fraud might occur. Audit procedures performed by the engagement team included:

- Identifying and assessing the design and implementation of controls in place to prevent and detect fraud;
- Reviewing contracts and agreements;
- Challenging assumptions and judgements made by management and the trustees in its significant accounting estimates and judgements; and
- Identifying and testing journal entries, in particular adjustments made at the year-end for financial statement preparation.

# **Independent Auditor's Report to the Trustees of The Most Venerable Order of the Hospital of St John of Jerusalem (The Order of St John) (Continued)**

## **Auditor's responsibilities for the audit of the accounts (continued)**

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 accounts is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://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 Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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  
Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

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

# Statement of Financial Activities for the Year Ended 31 December 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<b>INCOME</b>					
<b>Donations and Legacies</b>					
Contributions from St John Establishments	2	1,114,890	40,264	1,155,154	1,292,804
Other voluntary income	3	618,884	200,000	818,884	2,037,493
<b>Charitable Activities</b>					
Grants	4	-	250,000	250,000	103,376
<b>Investments</b>					
Rental income		117,717	-	117,717	95,217
Building insurance income		1,031	-	1,031	1,368
Interest income		53,508	-	53,508	29,066
<b>Other Income</b>					
Other Income		1,057	-	1,057	189
<b>Total Income</b>		<b>1,907,087</b>	<b>490,264</b>	<b>2,397,351</b>	<b>3,559,513</b>
<b>EXPENDITURE</b>					
Costs of raising funds	6a	(125,416)	-	(125,416)	(37,524)
Charitable activities	6b	(1,266,478)	(132,829)	(1,399,307)	(1,223,000)
Governance costs	6c	(372,101)	-	(372,101)	(268,088)
Other	6	(1)	-	(1)	(351)
<b>Total Expenditure</b>	<b>6</b>	<b>(1,763,996)</b>	<b>(132,829)</b>	<b>(1,896,825)</b>	<b>(1,528,963)</b>
<b>Net income (expenditure) before revaluation</b>		<b>143,091</b>	<b>357,435</b>	<b>500,526</b>	<b>2,030,550</b>
Revaluation gain/(loss) on investment properties	13	-	-	-	143,385
<b>Net Movement in Funds</b>		<b>143,091</b>	<b>357,435</b>	<b>500,526</b>	<b>2,173,935</b>
Total Funds brought forward at 1 January		8,947,835	78,286	9,026,121	6,852,186
<b>Total Funds carried forward at 31 December</b>	<b>19</b>	<b>9,090,926</b>	<b>435,721</b>	<b>9,526,647</b>	<b>9,026,121</b>

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above. There is no difference between the Statement of Financial Activities and the Income and Expenditure Account and therefore a separate statement of recognised gains and losses has not been prepared.

The notes on pages 55 to 75 form part of these financial statements.



# Balance Sheet as at 31 December 2024

	Note	2024 £	2024 £	2023 £	2023 £
<b>FIXED ASSETS</b>					
Intangible fixed assets	10		4,142		2,663
Tangible fixed assets	11		2,215,606		1,924,341
Investment in subsidiary	12		1,625		1,625
Investment properties	13		2,125,000		2,438,011
Loan to St John Establishments	14		179,399		234,600
<b>Total Fixed Assets</b>			<b>4,525,772</b>		<b>4,601,240</b>
<b>CURRENT ASSETS</b>					
Loan to St John Establishments	14	106,936		41,400	
Debtors	15	467,598		1,430,159	
Short term deposits		2,800,000		413,657	
Cash at bank and in hand		1,704,630		2,611,878	
<b>Total Current Assets</b>		<b>5,079,164</b>		<b>4,497,094</b>	
<b>CURRENT LIABILITIES</b>					
Creditors: amounts falling due within one year	16	(78,289)		(72,213)	
<b>Net Current Assets</b>			5,000,875		4,424,881
<b>Total Assets less Current Liabilities</b>			<b>9,526,647</b>		<b>9,026,121</b>
<b>NET ASSETS</b>	18		<b>9,526,647</b>		<b>9,026,121</b>
<b>THE FUNDS OF THE CHARITY</b>					
General Reserves	19		830,645		696,164
Designated Funds	19		8,260,281		8,251,671
<b>Total Unrestricted Income Funds</b>			<b>9,090,926</b>		<b>8,947,835</b>
<b>Restricted Income Funds</b>	19		<b>435,721</b>		<b>78,286</b>
<b>TOTAL FUNDS OF THE CHARITY</b>			<b>9,526,647</b>		<b>9,026,121</b>

The notes on pages 55 to 75 form part of these financial statements. Approved by the Trustees' Executive Committee of The Order of St John and signed on its behalf by:

**Thomas Budd**  
Chancellor, The Order of St John

4 August 2025

# Statement of Cash Flows for the Year Ended 31 December 2024

	Note	2024 £	2023 £
<b>Cash flows from operating activities:</b>			
Net income for the year		500,526	2,030,550
<b>Adjustments for:</b>			
Amortisation of intangible fixed assets	10	657	444
Depreciation of tangible fixed assets	11	36,668	36,516
Deduct interest income shown in investing activities		(172,256)	(125,650)
(Increase)/Decrease in debtors		962,561	(1,241,280)
Increase in creditors		6,076	(17,008)
<b>Net cash provided from operating activities</b>		<b>1,334,232</b>	<b>683,570</b>
<b>Cash flows used in investing activities:</b>			
Investment income		172,256	125,651
Purchase of tangible fixed assets	11	(14,923)	(9,979)
Concessionary loans advanced/(repaid) in year		(10,335)	-
Disposals in intangible fixed assets	10	(2,136)	-
<b>Net cash provided by/(utilised by) investing activities</b>		<b>144,862</b>	<b>115,672</b>
<b>Cash flows from financing activities:</b>			
Movement in term deposits		(2,386,343)	211,680
<b>Net cash utilised by financing activities</b>		<b>(2,386,343)</b>	<b>211,680</b>
<b>Increase/(decrease) in cash and cash equivalents in the year</b>		<b>(907,248)</b>	<b>1,010,922</b>
Cash and cash equivalents brought forward		2,611,878	1,600,956
<b>Cash and cash equivalents carried forward</b>		<b>1,704,630</b>	<b>2,611,878</b>

The notes on pages 55 to 75 form part of these financial statements.

## 1. Accounting Policies

### General information

The Most Venerable Order of the Hospital of St John of Jerusalem is also known as The Order of St John (“the Order”). It acts as an administrative, coordinating and support body for the St John Establishments worldwide and is unique in combining the characteristic of being a Crown Order of Chivalry, a Christian Confraternity and a Charity. The Order’s mission, vision, objectives and values are set out on page 7 of the Trustees’ Annual Report. The Order’s registered address is St John House, 3 Charterhouse Mews, London EC1M 6BB. The registered Charity number is 235979.

### Basis of preparation of financial statements

The 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 financial statements. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice: applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 1 January 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a “true and fair” view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a “true and fair view”. This departure has involved following Accounting and Reporting by Charities preparing their financial statements in accordance with the latest Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Financial Reporting Standard applicable at the time the Charities (Accounts and Reports) Regulations 2008 came into effect.

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

### Going concern

The Order’s financial performance, reserves and future cashflows have been assessed by the Trustees at the date of approving the financial statements and they believe that the Charity is able to successfully manage its business risks in the current uncertain economic climate. The Trustees will continue to monitor income and expenditure, limit commitments and adjust costs to counter the impact of any reductions in income using reserves, if necessary, while continuing to further the objectives of the Order.

The Trustees have a reasonable expectation that the Order has adequate resources to continue its operations for the foreseeable future (being a period of at least 12 months from the date of approval of the financial statements) and believe there are currently no material uncertainties that call this into doubt and, in view of this position, the financial statements of the Order have been prepared on a going concern basis of accounting.

## 1. Accounting Policies *(continued)*

### Scope of the financial statements

These financial statements comprise solely The Order of St John. The Order does not control its subsidiary undertaking SJEHG. Control is defined under financial reporting standards as having the power to govern and the ability to benefit. Further, the Order does not control any St John Establishment entity. Accordingly, the Order does not prepare consolidated financial statements. SJEHG and St John Priories and Associations file their separate financial statements, as appropriate, in their relevant jurisdictions.

### Funds structure

Restricted income funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the Trustees, at their discretion, have created a fund for a specific purpose and general reserves. Further details of each fund are disclosed in note 19.

### Income recognition

Income has been recognised in the financial statements on a receivable basis. Incoming resources are included in the Statement of Financial Activities when the Order is legally entitled to (or has physically received) the income and the amount can be quantified with reasonable accuracy. Where income is received in advance, recognition is deferred and it is included in creditors except where treatment is otherwise specified by the Charities SORP and where entitlement arises before income is received, the income is accrued.

Contributions to cover the annual running costs of the Order office are receivable from St John Priories and Associations and recognised on the basis of annual agreements between the Order and the individual Priories and Associations.

Donations are recognised when the Order has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are treated as incoming resources once the Order's entitlement is clear and once it is possible to quantify the amount of the legacy with reasonable accuracy. Legacy gifts are recognised on a case by case basis following the granting of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift 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 gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the Charity.



## 1. Accounting Policies *(continued)*

### Income recognition (contd)

Grants are recognised when their terms and conditions are met to ensure entitlement to income, when receipt is probable and the amount to be received can be reasonably known.

Rental income, less any reserve in respect of a bad debt provision, from investment properties has been spread over the period to the earlier of the first break point in the lease or the end of the lease, on the basis of the total rent receivable over the period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

### Expenditure recognition

Expenditure is recognised when there is a legal or constructive obligation committing the Order to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Grants payable are payments made to other organisations in the furtherance of the Order's objectives. The grants are recognised where either the Trustees have agreed to pay the grant without condition, and there is a reasonable expectation by the recipient that they will receive the grant, or the conditions attached to the grant are outside the control of the Order.

Governance costs principally relate to formal Board meetings including the Trustees' Executive Committee and Grand Council and compliance with constitutional and statutory requirements.

The Order adopts a policy of allocating costs to the respective cost headings throughout the year, and this allocation includes support costs where they are directly attributable.

Staff costs are allocated based on the estimated time spent by each staff in supporting the various activities. Shared costs (overheads and depreciation) have been allocated to each activity in the same proportions as the total staff costs.

### Gifts in kind

Where the value of gifted goods and services can be measured reliably, as determined by the cost to the third party, the value of these goods and services is included within charitable activities and within the appropriate category of incoming resource.

Time donated by volunteers is not valued in the financial statements. Where a Trustee's travel and subsistence costs are paid either by the Trustee himself, or by another party on behalf of the Trustee, but are not recharged to The Order, the income and expenditure relating to those items are recognised only if they can be reliably measured.

Where the value of the gift is immaterial, or cannot be measured reliably, the substance of the transactions is described in the notes to the financial statements.

## 1. Accounting Policies *(continued)*

### Taxation

The Order is a registered Charity and therefore is not liable to income tax and corporation tax on income and gains derived from its charitable activities as they fall within the various exemptions available to registered charities.

Irrecoverable VAT has been charged to the statement of financial activities and is included with the expenditure to which it relates.

### Heritage assets

The value of the heritage assets cannot be reliably measured and are not reflected in the financial statements.

### Intangible fixed assets

Intangible fixed assets represent the value of the Order's trademarks and interests in European Union trademarks held jointly with the other Orders within the Alliance of The Orders of St John.

Trademarks acquired have finite useful lives of ten years and are carried at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is calculated using the straight-line method to allocate the cost of trademarks over their estimated useful lives of ten years and is charged to support costs over the activities of the Order. The cost of renewing trademarks is recognised in the statement of financial activities as incurred.

### Tangible fixed assets

These are stated at cost less accumulated depreciation. Where an investment asset has been recategorized as a tangible fixed asset, these are stated at deemed cost based on the most recent valuation of the property. Depreciation is calculated on a straight line basis. The costs of fixed assets, less estimated residual values, are written off over their estimated useful lives at the following rates:

- Land – not depreciated
- Freehold buildings – 50 years
- Furniture and equipment – 4 years

The Order adopts a minimum capitalisation limit of £1,000. However, if components of equipment (e.g. office furnishings or computers) are acquired with individual unit costs below the stated capitalisation threshold but collective costs of above £1,000 and anticipated asset lives are in excess of two years, then these groups of assets are collectively capitalised at the time of purchase.

### Investment in subsidiary

The investment in the subsidiary company is shown at cost.

### Investments

Investment properties are held for the purpose of generating revenue for The Order and are stated at fair value. They are annually valued by an independent valuer with professional advice being obtained on the likelihood of material movements between full valuations to ensure that they continue to be valued in accordance with the Charity SORP.

## 1. Accounting Policies *(continued)*

### Concessionary loans to St John Establishments

Loans made to St John Establishments are held at cost less provision for impairment if required. They are public benefit concessionary loans, which are arrangements entered into below the prevailing rate of interest, not repayable on demand and made to further the charitable purposes of the Order. Concessionary loans are discounted if material.

### Cash and cash equivalents

Cash comprises cash in hand and deposits repayable on demand, less overdrafts payable on demand. Cash equivalents comprise funds held in term deposit accounts.

### Pensions

Employees of the Charity are entitled to join a defined contribution pension scheme. The Charity contribution is restricted to the contributions disclosed in note 8b which include insurance for a death in service benefit of one times an employee's salary. Outstanding pension contributions at the year-end amounted to £nil (2023: £nil). The costs of the pension scheme are included within staff costs and are allocated in accordance with time spent on the differing activities undertaken by the Charity.

### Specific management judgements

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amount reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Specific estimates and judgements, with the most significant effect on the amounts recognised in the financial statements, are made by management in the process of applying The Order's accounting policies. These judgements, estimates and assumptions are made on the basis of appropriate past evidence, professional advice and other relevant evidence, and are as follows:

- Investment properties (note 13) – these are valued annually by a RICS qualified valuer independent of The Order. Such valuations use the most relevant and appropriate assumptions to come to an assessment of value in accordance with their professional standards.
- Intangible fixed assets (note 10) – while the costs of maintaining the trademark registration is amortised over 10 years, it is not possible to say whether this has any association with the fair value of the trademark.
- Tangible fixed assets (note 11) – where an investment asset has been recategorized as a tangible fixed asset, these are stated at deemed cost based on the most recent valuation of the property.
- Tangible fixed assets (note 11) – the cost of the freehold land and buildings are depreciated in accordance with the accounting policies and subject to annual impairment review.
- Cost allocation (note 6d) – for the allocation of support costs, direct costs are used where possible. Staff costs are allocated, based on estimates of staff time spent on activities and overheads and depreciation are allocated in the same proportions as staff costs. These costs are analysed and reviewed periodically to ensure a correlation with work undertaken by staff.
- The Trustees do not consider that they control the subsidiary, SJEHG, as set out above, which is a key judgement being applied in the preparation of the financial statements.

## 2. Contributions from St John Establishments

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
England and The Islands	229,441	-	229,441	459,150
Australia	295,548	-	295,548	221,289
Canada	124,489	-	124,489	124,452
New Zealand	269,944	-	269,944	269,920
Scotland	53,742	40,264	94,006	88,523
United States of America	84,825	-	84,825	84,824
Wales	10,803	-	10,803	10,804
Hong Kong	5,132	-	5,132	5,132
South Africa	18,636	-	18,636	9,607
	<b>1,092,560</b>	<b>40,264</b>	<b>1,132,824</b>	<b>1,273,701</b>
Singapore	12,500	-	12,500	12,603
Malaysia	6,500	-	6,500	6,500
Kenya	3,330	-	3,330	-
	<b>1,114,890</b>	<b>40,264</b>	<b>1,155,154</b>	<b>1,292,804</b>

## 3. Other Voluntary Income

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Donated expenses	100,000	-	100,000	2,866
Donations and gifts	356,221	200,000	556,221	626,706
Legacies	162,663	-	162,663	1,407,921
	<b>618,884</b>	<b>200,000</b>	<b>818,884</b>	<b>2,037,493</b>

## 4. Grants received

Restricted grant funding of £250,000 was received in the year towards the growth of St John International's fundraising capacity (2023: £103,376 was received to further the work of the Mother and Baby programme in Africa).



## 5. Gifts in Kind

The Order and SJEHG have an agreement in place whereby the Order provides use of the hospital and the Muristan in Jerusalem to SJEHG on 23 year leases at a rent of £10 per annum each. The cost of maintenance on and improvements to the Jerusalem hospital is borne by SJEHG. In the opinion of the Trustees, it would be impracticable to place a value on this facility or on the leases.

SJEHG also occupies part of the Order headquarters building in London at a rent of £1 per annum, under the terms of a Licence to Occupy. The cost of maintenance of the space occupied is borne by SJEHG. The value of this licence in 2024 was estimated at £57,000 (2023: £57,000) following recent rental offers on the investment properties. No value is recognised for this in the Order's financial statements.

The St John Establishments are permitted to use the Order's registered trademarks and Intellectual Property rights (IPRs). The contributions from the Pories include a charge for the use of the IPRs. Some Establishments are charged a fee for the use of the Order's IPRs based on their ability to pay. In 2024, the amount paid by these fees was £200 (2023: £189).

The Trustees believe that intangible income arising from gifted use of IPRs to be immaterial. No gifts in kind were received in the year (2023: £nil).

## 6. Total Expenditure

Costs of activities in furtherance of the Charity's objects:

	Expenditure on charitable activities	Governance costs	Costs of raising funds	Other	2024 Total	2023 Total
	£	£	£	£	£	£
Staff costs	616,871	140,640	34,905	-	792,416	729,130
Support cost	174,272	17,534	11,380	-	203,186	202,757
Program support	494,158	-	-	-	494,158	364,967
Other costs	114,006	213,927	79,131	1	407,065	232,110
<b>Total</b>	<b>1,399,307</b>	<b>372,101</b>	<b>125,416</b>	<b>1</b>	<b>1,896,825</b>	<b>1,528,963</b>

	2024 £	2023 £
Total expenditure in the year is stated after charging:		
Depreciation	36,668	36,516
Amortisation	657	444
Audit fees	18,346	17,150

### 6a. Cost of raising Funds

The cost of generating funds of £125,416 (2023: £37,524) principally relates to online fundraising costs, the production of promotional material and collective staff time spent on fundraising activity.

## 6b. Expenditure on Charitable Activities

In 2024 the expenditure on charitable activities was £1,399,307 (2023: £1,223,000) of which £1,193,715 (2023:£1,080,384) was expenditure from unrestricted funds and £121,676 (2023:£151,137) was expenditure from restricted funds. Charitable activities undertaken by the Order are detailed in the Report of the Trustees.

During the year, expenditure on charitable programs was as follows:

	2024 £	2023 £
Mother & Baby	228,229	263,342
First Aid / Social Enterprise	13,517	18,159
St John Scotland Home Based Care grant	23,794	29,388
Emergency grant	61,900	54,078
Leadership program	166,351	-
Success Model	367	-
	<b>494,158</b>	<b>364,967</b>

The following associated grants were made to St John Establishments:

	2024 No of grants	2024 £	2023 No of grants	2023 £
Malawi	3	110,324	3	168,277
Zambia	2	62,453	2	74,428
Zimbabwe	1	41,919	1	49,248
Uganda	1	31,480	1	31,911
Kenya	1	26,389	-	-
Wales	1	37,921	-	-
Solomon Islands	-	-	1	1,103
Jamaica	-	-	1	40,000
	<b>9</b>	<b>310,486</b>	<b>9</b>	<b>364,967</b>

# Notes to the Financial Statements

## 6c. Governance Costs

	2024 £	2023
Staff costs	140,639	129,581
Professional and legal fees	101,999	10,611
Audit fees	18,346	17,150
Support costs allocated	17,534	15,219
Board of Trustee costs	93,583	95,526
	<b>372,101</b>	<b>268,087</b>

## 6d. Analysis of Support Costs

	Expenditure on charitable activities £	Governance costs £	Costs of raising funds £	2024 Total £
Running costs	99,381	6,276	7,458	113,115
Facilities management	59,707	8,632	3,597	71,936
Finance	928	515	30	1,473
Information technology	12,584	1,925	295	14,804
Bank charges	1,672	186	-	1,858
	<b>174,272</b>	<b>17,534</b>	<b>11,380</b>	<b>203,186</b>

	Expenditure on charitable activities £	Governance costs £	Costs of raising funds £	2023 Total £
Running costs	89,073	3,542	4,010	96,625
Facilities management	66,434	7,382	-	73,816
Finance	865	296	24	1,185
Information technology	25,119	3,841	591	29,551
Bank charges	1,422	158	-	1,580
	<b>182,913</b>	<b>15,219</b>	<b>4,625</b>	<b>202,757</b>

## 7. Taxation

The Order of St John is a charity registered in England and Wales and applies all its income for charitable purposes. It therefore claims and obtains exemption from income and corporation tax.

## 8. Analysis of Staff Costs and Remuneration received by Key Management Personnel

### 8a) Employee Numbers

The monthly average number of employees, including part-time staff calculated on a full-time equivalent basis, analysed by function was:

	2024 Number	2023 Number
Charitable activities	4	4
Support	5	4
Governance	2	3
	<b>11</b>	<b>11</b>

### 8b) Staff Costs

	2024 £	2023 £
Salaries	644,902	598,016
Social security costs	75,608	64,346
Pension costs	71,906	66,679
	<b>792,416</b>	<b>729,041</b>

Other staff costs relate to professional memberships.

### 8c) Emoluments of Employees

	2024 Number	2023 Number
£60,001-£70,000	1	1
£70,001-£80,000	2	1
£140,001-£150,000	1	1

All employees are members of the organisation's defined contributions pension scheme detailed in note 22.

The Order considers its key management personnel to be the Trustees and the Secretary General. The total employment benefits, including employer pension contributions of the key management personnel, were £179,704 (2023: £179,704).

## 9. Heritage Assets

Heritage assets comprising the Great Banner (an embroidered banner) and the Cape of Reconciliation (an embroidered cape) were made and gifted to the Order in 1984. These objects are stored in the "Order of St John Museum" owned and maintained by the Priory of England and the Islands. The rights to a small share of the Kolossi Castle (which was built in 1454 by the Hospitallers of St John in Cyprus) were acquired in 1913 at a nominal value.

The net book value of the heritage assets is £nil reflecting that there is no realistic resale market for these assets.

## 10. Intangible Fixed Assets

	2024 £	2023 £
<b>Cost:</b>		
At 1 January	15,205	16,772
Additions	2,136	-
Disposals	-	(1,567)
At 31 December	17,341	15,205
<b>Accumulated amortisation:</b>		
At 1 January	(12,543)	(12,099)
Charge for the year	(656)	(444)
At 31 December	(13,199)	(12,543)
<b>Net book value:</b>		
At 31 December	<b>4,142</b>	<b>2,663</b>
At 1 January	<b>2,663</b>	<b>3,106</b>

Intangible assets comprise:

- Trademarks for the Badge of the Order, name of St John Ambulance, St John Ambulance Caring for Life and Breath of Life;
- European Union trademarks which include the names Johanniter and St John and the white eight-pointed Maltese or Amalfi cross, on red and black backgrounds of square and circular shapes.

Other Intellectual Property Rights owned by the Order comprise the Arms of the Order and the copyright in all books and publications written prior to October 1999. These have £nil value in the financial statements.



## 11. Tangible Fixed Assets

	Freehold Land & Buildings in Jerusalem £	Freehold Land in London £	Freehold Buildings in London £	Furniture & Office Equipment £	Total £
<b>Cost:</b>					
At 1 January 2024	619,500	688,457	1,276,440	71,694	2,656,091
Additions	-	-	-	14,923	14,923
Disposals	-	-	-	-	-
Transfers	-	-	313,011	-	313,011
At 31 December 2024	<b>619,500</b>	<b>688,457</b>	<b>1,589,451</b>	<b>86,617</b>	<b>2,984,025</b>
<b>Accumulated depreciation:</b>					
At 1 January 2024	322,000	-	360,429	49,321	731,750
Charge for the year	-	-	25,529	11,140	36,669
Disposals	-	-	-	-	-
At 31 December 2024	<b>322,000</b>	<b>0</b>	<b>385,958</b>	<b>60,461</b>	<b>768,419</b>
<b>Net book value:</b>					
At 31 December 2024	<b>297,500</b>	<b>688,457</b>	<b>1,203,493</b>	<b>26,156</b>	<b>2,215,606</b>
At 31 December 2023	<b>297,500</b>	<b>688,457</b>	<b>916,011</b>	<b>22,373</b>	<b>1,924,341</b>

Freehold land & buildings in Jerusalem comprises:

- The SJEHG Land and Buildings; and
- The Muristan Premises.

The hospital buildings were completed in 1960 on acquisition of the land in Jerusalem. The buildings have been fully depreciated and the residual value of £282,000 included in the net book value of £297,500 above relates to the land, which is not depreciated. Since 1999 all improvements to the property have been incurred by SJEHG.

Freehold Land and Buildings in London comprise St John House, 3 and 4 Charterhouse Mews, Clerkenwell, the headquarters of the Order, housing the Order Office and the UK offices of SJEHG; and the associated land.

## 12. Investment in Subsidiary

The investment in subsidiary company is shown at cost £1,625 (2023: £1,625). The Order of St John is the sole member of SJEHG, 4 Charterhouse Mews, London EC1M 6BB (Company no. 7355619; Charity no. 1139527). The Order of St John do not own or control a majority of voting rights of SJEHG and have no ability to control or direct the financial or operating activities of the subsidiary. SJEHG has no share capital and in the event of a winding up the Order's liability would be limited to £10.

The subsidiary is the main provider of eye care in Jerusalem, the West Bank and Gaza. It is a renowned teaching hospital with medical and nursing training programmes. Research and development are also part of the hospitals' activities. All operations and assets of SJEHG with the exception of the freehold interest in land and buildings which are owned by The Order of St John (note 11), are held with SJEHG and its subsidiaries. SJEHG's Annual Report and Financial Statements may be found at [www.stjohnneyehospital.org](http://www.stjohnneyehospital.org).

## 13. Investment Properties

	2024 £	2023 £
At 1 January	2,438,011	2,294,625
Increase/(Decrease) in fair value of 1 & 2 Charterhouse Mews	-	143,386
Transfer to Tangible Fixed Assets (3 CHM)	(313,011)	-
At 31 December	2,125,000	2,438,011

The valuation of 1 and 2 Charterhouse Mews, London was carried out at 31 December 2024 by a RICS Registered valuer in compliance with RICS Valuation- Professional Standards 2017. The fair value of the properties has been primarily derived using comparable recent market transactions on arm's length terms. The value of these two properties at 31 December 2024 was £2,125,000 (2023: £2,125,000).

The leased area of 3 Charterhouse Mews was valued on the same basis (floor area) by management as 1 and 2 Charterhouse Mews as at 31 December 2024, as the property was built at the same time, is adjacent, is in the same style and is in the same condition as 1 and 2 Charterhouse Mews. This value at 31 December 2024 was £313,011 (2023: £313,011), and was transferred to Fixed Assets at the end of 2024 as the space is no longer let out on a commercial basis.

## 14. Loan to a St John Establishment

	2024 £	2023 £
At 1 January	276,000	276,000
Repaid during the year	(39,665)	-
Additional loan(s) granted in the year	50,000	-
<b>At 31 December</b>	<b>286,335</b>	<b>276,000</b>
Repayable within 12 months	106,936	41,400
Repayable in more than 12 months	179,399	234,600

A short-term loan of £50,000 was made to the Priory for South Africa in 2020 to enable continuation of the Order's charitable work within South Africa. The loan was unsecured and repayable without interest by the end of June 2021. Subsequently, the Priory asked that payment be deferred for a period, and the Order also agreed to provide a loan of £226,000 to the Priory, to enable further provision of these charitable services. The total loan is now secured on property owned by the Priory for South Africa in South Africa. It continues to be non-interest bearing, and it will be repaid in equal monthly installments from April 2024 to March 2029.

An additional loan of £50,000 was granted to St John Jamaica in 2024 to help with a specific short-term cashflow issue relating to proceeds from a property sale that were due to the Establishment. The loan is due to be repaid in full in 2025.

## 15. Debtors

	2024 £	2023 £
Priories and other debtors	172,906	38,716
Amounts due from subsidiary undertaking	3,522	3,015
Prepayments and accrued income	291,170	1,388,428
	<b>467,598</b>	<b>1,430,159</b>

## 16. Creditors

### a) Amounts falling due within one year

	2024 £	2023 £
Deferred income	-	1,843
Accruals	41,863	36,182
Other creditors	36,426	34,187
	<b>78,289</b>	<b>72,212</b>

### b) Deferred Income

	2024 £	2023 £
At 1 January	-	1,843
Released in year	-	(1,843)
Amounts charged to deferred income during the year	-	-
At 31 December	-	-

Deferred income relates to insurance recoverable from tenants.

## 17. Capital and other Commitments

At the end of December 2024, contracts were in place committing the Order to the following payments in respect of a customer-relationship management (CRM) solution, a photocopier and IT services.

<b>Payments due</b>	<b>2024 £</b>	<b>2023 £</b>
Not later than one year	432	948
Later than one year and not later than five years	1,728	-

### Operating lease expenses related to these commitments

During 2024 operating lease rentals were £1,795 (2023: £1,190).

## 18. Analysis of Net Assets

	<b>Fixed assets</b>	<b>Other net assets</b>	<b>2024</b>	<b>Fixed assets</b>	<b>Other net assets</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>Total £</b>	<b>£</b>	<b>£</b>	<b>Total £</b>
Restricted Income funds	-	435,721	435,721	-	78,286	78,286
Designated funds	4,319,336	3,940,945	8,260,281	4,356,661	3,895,008	8,251,669
General reserves	-	830,645	830,645	-	696,163	696,163
	<b>4,319,336</b>	<b>5,207,311</b>	<b>9,526,647</b>	<b>4,356,661</b>	<b>4,669,457</b>	<b>9,026,118</b>

# Notes to the Financial Statements

## 19. Statement of Funds 2024

	1 January 2024 £	Income £	Expenditure £	Transfers £	31 December 2024 £
<b>Restricted Income Funds</b>					
Emergency Relief Fund	40,945	-	-	-	40,945
St John Scotland HBC Grant	4,378	40,264	(23,792)	-	20,850
Mother & Baby (child health)	30,120	50,000	(30,120)	-	50,000
Fundraising	-	400,000	(78,917)	-	321,083
Christmas Appeal	2,843	-	-	-	2,843
<b>Total Restricted Income Funds</b>	<b>78,286</b>	<b>490,264</b>	<b>(132,829)</b>	<b>-</b>	<b>435,721</b>
<b>Designated Funds</b>					
St John Association Development Fund	3,569,385	578,891	(483,006)	-	3,665,270
Website Redevelopment Fund	26,824	-	(25,440)	-	1,384
Estate Fund	107,000	-	-	-	107,000
HR Reserve Fund	76,800	-	-	-	76,800
Great Officers' Travel Fund	10,000	-	-	-	10,000
Regional Conferences Fund	105,000	-	(24,509)	-	80,491
	<b>3,895,009</b>	<b>578,891</b>	<b>(532,955)</b>	<b>-</b>	<b>3,940,945</b>
<b>Fixed Asset Reserve</b>					
Tangible	1,914,363	-	(36,669)	313,011	2,190,705
Intangible	2,663	-	(657)	-	2,006
Investment in subsidiary	1,625	-	-	-	1,625
Investment properties	2,438,011	-	-	(313,011)	2,125,000
<b>Total Designated Funds</b>	<b>8,251,671</b>	<b>578,891</b>	<b>(570,281)</b>	<b>-</b>	<b>8,260,281</b>
<b>Other Unrestricted Income Funds</b>					
General Reserves	696,164	1,328,196	(1,193,715)	-	830,645
<b>Total Unrestricted Funds</b>	<b>8,947,835</b>	<b>1,907,087</b>	<b>(1,763,996)</b>	<b>-</b>	<b>9,090,926</b>
<b>Total Funds 2024</b>	<b>9,026,121</b>	<b>2,397,351</b>	<b>(1,896,825)</b>	<b>-</b>	<b>9,526,647</b>



# Notes to the Financial Statements

## 19. Statement of Funds 2023

	1 January 2023 £	Income £	Expenditure £	Transfers £	31 December 2023 £
<b>Restricted Income Funds</b>					
Emergency Relief Fund	38,893	15,027	(12,975)	-	40,945
Mother & Baby (child health)	(1,034)	34,800	(29,388)	-	4,378
St John Scotland HBC Grant	16,288	103,376	(89,544)	-	30,120
Christmas Appeal	15,000	-	(15,000)	-	-
Jamaica	2,843	-	-	-	2,843
<b>Total Restricted Income Funds</b>	<b>71,990</b>	<b>153,203</b>	<b>(146,907)</b>	<b>-</b>	<b>78,286</b>
<b>Designated Funds</b>					
St John Association Development Fund	1,637,062	2,150,382	(218,059)	-	3,569,385
Website Redevelopment Fund	26,824	-	-	-	26,824
Estate Fund	107,000	-	-	-	107,000
HR Reserve Fund	76,800	-	-	-	76,800
Great Officers' Travel Fund	10,000	-	-	-	10,000
Regional Conferences Fund	5,000	-	-	100,000	105,000
Covid-19 Fund	270,200	-	-	(270,200)	-
	<b>2,132,886</b>	<b>2,150,382</b>	<b>(218,059)</b>	<b>(170,200)</b>	<b>3,895,009</b>
<b>Fixed Asset Reserve</b>					
Tangible	1,950,879	-	(36,516)	-	1,914,363
Intangible	3,106	-	(443)	-	2,663
Investment in subsidiary	1,625	-	-	-	1,625
Investment properties	2,294,625	143,386	-	-	2,438,011
	<b>4,250,235</b>	<b>143,386</b>	<b>(36,959)</b>	<b>-</b>	<b>4,356,662</b>
<b>Total Designated Funds</b>	<b>6,383,121</b>	<b>2,293,768</b>	<b>(255,018)</b>	<b>(170,200)</b>	<b>8,251,671</b>
<b>Other Unrestricted Income Funds</b>					
General Reserves	397,075	1,255,927	(1,127,038)	170,200	696,164
<b>Total Unrestricted Funds</b>	<b>6,780,196</b>	<b>3,549,695</b>	<b>(1,382,056)</b>	<b>-</b>	<b>8,947,835</b>
<b>Total Funds 2023</b>	<b>6,852,186</b>	<b>3,702,898</b>	<b>(1,528,963)</b>	<b>-</b>	<b>9,026,121</b>

## Restricted Income Funds

The Emergency Relief Fund £40,945 (2023: £39,842) was set up by St John Establishments to underwrite funding for urgent humanitarian relief in the event of disasters in regions where St John operates.

The Mother and Baby fund of £50,000 (2023: £30,121) represents grant and donation funding specifically reserved for the Mother and Baby programme.

The St John Scotland PHC fund of £20,848 (2023: (£4,378)) comprises donated funds to enable the primary healthcare programme in Malawi to continue.

The Fundraising fund of £321,084 (2023: £0) represents grant funding specifically held to build up St John International's fundraising function.

## Designated Funds

The St John Association Development Fund of £3,665,270 (2023: £3,569,385) comprises funds that have been designated to support the St John Associations and the related charitable programs. The trustees have agreed that designated funds will be spent to further our core mission of providing first aid and community healthcare. Based on existing activity in places where St John has an active presence, we will use the funds to develop our programmes and reach more people. Our new fundraising team will design and deliver the policies and structures to ensure that current reserves and new donations are spent equitably.

The Website Redevelopment Fund of £1,383 (2023: £26,823) was set up to fund the redesign and rebuilding of the Order's website.

The Estate Fund of £107,000 (2023: £107,000) was set up to provide funds to maintain the capital value of the Charterhouse Mews properties and as a reserve to cope with any potential serious adverse cash flows arising from ownership of the Charterhouse Mews estate. It is expected that the majority of this fund will be used in 2025 for planned renovation work.

The HR Reserve Fund of £76,800 (2023: £76,800) has been set up to provide funds for the periodic recruitment of Great Officers and staff members and to ensure that The Order of St John is able to meet its employer commitments.

The Great Officers' Travel Fund of £10,000 (2023: £10,000) is a fund to ensure the international travel costs of the recent appointees as Great Officers can be met as they carry out their duties on visits to St John Establishments throughout the world.

The Regional Conferences Fund of £80,491 (2023: £105,000) has been established to ensure that regional conference costs can be met as they occur.

The Covid-19 Fund was set up at the end of 2020, with a transfer from General Reserves to fund deferred travel. The general surplus at the end of 2023 was £0 (2022: £270,270) with the funds transferred back into General Reserves.

The Fixed Asset Reserve of £4,319,336 (2023: £4,356,661) is a designated fund that represents fixed assets used to enable the Order to carry out its charitable mission and to fund the investment in properties but excludes concessionary loans.

## **Unrestricted Income Fund**

The General Reserves of £830,645 (2023: £696,163) are free reserves which are used by the Trustees to spend on the Charity's general charitable objects.

### **19. Trustees** (as defined at page 42)

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2023: £nil). With the exception of the Great Officers and the independent board Trustee, expenses incurred by those acting as Charity Trustees and Senior Management of the St John Establishments are the responsibility of their respective Establishment in respect of travel, accommodation and subsistence at Board meetings.

The four (2023: four) Great Officers' travel, accommodation and subsistence expenses, incurred in the course of their charitable activities, amounted to £111,478 (2023: £140,695). Other senior volunteers claimed £218 (2023: £nil) for travel, accommodation and subsistence during 2024; The Order's committees are served by volunteers in honorary positions. These senior volunteers included eight Trustees (2023: 8).

## 20. Related Parties

Many of the Trustees of the Order are in positions of influence in organisations that make contributions to the Order. The amounts received from these organisations are:

Trustee	Other roles within St John	Order transactions with Priories
Mr N Heath	Prior, the Priory in the USA	Contribution received £84,825; donation towards emergency project work received of £nil(2023: £1,981) reimbursements of costs and donations of the Priory of £nil (2023: £1,061).
Sir A J Cash	Chairman, SJEHG	During the year, the Hospital reimbursed the Order £3,015 (2023: £2,212). The SJEHG debtor was £3,522 (2023: £3,015) at the year end. The Order leases the hospital and other buildings in Jerusalem to SJEHG at a peppercorn rent. In the opinion of the Trustees, it would be impracticable to place a value on this facility.
Mr J Whitehead	Chancellor, the Priory in New Zealand	Contribution received £269,920; travel costs of the Sub Prior of £27,182 (2023: £30,804) paid to the Priory.
Mr S Shilson	Prior, the Priory in England	Contribution received £459,150.
Mr P Ndungu	Prior, the Priory in Kenya	Contribution received £3,330.
Mr S Rozario	Prior, the Priory of Singapore	Contribution received £12,500
Dr C H Chung	Prior, the Priory of Hong Kong	Contribution received £5,132.

## Notes to the Financial Statements

### 21. Statement of Financial Activities for the year ended 31 December 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £
<b>INCOME</b>				
<b>Donations and Legacies</b>				
Contributions from St John Establishments	2	1,258,004	34,800	1,292,804
Other voluntary income	3	2,022,466	15,027	2,037,493
<b>Charitable Activities</b>				
Grants	4	-	103,376	103,376
<b>Investments</b>				
Rental income		95,217	-	95,217
Building insurance income		1,368	-	1,368
Interest income		29,066	-	29,066
<b>Other Income</b>				
Other Income		189	-	189
<b>Total Income</b>		<b>3,406,310</b>	<b>153,203</b>	<b>3,559,513</b>
<b>EXPENDITURE</b>				
Costs of raising funds	6a	(37,524)	-	(37,524)
Charitable activities	6b	(1,076,093)	(146,907)	(1,223,000)
Governance costs	6c	(268,088)	-	(268,088)
Other	6	(351)	-	(351)
<b>Total Expenditure</b>	<b>6</b>	<b>(1,382,056)</b>	<b>(146,907)</b>	<b>(1,528,963)</b>
<b>Net income (expenditure) before revaluation</b>		<b>2,024,254</b>	<b>6,296</b>	<b>2,030,550</b>
Revaluation loss on investment properties	13	143,386	-	143,386
<b>Net Movement in Funds</b>		<b>2,167,640</b>	<b>6,296</b>	<b>2,173,936</b>
Total Funds brought forward at 1 January		6,780,195	71,990	6,852,185
<b>Total Funds carried forward at 31 December</b>	<b>19</b>	<b>8,947,835</b>	<b>78,286</b>	<b>9,026,121</b>

### 22. Pension Costs

Current employees are members of The Pension Trust's Federated Retirement Plan, a direct contribution scheme, and life cover has been purchased. During 2024, the Charity paid contributions at the rate of 11% (2023: 11%) of pensionable salary during the year and Members paid contributions between a minimum of 2.5% and the Statutory Lifetime Allowance limit during the accounting year.

Pension costs are included in staff costs and are allocated on the basis of staff time spent on activities in the financial statements. Pension costs, as with all other staff costs are paid from the unrestricted funds of the Order.