St Luke's
for clergy wellbeing

Trustee Recruitment Pack

September 2026

Welcome

We are delighted that you are interested in serving as a trustee for St Luke's for Clergy Wellbeing.

Trusteeship offers a unique opportunity to contribute your skills, experience and perspectives to a charity making a deep and lasting difference in the lives of clergy and their families.

As a trustee, you will play a vital role in shaping the strategic direction of St Luke's, safeguarding its mission, and ensuring that we continue to respond effectively to the evolving wellbeing and mental health needs of those we serve.

Trustees work collectively with fellow board members, the Chair, and the Chief Executive to provide governance, support, and thoughtful challenge, enabling the organisation to thrive.

This recruitment pack is designed to give you an overview of who we are, what we do, and what is involved in being a trustee. We hope it will help you to discern whether this is the right opportunity for you and how your skills and values might contribute to our work. We warmly welcome applications from individuals who share our Christian faith have a good understanding of the Anglican church and want to join us in our vision to see flourishing clergy, healthy church and transformed communities.

We would love to chat more if you are interested in joining us as a trustee and respond to any questions you may have. If you would like to chat more please email recruitment@stlukesforclergy.org.uk with a phone number, and we will arrange for someone to get in touch.

With best wishes,

Stephen Fielding and **Tim Ling**

Chair of Trustees CEO

Who we are:

We are a leading charity in clergy wellbeing and mental health. Our vision is for flourishing clergy, a healthy church, and transformed communities.

We focus on three core areas:

Preventive – creative initiatives to enhance clergy wellbeing, reduce stress and build psychological health.

Restorative – one-to-one treatment and care for individual clergy and their families.

Advocacy – promoting clergy wellbeing and sharing learning between dioceses.

Find out more about our work at: www.stlukesforclergy.org.uk

Strategic Priorities

The trustees have agreed the following strategic priorities to help us pursue our vision and mission:

1. **Preventive Support** – actively supporting clergy wellbeing through pastoral supervision and reflective practice, and equipping partners to embed prevention.
2. **Evidence-based Advocacy** – using insight from practice and research to contribute to a healthier Church.
3. **Research and Evaluation** – learning systematically from our work to strengthen evidence and impact.
4. **Restorative Care** – providing timely and confidential psychological and psychiatric support.
5. **Sustainable Growth** – securing the charity's future through diversified income, effective systems, and partnerships.

These overlap and work together.

The role of Trustees:

Trustees play a vital role in making sure that St Luke's for Clergy Wellbeing achieves its core purpose. They oversee the overall management and administration of the charity. They also ensure that St Luke's has a clear strategy and that our work and goals are in line with our vision. Trustees hold the Chief Executive to account for their delegated responsibility and support the staff team in their work.

As a small charity, there will be times when the trustees will need to be actively involved beyond meetings. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, presenting externally, or other issues in which the trustee has special expertise.

Role Responsibilities:

- Ensure our strategy aligns with our mission, vision and charitable objectives.
- Approve operational strategies and policies, and monitor and evaluate their implementation.
- Oversee financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve St Luke's financial statements.
- Provide support and challenge to St Luke's Chief Executive in the exercise of their delegated authority and affairs.
- Keep abreast of changes in St Luke's operating environment.
- Contribute to regular reviews of St Luke's own governance.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Ensure the voices of beneficiaries' shape Board decisions
- Represent St Luke's at key events, supporting fundraising and profile-raising activities.

We are looking for individuals who:

We are committed to increasing the diversity of our trustee board and warmly encourage applications from individuals from underrepresented people groups.

We particularly encourage applications from individuals who, in addition to the below, have professional experience within a financial role.

Have an active Christian faith*

Can work effectively as a board member

Can think strategically

Understand the issues facing clergy today

Act responsibly and with integrity

Share our enthusiasm for clergy wellbeing

Are willing to lead according to our values

Are curious and creative

Are ambitious to make a difference

*A Christian faith is a key requirement, as trustees lead a Charity working within the Anglican Church. Trustees need to be a communicant Anglican or practising Christian with a good understanding of and sympathy for the Anglican church.

Terms of appointment

Tenure
Trustees are appointed for a 3-year term of office. It is expected most trustees would do two terms (6 years), with a review at the end of the second term as to whether a third term is required by the Charity.

Expenses
This is a voluntary position, but reasonable expenses are reimbursed.

Eligibility
Must meet the Charity Commission's criteria for trusteeship.

Time Commitment
There are around six to eight meetings a year, including:

- Three online meetings, usually held Monday to Friday rotated across day, afternoon and evening
- One in-person residential, usually over a Friday and Saturday.

Other meetings may include sub-committee meetings or ad-hoc Board meetings. It is expected that trustees besides attending Board meetings will also serve on a sub-committee or working group.

Trustees will engage in regular email communication and respond to requests and decisions.

Training
Trustees will be required to complete the Church of England Basic and Foundation online safeguarding training.

Application Process

To arrange an informal chat about the role before applying, please email:

recruitment@stlukesforclergy.org.uk

If you are inspired by our work and would like to be considered for a trustee position, please submit:

- An up-to-date CV, including details of two references (one of whom should be church based reference), and
- A cover letter (no more than two pages) outlining:
    - The skills and experience you would bring to the trustee board.
    - How you believe St Luke's can make an impact over the next three years.

Applications should be sent to: **recruitment@stlukesforclergy.org.uk**

We will review applications on a rolling basis and invite shortlisted candidates to an interview. If appointed, we will request two references.

St Luke's
for clergy wellbeing

St Luke's Healthcare for Clergy (operating as St Luke's for Clergy Wellbeing) is a registered charity in England and Wales (1123195) and a company limited by guarantee in England and Wales (06511046). Registered office: Room 103, Church House, Great Smith Street, London, SW1P 3AZ.