



Review 2014



To facilitate provision
by Christians of quality
counselling and pastoral
care

From the Chairperson Rev Anthony Ruddle



How we met the challenges of 2014

The trustees are pleased to present their report together with the independently examined financial statements of the charity for the year ended 31 December 2014.

Challenging proved the watchword for 2014.

Our application to the Professional Standards Authority (PSA) was submitted towards the end of 2013. In 2014 a further extensive list of questions required appropriate response. Our Director of Counselling, Dr Amanda Georgiou, worked tirelessly to complete these with the support of others to provide the level of detail necessary to ensure a continuing robust application. ACC puts on record its thanks to Amanda for the extensive use of her understanding, expertise, skill and the sacrifice of personal time to achieve this within the Professional Standards Authority deadlines.

A number of 'Call for Information' questions were tabled and considered by the Executive and Board. One led the Board, of its own volition, to issue a supplementary statement to ACC's

Ethics and Practice Framework, in January 2014, concerning Reparative Therapy. This was not universally received well by others in the Christian community and some members of ACC. ACC was clear about the statement's basis as a matter of ethical practice by its members rather than scientific evidence that remains inconclusive. A meeting offered in May to discuss the concerns expressed by some members was informative but not conclusive. Towards the end of the year 2 member affiliates who could not agree to the statement resigned or had their membership rescinded.

ACC established an independent Register Advisory Panel (RAP), a group of professionals who are not counsellors, to advise on and ensure adherence to Professional Standards Authority. They report directly, on an annual basis, to the Professional Standards Authority and monitor whether ACC continues to meet agreed criteria. This is proving to be a very useful arrangement. The members are Fiona Sherburn (Chair), Charan Sarai and Phil Vaux.

The professional standards Authority Accreditation team attended as observers at a Board meeting in April,

'At the time of writing this report, ACC is delighted to announce that all of the hard work, patience, challenge and prayer have been rewarded with the PSA approving our application and so ACC has become an Accredited Register holder. This is a significant achievement for the organisation and its members. We are the first Christian body to be granted a register.'

conducted a two-day site visit in July, and interviewed key members of ACC staff. These were all satisfactory and moved us into the final phase of the process of application.

Strategy review

The Board continues to regularly review all major strategic, business and operational risks that ACC faces. A new risk matrix/register was identified for the application process and considered in detail. Mitigation factors were identified and necessary controls put in place to address these risks that are reviewed regularly.

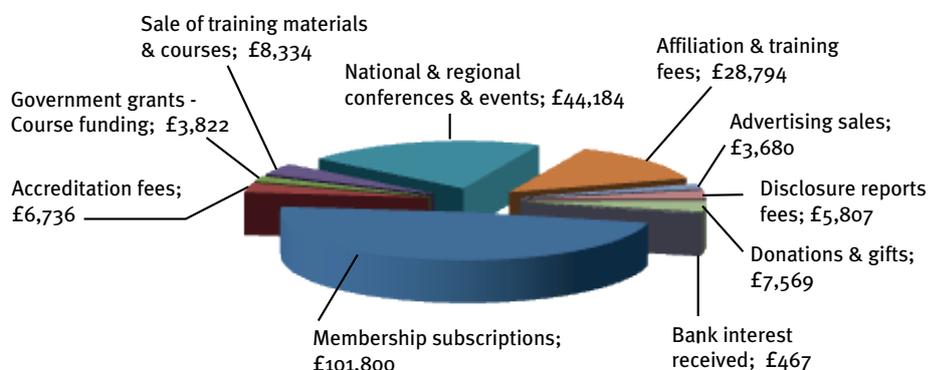
Summary of ACC Finances for 2014

THE ASSOCIATION OF CHRISTIAN COUNSELLORS BALANCE SHEET AS AT 31 December 2014		
	2014 Funds £	Prior Year Funds £
FIXED ASSETS		
Tangible Assets	319	426
TOTAL FIXED ASSETS	319	426
CURRENT ASSETS		
Debtors	22,014	20,789
Cash at Bank and in Hand	137,012	109,798
TOTAL CURRENT ASSETS	159,026	130,586
LIABILITIES		
Creditors - Amounts falling due within one year	98,192	46,789
NET CURRENT ASSETS	60,834	83,798
TOTAL ASSETS LESS CURRENT LIABILITIES	61,154	84,224
THE FUNDS OF THE CHARITY		
Unrestricted - General fund	57,452	77,893
Restricted funds	3,702	6,331
TOTAL CHARITY FUNDS	61,154	84,224

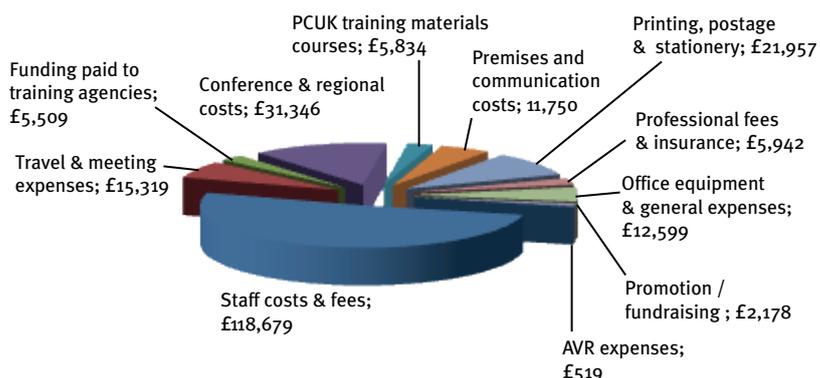
THE ASSOCIATION OF CHRISTIAN COUNSELLORS STATEMENT OF FINANCIAL ACTIVITIES For the Year Ended 31 December 2014				
	General Fund £	Restricted Funds £	Total 2014 £	Total 2013 £
INCOMING RESOURCES				
Incoming Resources from Generated Funds				
Voluntary income	6,069	1,215	7,284	2,329
Investment Income	467		467	1,307
Incoming Resources from Charitable Activities	204,655		204,655	254,596
TOTAL INCOMING RESOURCES	211,191	1,215	212,406	258,231
RESOURCES EXPENDED				
Charitable Activities	196,538	3,845	200,382	241,850
Governance Costs	35,094		35,094	49,844
TOTAL RESOURCES EXPENDED	231,632	3,845	235,476	291,694
Net Outgoing Resources	-20,441	-2,630	-23,070	-33,462
RECONCILIATION OF FUNDS				
Total Funds brought forward	77,893	6,331	84,224	117,687
Net Outgoing Resources	-20,441	-2,630	-23,070	-33,462
TOTAL FUNDS CARRIED FORWARD	57,452	3,701	61,154	84,224

ACC ANALYSIS OF REVENUE 2014 Total Revenue £211.191

ANALYSIS OF REVENUE & EXPENSES 2014	
REVENUE	
Membership Subscriptions	101,800
Accreditation Fees	6,736
Government Grants- Course funding	3,822
Sale of Training Materials & Courses	8,334
National & Regional Conferences & Events	44,184
Affiliation & Training Fees	28,794
Advertising Sales	3,680
Disclosure Reports fees	5,807
Donations & Gifts	7,569
Bank Interest received	467
TOTAL INCOME	211,191
EXPENSES	
Staff Costs & Fees	118,679
Travel & Meeting Expense	15,319
Funding Paid to Training Agencies	5,509
Conference & Regional Costs	31,346
PCUK Training Materials & Courses	5,834
Premises and Communication Costs	11,750
Printing, Postage & Stationery	21,957
Professional fees & insurance	5,942
Office Equipment & General Expenses	12,599
Promotion/ Fundraising	2,178
AVR Expenses	519
TOTAL EXPENDITURE	231,632
Loss for the year	-20,441



ACC ANALYSIS OF EXPENSES 2014 Total Expenses £231,632



The ACC complaints procedure was reviewed and separated from the Ethics and Practice Document to provide easier access for the public and clients. New systems were put in place to ensure removal of potential conflicts of interest. As a result, Board and Executive members are no longer involved in the process.

These issues along with the need for a pilot registration scheme and a new ACC website to go live resulted in delays in notification of the outcome of the Accredited Register application.

During 2014 the new reaccreditation process was welcomed by our members and proved successful in its implementation. The annual audit of a percentage of members to ensure compliance with the process went well.

Staff recruited at the end of 2013 settled quickly and are making a valuable contribution with the whole team at Head Office and our thanks go to them all for the support and achievement provided despite having to assimilate changes, reorganisation, new systems, and some absence due to illness. They also provided great support for the ACC Summer School held at Malvern and its success was championed by all who attended. Dawn Sherry's role will continue to change as she becomes the Registrar following the official opening of the Register.



The work of Pastoral Care UK continued to expand in 2014. Training requests from churches and organisations in the UK and internationally saw growth in Regional and Overseas Training Schemes, as far as Nepal, Romania and Canada. An adaptation of the Resourcing Pastoral Carers Course was completed with Marriage Resource and the year ended with a new PCUK website, Facebook page, membership framework and Guidelines for Good Practice

established. The enthusiasm of our Director of Pastoral Care, Teresa Onions, is catching both inside and outside the organisation as the relational dynamic of PCUK is role-modelled.

In 2014 David Crabb joined the Board and will provide link support to the Director of Pastoral Care in due course. Executive Chair, Tony Ruddle, and Director of Finance, Sue Monckton Rickett, attended an inaugural meeting on 'Conversion Therapy' at the invitation of the Department of Health, involving collaboration by umbrella organisations in counselling, psychotherapy, and medical fields. Chris Williams provided continued involvement on behalf of the Board on this project.

ACC Board continues to seek ways to develop its mission, to provide public benefit and to manage its risks and finances in a way that will further the work of ACC:

ACC Mission

ACC continues to fulfil its Mission Statement 'To facilitate provision by Christians of quality counselling and pastoral care', by providing:

- Nationwide standards for Christian counselling and care
- A nationwide system for the accreditation of Christian counsellors
- A nationwide system for the

recognition of training in Christian counselling and pastoral care

- A body which represents Christian counsellors and develop relations with institutions, denominations and professional bodies
- The encouragement, training and resourcing of Pastoral Carers

Public Benefit

ACC individual members work in many settings both in counselling and pastoral care. These include GP surgeries, churches, counselling centres, hospitals and schools. Through our affiliated organisations the following services are provided:

- counselling services, often working with health service organisations, local authorities as well as individuals directly seeking help
- pastoral care
- training to equip pastoral carers and counsellors to provide these services

ACC believe that in seeking, and in 2014 being granted, to hold a Professional Standards Register for counsellors it is enhancing public safety in the provision of counselling by its members.

ACC through the development of PCUK Regional Training Scheme is seeking to equip churches and organisations to provide quality pastoral care to the wider community.





Time for praise and worship at the 2015 ACC conference

Risk Management

The Board reviews the risks which the organisation faces on a regular basis. It seeks to find a balanced position that minimises risks whilst not allowing an overcautious approach to prevent the Charity from meeting its objectives. In addition in 2014 as part of the PSA Register application ACC has been required to establish a risk register that considers the risks to the counselling profession as a whole and this is also reviewed on a regular basis.

Reserves Policy

The Directors, in-line with recommendations from the Charity Commissioners, consider it prudent to retain with the unrestricted general fund a reserve of approximately three months committed expenditure. The reduced expenditure of the organisation has meant that this equates to £45,000. It was however agreed that the board would endeavour to retain a contingency at the previous level of £60,000.

Finance

Like many other organisations ACC has found that its income over the last few years has been affected by the financial pressures being faced by members (both individuals and organisations).

The accounts show that the General Fund had a deficit of £20,441 in 2014 compared to a deficit of £26,307 in 2013. The improvement was mainly due to;

- an increase in membership and

accreditation fees income of £6,347

- an increase in gifts received of £4,437
- the fee of £11,000 payable to the PSA for the register application not being repeated in 2014
- expenditure has been kept at a consistent level except for National Conference costs not being paid in 2014, but an investment of £7,000 being made for the development of the new website and database

Whilst ACC have not yet managed to achieve a break-even position, considerable achievements have been made in reducing the deficit by nearly 22% in 2013. This was achieved without the advantage of the profit made on the 2013 Annual Conference and considerable investment being made in the website and database development.

There are several ways in which ACC expect the financial position to improve in 2015:

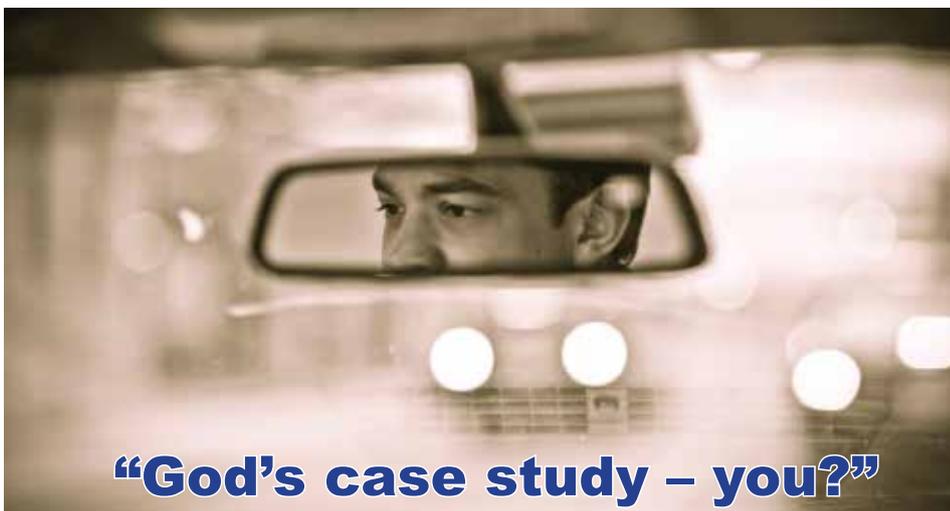
- the establishment of a government voluntary register it is hoped will encourage counsellors to seek membership of both the register and ACC
- the establishment of PCUK Regional Training Scheme and the development of PCUK resources will generate new sources of revenue
- the National Conference held in January 2015 will contribute a significant profit
- the investment in the website and database will not be repeated in 2015

It is expected that the deficits that have occurred in the last few years will again be reduced in 2015.

As I close this report I want to repeat my thanks to individuals who continue to give ACC above and beyond their contracts and to those who give voluntary unpaid service. Without this dedication we would not have achieved the workload or outcomes of the past year. With regard to the latter group we need more volunteers like these to go on achieving in the years to come.

If you are reading this report and you could give time to ACC, financial input to make projects possible, or aid as voluntary support staff to advance ACC further, please do not hesitate to contact me at chair@acc-uk.org.

It is our privilege to serve our Lord Jesus Christ or, as our conference title for 2015 suggests, to discover what it means to be one of God's case studies.



“God's case study – you?”