

# ANNUAL REVIEW 2024



# 01

## RUNNING THE RACE....

"Run with perseverance the race marked out for you. Keeping your eyes on Jesus, who both began and finished this race we're in. Study how he did it. Because he never lost sight of where he was headed - that exhilarating finish in and with God."

Hebrews 12 v 1-2 The Message

At ACC we know that we have not finished the race but, in many ways, 2024 felt like a year in which we certainly accomplished several laps or legs of the relay. We finished and achieved several things for which, as an organisation we are very thankful, and we believe have greatly benefitted our members, the wider profession and members of the public.

## 02 THE RACE RUN...

### WEBSITE & DATABASE

The new website and membership database (certainly a marathon rather than a sprint) was launched in April 2024, after many months of development. The new website provides a greatly improved service to members of ACC and the public; and the new database has enabled us to improve membership processes and reporting.

### SUCCESSFUL PSA FULL REVIEW

In June we were subject to a PSA Full Review, which is a requirement every three years and involves the submission of all key policies, governing documents, processes, etc. It was very pleasing to see that all of our hard work and developments over the last few years meant that there were no significant issues raised. The four conditions given to us by the PSA were all met by the deadline in January 2025.

### TRAINING

In 2024 we were able to provide significant training for members and others, including our biannual national conference in September; with 18 different workshops covering a wide variety of counselling and pastoral care topics, including the first SCoPEd column B 'top up' training. The conference was greatly valued by both delegates and trainers. We continued to provide on-line CPD training and forums for both members and non-members of ACC including: "The Internal Supervisor", "Working with Stones", "Exploring Whiteness, White Privilege and Power", "Client Use of Pornography", "Race is Complicated" and the 2024 AGM on "Spiritual Abuse". We also provided a variety of pastoral care training courses "Foundations in Pastoral Care", "Guidelines for Good Practice in Pastoral Care", "Developing Quality Relationships", "Building Blocks in Pastoral Care" and "Caring for Ourselves", and were able to develop two new courses "Setting Up and Running a Pastoral Care Team" and "Pastoral Accompaniment at the End of Life". All of which have been well attended and received excellent feedback.

# 03

## ACCORD

Our new Accord Editor Claire Musters began work in January 2024 and since then the quality of the publication has continued to improve with each edition. We always welcome articles and encourage you to think about writing something.

## COMMUNITIES OF PRACTICE

The on-going work of specific support groups for members continued in 2024. These were Ethnic Tapestry, Children and Young People's (CYP) Group, Couples Counsellor Group, Counsellors who are Church Ministers/Leaders Group and Counsellor Support Groups. These all provide ways for our members to connect with one another and experience the support and fellowship of colleagues.

## MEMBERSHIP GROWTH

In 2024 we continued to see a growth in both counselling and pastoral care membership, which we believe shows that the improvements to the services that ACC provides is being increasingly acknowledged and valued.



# 04

## THE RACE CONTINUES...

In 2025, with God's help, we will continue to run the race that we believe is set out before us; completing work started, working on new things and continuing vital aspects of our work supporting members and others each year, including:

### ARTICLES OF ASSOCIATION

Having robust, relevant and clear governing documents is vital to any organisation and so, at the end of 2024, ACC began an extensive review of its' Articles of Association and this work will be completed in 2025.

### COACHING AND MENTORING MEMBERSHIP

Work began at the end of 2024 on developing this new membership stream for Christians who are coaches or mentors and we hope to be able to have this in place before the end of 2025.

### TRAINING

Continuing to deliver on-line training for counsellors and pastoral carers, including an on-line conference, an in-person retreat in Autumn 2025, a programme of on-line CPD and pastoral care courses, and the development of new pastoral care modular training courses. The success of our pastoral care courses means that we will be seeking to grow the pastoral care resource team in 2025.

### COMPLETING PROJECTS

In 2025 we aim to finalise the review and implementation of a new complaints policy and process, and to continue with the implementation of the SCoPEd framework.

# 05

## RUNNING THE RACE WITH US...

We are thankful for all of the people and organisations that run the race with us, cheer us on or equip us to run the race better.

### THE WIDER PROFESSION

ACC has worked collaboratively with other professional bodies in the Partnership of Counselling and Psychotherapy Bodies (PCPB) formerly the SCoPEd Partnership. The PCPB has become a place where counselling and psychotherapy professional bodies work together on many projects, sharing resources and expertise, making joint representations, developing the profession, etc. It is also a way for ACC and the wider profession to demonstrate the value of counselling and psychotherapy to employers, commissioners and the government, as well as improving the understanding of counselling / psychotherapy for the public and potential clients.

ACC continued to actively participate in the PSA Accredited Registers Collaborative, the MoU on Conversion Therapy Group, the Coalition for Inclusion and Anti-Oppressive Practice, and the Climate Crisis, Mental Health, and Psychological Professions Coalition.



**Partnership of Counselling  
and Psychotherapy Bodies**



**accredited register**

# 06

## OUR TEAM

The ACC staff team has experienced some changes in 2024, with the recruitment of Dani Wilson as Communications Assistant and Gillian Stuart leaving the role of Head of Membership Services. We want to express our thanks to Gillian for all that she did to develop the staff team, and make improvements to working practices, policies and processes.

In 2025 we have reviewed the structure of the team and are recruiting to develop a team that is fit for purpose for the expanding membership numbers and streams.

There were also some changes to the ACC Board during 2024 with Peter Barraclough, Phil Martin, Janet McNish and Sharon Hastings stepping down from the Board and we were delighted that Leroy Harley was elected to the Board at the 2024 AGM after being co-opted in November 2023 as well as Kate Pozzo being elected as a new member at the AGM.

We thank all of the Board members who stepped down, for all that they did in helping ACC to run the race.

Our thanks also go to everyone who has supported us in the race - our members, our staff, board, the pastoral care resources team, membership groups, accreditation team, complaint panel members and the many people who provide their skills, time and expertise in so many ways. The commitment of so many people continues to amaze us and we thank God for their generosity, service and for all that they have done to get ACC this far.

We give thanks to God for all of the strength, support and encouragement that He gives ACC as we seek to run His race through the work of ACC and its members. We thank God for each of you who run the race, and in doing so help so many others to run the race too. We pray that ACC, with your support and God's guidance, will be able to persevere and keep our eyes fixed on Jesus as we continue to develop and grow in 2025.

Sue Monckton-Rickett

Chair of Association of Christians in Counselling and Linked Professions

# 07

## FINANCIAL REVIEW

The Accounts for 2024 show overall a reduced unrestricted deficit of £19,371 for the year, compared with an unrestricted deficit last year of £17,839. This resulted in the General Funds decreasing from £120,287 to £100,916.

The main reason for the deficit was the remaining expenditure of £13,005 on the new website and database, which was implemented in April 2024. The comparison of income and expenditure with the previous year is significantly affected by the biannual national conference which took place in September 2024. This means that both income and expenditure are significantly increased compared to the previous year.

### **Unrestricted income increased by £70,068 mainly due to the following:**

- Conference income increased by £67,607, from £4,920 to £72,527, with the biannual national conference held in September 2024.
- An increase in subscriptions of £8,191 due to the increase in fees.
- A decrease in training fees and levies of £9,675, however, Pastoral Care Courses and Training Materials increased by £1,660.
- Monies received through Gift Aid increased by £1,358.
- Fees from affiliates increased by £1,033.



# 08

## FINANCIAL REVIEW CONTINUED

**Unrestricted expenditure increased by £71,599 mainly due to the following:**

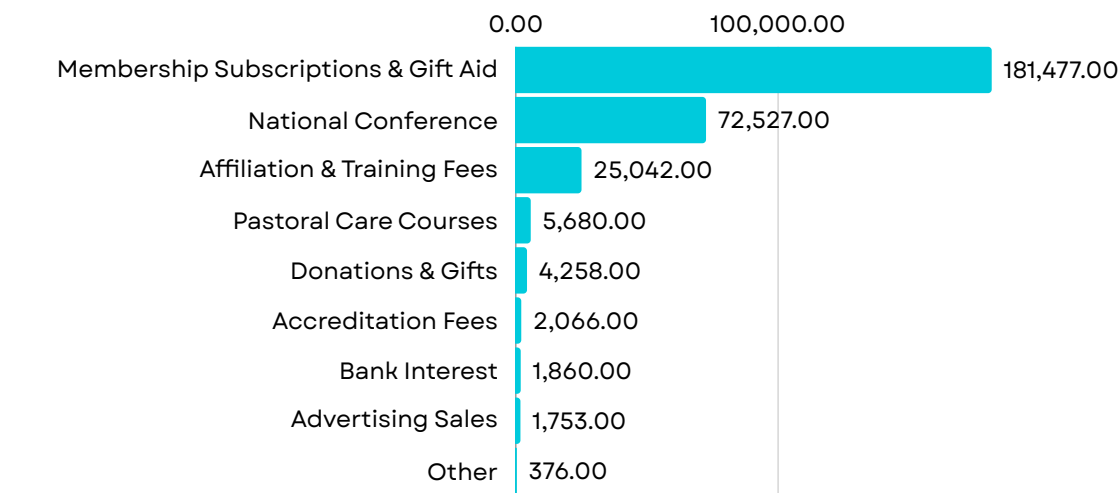
- A large increase in Conference costs of £65,224 with the biannual national conference held in September 2024.
- A decrease in website and database development of £8,585, as the system was implemented in April 2024.
- An increase in staff salaries of £17,431 with recruitment, staff working more days and the increase in pay.
- A significant decrease of £5,694 in the costs of Accreditation and Complaints.
- An increase in travel costs of £2,928, with the need for executive and staff to meet on a regular basis.
- A reduction in training costs of £2,754, with less courses being held due to the biannual national conference.

There is again budgeted to be a deficit in 2025, with the new membership categories, including Coaching and Mentoring, being implemented and taking time to reach a critical mass. Progress on this and other developments is reviewed regularly by the ACC Board to ensure they will meet the needs of the organisation in the most cost effective and timely manner.

We give thanks to all those who have supported us financially through membership, gifts and providing free services that we would otherwise have to pay for and we of course give thanks to God for His provision.

Peter Roberts  
Finance Director

INCOME ACC Analysis of General Fund Revenue 2024



EXPENSES ACC Analysis of General Fund Expenditure 2024



THE ASSOCIATION OF CHRISTIANS IN COUNSELLING  
AND LINKED PROFESSIONS

Statement of financial activities for the year ended 31 December 2024

	General Fund	Restricted Funds	Total Funds
	£	£	£
<b>INCOME &amp; ENDOWMENTS FROM;</b>			
Donations and Legacies	20,793	0	20,793
Charitable Activities	270,633	0	270,633
Other Trading Activities	1,753	0	1,753
Interest Income	1,860	0	1,860
<b>TOTAL</b>	<b>295,039</b>	<b>0</b>	<b>295,039</b>
<b>EXPENDITURE</b>			
Raising Funds	9,055	0	9,055
Charitable Activities	305,355	4,240	309,595
<b>TOTAL</b>	<b>314,410</b>	<b>4,240</b>	<b>318,650</b>
<b>Net Income /(Expenditure)</b>	<b>-19,371</b>	<b>-4,240</b>	<b>-23,611</b>
<b>RECONCILAITION OF FUNDS</b>			
Total Funds brought forward	120,287	4,794	125,081
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>100,916</b>	<b>554</b>	<b>101,470</b>

THE ASSOCIATION OF CHRISTIANS IN COUNSELLING  
AND LINKED PROFESSIONS

**Balance Sheet at 31 December 2024**

	Total Funds	Prior Year Funds
	£	£
<b>FIXED ASSETS</b>		
Intangible Assets	0	0
Tangible Assets	0	0
Investments	0	0
<b>TOTAL FIXED ASSETS</b>	<b>0</b>	<b>0</b>
<b>CURRENT ASSETS</b>		
Debtors	10,878	21,622
Cash at bank and in-hand	104,499	129,863
<b>TOTAL CURRENT ASSETS</b>	<b>115,377</b>	<b>151,485</b>
<b>LIABILITIES</b>		
Creditors: amount falling due within one year	13,907	26,404
<b>NET CURRENT ASSETS OR LIABILITIES</b>	<b>101,470</b>	<b>125,081</b>
<b>THE FUNDS OF THE CHARITY</b>		
Restricted income funds	554	4,794
Unrestricted income funds	100,916	120,287
<b>TOTAL CHARITY FUNDS</b>	<b>101,470</b>	<b>125,081</b>