



Our strategy
for 2019-2022

Clergy Support+ Trust

Supporting the wellbeing of
Anglican clergy and their families

How can we help?



**Welcome to the 2019-2022
strategy document for Clergy
Support Trust, the new name
for the charity previously
known as Sons & Friends
of the Clergy.**



Introduction

Our mission is clear: to promote and support the financial wellbeing and physical and mental health of Anglican clergy and those training for ordination, as well as their families, so that they can thrive and be fruitful in their ministries.

Like all of us from time-to-time, clergy families face challenges and domestic crises. The clergy life is richly rewarding but can also be demanding and stressful.

Clergy Support Trust is committed to working with Anglican national church institutions, individual dioceses and partner organisations to provide the best possible support for clergy families who are going through difficult times.

Our overriding goals as a charity are to reach and help as many clergy families in need as we can, to commit expenditure of at least **£12 million** over the next four

years in support of our charitable objects, and to spend this money in the most effective way. We hope our new name and branding, as well as a fresh approach to our grant-making and other charitable services (detailed on pages 10-13 of this document), will enable us to achieve these goals.

If you have any comments, or wish to know more, please contact us using the contact details on the back cover.

James's Story

I'm so grateful to God for Clergy Support Trust. As a family we're heavily dependent on the clergy stipend. We try to be as careful as possible with our finances, and yet we often find ourselves struggling to stay within budget. Especially when significant utility bills and motoring costs arise.

The grants that I have received from Clergy Support Trust have really taken the pressure off, allowing us to make ends meet and stay focused on our ministry, serving God's people and our local community.



Words of support from our Honorary Presidents

We are delighted to commend to you Clergy Support Trust and its excellent work helping Anglican clergy families throughout the U.K. and Ireland.

Throughout its long and illustrious history the charity has worked tirelessly to support clergy families facing financial hardship and other difficulties, including problems of physical and mental health. These issues have come more to the fore in recent years, as pressures on many clergy families have increased. This has been the context for recent discussions in the General Synod of the Church of England about a possible covenant for clergy care and wellbeing. The Church, whether through its national institutions, dioceses or individual parishes, is committed to the promotion of clergy wellbeing. But there will continue to be a vital role for independent charities like Clergy Support Trust, especially in the most difficult situations.

We are especially pleased to see the direction of travel in this bold strategic plan for the period 2019-22. With its new name and branding, the charity is seeking to double the number of eligible beneficiaries which it helps, and to be more responsive in the areas of clergy health and wellbeing. It is also looking to work with other like-minded organisations, providing support in areas like debt relief and mental health, and to be a thought-leader in its sector, promoting relevant research that can inform the wider church's response to issues of clergy welfare.

This is an ambitious strategic plan, and we wish the trustees and staff of Clergy Support Trust every blessing as they seek to serve God in this unique ministry, which has our whole-hearted support.



Justin Welby
Archbishop of Canterbury



John Sentamu
Archbishop of York



Sarah Mullally
Bishop of London

Our vision



Our charitable purpose (mission):

‘Clergy Support Trust supports and promotes the wellbeing of future, serving and retired Anglican clergy, and their families, and seeks to be there for them through challenging times.’

Our charitable objects are set out in our 1678 Royal Charter from King Charles II, as later amended by Orders in Council in 1971, 2012 and 2017. Our purpose is to work for:

‘...the relief or prevention of poverty or hardship or for the relief of illness and the promotion of health, whether physical or mental.’

‘Flourishing clergy serving God’s people’

Our beneficiaries are defined as:

‘...members of the clergy, ordinands and the spouses, former spouses, children and dependants of living or deceased members or former members of the clergy or of ordinands.’

‘Clergy’ and ‘members of the clergy’ are taken to mean:

‘...bishops, priests and deacons of the Anglican Communion.’

In 2012 the definition of a person’s ‘spouse’ was updated to mean:

‘...his or her wife, husband, civil partner, widow, widower or surviving civil partner.’

Although our objects relate to the worldwide Anglican Communion, in practice as a charity established and registered in England with limited staff resources, our historical focus has been on supporting clergy wellbeing in the British Isles, principally the Church of England but also including the Anglican provinces in Scotland, Wales and Ireland.



Our history

The charity now known as **Clergy Support Trust** was founded in London in 1655 by a group of City merchants and clergymen who were all 'sons of the cloth'. During the rule of Oliver Cromwell, persecution of clergy who had remained loyal to the Crown was widespread, and many were deprived of their livings and therefore made destitute. The charity was established to raise money to provide help for such clergy.

Following the Restoration in 1660, the fortunes and status of the charity changed for the better. In 1678 King Charles II granted a Royal Charter to the charity. Its first President

was the Bishop of Rochester and Dean of Westminster, and Sir Christopher Wren was the first Vice-President. The charity flourished and was active in supporting 'necessitous clergy' in various ways over the next three centuries. It also grew by merging with other clergy support charities.

In 2012, after several years of close co-operation, the charity merged with a sister charity established by Act of Parliament in 1849, the Friends of the Clergy Corporation. The enlarged charity became commonly known as **Sons & Friends of the Clergy**.

The annual Festival service at St Paul's Cathedral

In its early days the charity was funded almost entirely by donations raised at an annual Festival service at St Paul's Cathedral, followed by a dinner at Merchant Taylors' Hall in the City of London. Indeed, the first such gathering happened on 8 November 1655, several years before King Charles II granted his Royal Charter. At the heart of this annual event were the Festival Stewards, who even today process in with other dignitaries at the beginning of the service.



Over subsequent years the Festival service has grown to be one of the oldest and most iconic church choral festivals in the world, with the choir of St Paul's traditionally joined by two other cathedral choirs from around the British Isles. Many famous composers have written pieces specifically for the Festival, including Charles Villiers Stanford, Hubert Parry and Edward Elgar. Many church and City dignitaries attend the Festival, including the Lord Mayor of the City of London or his or her representative, plus Aldermen, Sheriffs and Livery Company Masters.

The 365th annual Festival will take place on Tuesday 21 May 2019, while the 366th will be on Tuesday 12 May 2020.

Our new name

In March 2019 the charity changed its working name to **Clergy Support Trust**.

The charity's name has gone through several changes over the years. Although the name given in the 1678 Royal Charter was 'The Governors of the Charity for Relief of the Poor Widows and Children of Clergymen', in practice this did not reflect the full breadth of the charity's work with clergy families. The

charity quickly became known as the Corporation of the Sons of the Clergy, reflecting the nature of the charity's foundation in 1655. The more recent working name of Sons & Friends of the Clergy only came into use following the 2012 merger between the Corporation of the Sons of the Clergy and the Friends of the Clergy Corporation.

In September 2018 we consulted over 1,200

stakeholders, many of them beneficiaries of the charity, on whether we should change our name, and on possible alternatives which would better communicate our charitable purpose. Our key goal was to see if we could find a name that made us more relevant and accessible to today's serving Anglican clergy, almost a third of whom are women.



Only 27% of respondents rated our existing 'Sons & Friends' name as good or excellent.

Almost two-thirds of respondents (and 79% of women) thought the idea of changing our name was good or excellent.

79%

Very positive reaction to options including 'Clergy Support' in the name.

Our values



We have identified four Core Values which underpin our work as a charity.

1

Compassion

- As a Christian charity, we seek to be Christ-like and compassionate in our mission of 'caring for the carers'.
- We will seek to treat not just our beneficiaries but all our other stakeholders (trustees, staff, supporters, volunteers, partners) with compassion, empathy and understanding.

2

Generosity

- Our default approach to those in need of our support will be one of generosity.
- We will always seek to help when we can, and when such help would be within our charitable objects.

3

Trust

- We will be open, honest and transparent, acting with integrity at all times.
- We will trust our beneficiaries and other stakeholders to act likewise

4

Wisdom

- We will endeavour to act wisely and judge correctly.
- We will seek to be a learning organisation, committed to self-improvement, to better serve our beneficiaries and to ensure that our charitable activities make a real and sustainable difference in people's lives.

The need

In the Church of England today there are around 20,000 serving clergy. This includes beneficed or licensed stipendiary and non-stipendiary clergy, chaplains and clergy in other ministries, and active retired clergy with a bishop's permission or licence to officiate. In addition there are hundreds of clergy in the Church in Wales, the Scottish Episcopal Church and the Church of Ireland, as well as many thousands of retired clergy who are no longer in active ministry. This, together with around 1,500 people training for ordained Anglican ministry (ordinands) in any one year, constitutes our core beneficiary group, together with their families and dependants.

Most clergy families flourish and do not need extra support in their daily lives. But a minority of clergy families struggle, often with financial hardship or a health problem.

Gemma's Story

I wanted to say thank you for the way Clergy Support Trust has helped us. We really struggle to save up money at the moment with just my stipend.

My husband is training with Relate Counselling and being a stay at home dad to our two little boys. When we had our second child it became clear we had outgrown our little car and needed to look for a family one.

We were so grateful for the gift that we received because it enabled us to buy a family car and go on a short holiday break. Thank you so much, it has made a real difference to be able to go out and about as a family more easily.

*(Sources: Details on back cover)



Financial difficulties and stress are a particular risk. Clergy Support Trust commissioned detailed analysis in 2017 of the financial wellbeing of Anglican clergy and ordinands. Highlights of this and other related research included the following:

- Around 20% of ordained clergy and 34% of ordinands said they were struggling or 'just about getting by' financially.
- Some 29% of ordained clergy with children under 16 years in the household reported financial difficulties.
- 43% of those in stipendiary ministry said they were finding it difficult to save money regularly.
- 17% of respondents (ordained clergy and ordinands) said they felt regularly, often or always burned out by their ministerial role.
- 26% felt isolated in their ministry/training.
- 20% felt isolated in their personal life.

Other studies of Anglican clergy households have shown:

- Over 30% of clergy have suffered from depression since ordination.
- 11% of clergy never take a day off.
- 12% of clergy said they were 'struggling' or 'barely coping'
- Over 40% of clergy 'occasionally' or 'often' thought about giving up ministry because of stress.

For sources see back cover

Clergy Support Trust exists to provide confidential and focused support to clergy who are facing financial and other challenges, working directly with beneficiaries but also when appropriate in partnership with the Church and other like-minded organisations.

Our response to the need



We aim to spend an average £3 million a year on grants and other direct charitable services over the next four years, that is at least £12 million over four years.

Over the last eight years, since the merged Sons & Friends charity was created in 2012, we have committed almost £18 million in grants to support Anglican clergy and their families.

Most of this sum has gone in the form of means-tested financial hardship grants to hundreds of clergy families each year. The average annual grant in recent years has been around £4,000. We have also provided limited support for the educational costs of clergy families where there is a special educational need, for the living or other expenses of separated or divorced spouses of clergy, and for occasional health and social care needs. We have in addition provided small grants to hundreds of Church of England ordinands.

We aim to spend an average £3 million a year on grants and other direct charitable services over the next four years, that is at least £12 million over four years.

From the summer of 2019 we will be updating and refreshing our grant-making and charitable activities with the aim of making them more focused and responsive to the needs identified on page 9, and reaching many more clergy families who need our help.

In particular, we will be focusing our efforts and activity in the following four areas:

- Financial support
- Health and Wellbeing
- Strategic partnerships
- Thought leadership

We expand on these areas in the pages which follow.

In most cases, and following the practice in other occupational benevolent charities, we will require applicants to demonstrate that they do not have savings in excess of £16,000 which they should access first before applying for charitable funds. However, recognising that many clergy families in tied housing are saving for a home in retirement, and subject to an overall cap, we will not penalise those who have savings but who do not own property.

Financial support

In 2017 we commissioned research from the Centre for Research in Social Policy at the University of Loughborough on how we might establish a 'Minimum Income Standard' (MIS) for clergy families, looking at the equivalent MIS for the population at large (which is used to calculate the Living Wage) and bearing in mind that most stipendiary Anglican clergy have housing costs covered as part of their 'remuneration'. We have now developed an 'MIS calculator' for clergy households, based on their size and composition, which will be used as a fairer indicator of relative financial hardship. From mid-2019 onwards, this will replace our previous means-testing methodology.

Using our MIS calculator as an indicator of financial need, we will then from mid-2019 offer the following help to eligible beneficiaries, who can apply for support online via our website:

- **Financial Support Grants** of up to £3,000 per clergy household per year, to be used for general living expenses.
- **Emergency Grants** of up to £500 per clergy household per application (maximum two applications per year), to be used for emergency situations where there is a sudden unexpected cost. The application process for these grants will be shorter than for Financial Support Grants, and we would hope to be able to disburse such grants within a shorter timeframe.
- **Debt Grants** may also be available on a 'once-only' basis to clergy families who are struggling with unsustainable levels of personal debt.

The above support will be available for those who are ordained, whether serving or retired. Support for ordinands and curates will include our free Clergy Support Trust Library resource, launched in September 2018 in partnership with SPCK/IVP, and the Health Grants detailed on page 12.

Ben's Story

I am a Self-Supporting Minister (SSM) whose wife has multiple disabilities including arthritis, diabetes and fibromyalgia, which somewhat impairs her mobility.

We try to go on holiday once a year, as such we rent a cottage somewhere to sit and relax. Unfortunately, we have to rely on state benefits, which is fine but does not really cover a decent holiday, especially as a cottage with full disabled access usually costs more than other cottages.

The grants we have received help us to go and stay in suitable accommodation and helps with the food and travel expenses throughout the week. I don't know how we would manage, without help from Clergy Support Trust.



Health and Wellbeing

We were delighted in November 2017 when our Patron The Queen approved an Order in Council to amend our charitable objects to include ‘the promotion of health, whether physical or mental’. Previously we had only been able to support work for ‘the relief of illness’, and this hindered us from looking at more preventative activities.

In most cases eligible beneficiaries with health issues, whether physical or mental, will be able to access treatment via the National Health Service. However, from mid-2019 we will start making available **Health Grants** to respond to situations where NHS treatment identified by a GP is unavailable or waiting lists are unreasonable, and where such an intervention by the charity would make

a significant difference, or would enable a serving member of the clergy to return to ministry more quickly. Health Grants will cover the following:

- Assistive technologies
- Counselling and other talking therapies with registered practitioners, including for bereavement
- Dentistry
- Diagnostic tests
- Household adaptations
- Mobility aids & equipment
- Occupational therapy assessment

For the first time Health Grants will be available to Ordinands as well as to those who are already ordained. Support for care home fees will also be considered, subject to means-testing on the basis of the MIS methodology set out on page 11.

From mid-2019 we will also consider offering eligible beneficiaries **Wellbeing Grants** towards the costs of the following:

- Education and skills courses for people with a disability
- Family holidays
- Fitness (where there is a need to increase social interaction and reduce isolation)
- First baby (including adoption)
- Relationship and family counselling
- Respite breaks for carers
- Retreats
- Sabbaticals
- School fees (in exceptional circumstances, where there is a confirmed special educational need)
- Post-trauma support

For the first time Health Grants will be available to Ordinands as well as to those who are already ordained.



Strategic partnerships and thought leadership

We realise that we can achieve much more in the field of clergy wellbeing if we seek strategic partnerships with like-minded organisations. In recent years Clergy Support Trust has been pleased to provide financial support to the following:

- **The Society of Mary & Martha (Sheldon)** to support the start-up of its online community for those in ordained ministry (the Sheldon Hub) and to support the costs of helping eligible Anglican beneficiaries going through difficult times who are supported at the Society's retreat centre in Devon.
- **Holy Rood House**, a pastoral care centre in North Yorkshire, to support its work with eligible beneficiaries.
- **The College of St Barnabas** in Surrey and **Terrys Cross** to support the residential care costs of retired Anglican clergy.
- **The Society for Promoting Christian Knowledge (SPCK)** to fund a free digital library resource making the SPCK and IVP back catalogues available to Anglican ordinands and curates.
- **The Personal Emergencies Fund** of the Anglican Communion Office, which has provided medical grants to people in ordained and lay ministry in the global Anglican Communion.

We hope to do much more in the area of strategic partnerships, particularly in the following areas:

1

Partnering (through grants) like-minded organisations such as those listed above whose activities align with our charitable objects.

2

Building partnerships with other organisations who could provide support services to our beneficiaries (eg in the areas of debt advice, mental health and resilience, occupational therapy assessments, retreat centres specialising in supporting Anglican clergy).

3

Working with partners on research into clergy wellbeing which would have a measurable impact.

We recognise that Clergy Support Trust is uniquely placed to become a thought leader in the field of clergy wellbeing, stimulating research and debates which will contribute to discussion within the Church and other relevant organisations around the issues and promoting initiatives which deal with financial hardship and physical and mental health. We have already commissioned research on clergy indebtedness and on a 'Minimum Income Standard' for clergy families, and will do more in this area.

Bess's Story

I have two grown children: one at home following a breakdown after university and who is on the autistic spectrum; and another at university. As much as I try to budget we rely almost entirely on my stipend and I have times when I do not know where to turn.

The grants that I have received have helped me and my family, study, live and rest knowing that there are people out there who listen.



Our overall strategic and operational goals 2019-2022



The charity’s **overall strategic goals** for the next four years are as follows:

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



Paul's Story

Twice in the course of our 12-year retirement have we needed to call upon Clergy Support Trust for financial assistance to help with urgently needed repair work.

The repair works in question were new guttering and a new boiler and later some new double-glazed window units. On both occasions, they have handled our request with great sympathy. Moreover, they make the application process very straightforward.

My wife and I are very grateful to Clergy Support Trust and urge anyone who needs financial assistance to make contact with them.

Our **operational goals** over the same period include the following:

1 To have a **refreshed website** by mid-2019 which makes our grant-making and other charitable activities, including online applications, more user-friendly and accessible to beneficiaries.

2 To maintain or improve on our current level of **operational efficiency**, whereby at least 90p of every £1 of income goes directly on charitable expenditure.

3 To **increase the size of the grants team** by 2020, to include an additional grants officer and possibly also a visiting caseworker to support vulnerable applicants.

4 To improve our **responsiveness to grant applications**, reducing turnaround times and increasing frequency of grant payments from monthly to weekly.



Clergy Support Trust



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Photo credits:

Archbishop of Canterbury – Jacqui J. Size

Archbishop of York – Duncan Lomax

Bishop of London – Unknown

Page 9 Sources:

Glyndŵr University study into clergy wellbeing (September 2010)

St Luke's Healthcare for the Clergy study into clergy stress (October 2013)

'Living Ministry' Wave 1 survey by Ministry Division (June 2017)

'A Closer Look at Financial Wellbeing' by Ministry Division (December 2017)

**Get in touch.
Give us a call or email.**

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Patron:

Her Majesty The Queen

Honorary Presidents:

The Archbishops of Canterbury and York
and the Bishop of London

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