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Association of  
Christians in Counselling  
and Linked Professions

# ACC ANNUAL REVIEW 2025



# 01

## Looking back at 2025, I am reminded of the lyrics of the Matt Redman song "Never Once"



Standing on this mountain top  
Looking just how far we've come  
Knowing that for every step  
You were with us

Scars and struggles on the way  
But with joy our hearts can say  
Yes, our hearts can say

Never once did we ever walk alone  
Never once did You leave us on our own  
You are faithful, God, You are faithful

## Looking just how far we've come

ACC may not be on the mountain top yet or perhaps we have reached one peak and can see others to come, but in 2025 it certainly felt as though we climbed a long way and look back at how far we have come it seems significant.

# 02

## **Coaching and mentoring membership**

Having a coaching and mentoring membership was first discussed in 2017 and opening the membership at the end of 2025 and having an official launch in Spring 2026 feels like a big climb up the mountain. We want to thank all those involved in making this possible - ACC staff and Christian coaches who have worked with us to shape the membership criteria, standards, benefits, etc. In order to develop and enhance this membership, a Coaching and Mentoring Steering Group has been established in 2026 to provide strategic oversight, professional guidance, and operational support to ACC.

Please encourage coaches/mentors that you know to consider ACC membership.

## **Membership growth**

All memberships numbers increased in 2025, but it felt significant that in November our registered counselling membership exceeded 1,000 and has continued to grow.

## **Articles of Association**

The revision of our Articles, completed at the end of 2025, feels like another significant climb. The new Articles ensure that our charitable purposes and governance structure are fit for purpose for both activities now and in the future. Thanks to all Board members who undertook this review and to members who attended the Extraordinary General Meeting.

## Training

When we look at the training programme delivered by ACC, we have certainly come far. In 2025 we held our online conference, our first in-person retreat and many other events, for both members and non-members, including:

- Counselling CPD: "Staying Safe from Suicide", "The Person-Centred Approach - Beyond the Core Conditions", "Incorporate Historical Context into Therapy with People from Minority Ethnic Backgrounds" and "Working with Shame".
- Member forums on: "Children and Young People", "Adoption", "Introducing a new online MA" and "Children and Young People and Bereavement".
- Pastoral care training: "Foundations in Pastoral Care", "Guidelines for Good Practice in Pastoral Care", "Developing Quality Relationships", "Building Blocks in Pastoral Care", "Caring for Ourselves", "Setting Up and Running a Pastoral Team", "Pastoral Accompaniment at the End of Life" and two new modules "Supporting Those Struggling with Addictions" and "Supporting Those Struggling with Their Faith".
- AGM training event on "The Place of Trust in Counselling and Pastoral Care".

## Pastoral care developments

In addition to the development of two new pastoral care courses, we were delighted to welcome three new Pastoral Care Trainers - Tonya Nixon, Julie Passmore and Kathryn Wright.

## Communities of practice

ACC continued to facilitate communities of practice for members including: Ethnic Tapestry, Children and Young People (CYP), Couples Counselling Network and Counsellors who are Church Ministers/Leaders. In 2025 the Disability and Neurodiversity Group was launched.

## **Professional Standards Authority (PSA) and Partnership for Counselling and Psychotherapy Bodies**

ACC continues to be involved in the wider professional through participation and contributions to these bodies.

ACC attends the regular PSA Accredited Registers Collaborative and forums and training provided by the PSA.

The PCPB provides a place where professional bodies collaborate on many projects, sharing resources and expertise, making joint representations, developing the profession and demonstrating the value of counselling and psychotherapy to employers, commissioners, government and the public.

In 2025 the PCPB established an independent Commission for the Future of Counselling and Psychotherapy to examine the current and future landscape of the profession with ACC being represented at each meeting. We hope that this will bring a real change to the profession.

## **Coalition for Inclusion and Anti-Oppressive Practice (CIAOP)**

In 2025 the coalition completed the "Guiding Principles for Anti-Oppressive Practice", which ACC shared with members and is available on the ACC website.

In 2026 ACC trustees have begun a process of assessing itself and the organisation against these principles.

# 05

## SCARS AND STRUGGLES ON THE WAY

If not scars and struggles, changes in personnel do involve sadness and challenge.

### Staff team changes

At the end of 2024, Gillian Stuart, our then Head of Membership Services left. In 2025, Heather Bennett, part of the administration team for over 10 years, and Dani Wilson, our Communication Assistant, both left to take up new roles. We want to express our thanks to all of them for their service to ACC and its members.

We were however delighted to welcome:

- Caroline Cox - part of the administration team, particularly working on the administration of training events and practice reviews.
- Joel Slater - Head of Membership Services, managing the administration team in delivering services to members and members of the public.
- Marie Hopper - Head of Professional Standards and Registrar for counselling membership, representing ACC on the PCPB clinical group, developing policies, guidelines, standards, accreditation routes and supporting members.

These appointments have helped ACC to develop and build for the future.

For various reasons 2025 has been very tough personally for many staff members. We want to thank them especially for their work and commitment to ACC during these times and continue to pray for each of them.

## **Register Advisory Panel (RAP) changes**

After nearly nine years of service, we were sad to say goodbye in 2025 to Doreen Rowland and Catherine Clarke, who had been Chair. We are grateful to them for all that they have contributed voluntarily to ACC, for their wisdom, guidance and support.

However, we welcome two new RAP members Sarah James, Melinda Mozes and pleased that Dr Alison Evans took over as Chair.

In 2026, Dr Heather Churchill will also step down from RAP after nearly nine years, but her experience and skills will not be lost, as she has expressed a desire to continue to serve ACC by standing for election to the Board of Trustees.

The work of RAP is much valued in providing support and oversight of ACC's work with regard to the register.

## **Trustee changes**

In 2025, Wien Fung stepped down from the Board and we thank him for six years of service. We were delighted to welcome Jennie Fytche and Lyn Smailes as trustees at the AGM and have very much valued their contributions.

## **New complaints process and code of ethics and practice**

One of the biggest struggles that ACC has is being a very small team responsible for both the day-to-day work and trying to deliver significant changes and developments. Developing a new complaints process and revising the code of ethics and practice have been things that we have been either working on or wanting to work on for a considerable time. We are very grateful to Dr Janet Penny, who has brought her experience, knowledge and time to work with us on both of these meaning that the complaints process went out for consultation early in 2026 with the intention of it being implemented by the end of the year and it is hope that the revised code of ethics and practice will also be finished in

## Grant funding

Obtaining grant funding is an increasing struggle for many charities and so we are extremely grateful for three bodies from whom we received funding in 2025. They have enabled the development of coaching and mentoring membership and pastoral care training modules. One grant from Joseph Rank Trust is over three years and so will enable ACC to continue this work and to develop a spiritual direction membership. We want to thank Liz Neve for all her work in finding funding bodies and submitting applications.

## The climb for 2026

In 2026, in addition to completing some of the projects already mentioned, providing ongoing services and being involved in the wider professional, we want to specifically:

- Grow our coaching and mentoring membership.
- Continue work on the implementation of SCoPEd framework.
- Deliver our national in-person conference in October.
- Continue the development of pastoral care training with further additional modular courses.
- Commence the development of spiritual direction membership.
- Raise awareness of ACC especially within the Christian world.

08

## // **NEVER ONCE DID WE EVER WALK ALONE**

The song is clearly referencing the presence of God, but we want to use it to say thank you to everyone, who has accompanied us on the mountain climb. Staff, trustees, RAP, assessors, facilitators of support groups and communities of practice, pastoral care resource team, complaints personnel, trainers, fundraiser, accord editor and many others who provide their skills, time and expertise in so many ways.

We also want to thank all of our members who walk with us in support, finances, encouragement and prayer.

## // **YOU ARE FAITHFUL, GOD, YOU ARE FAITHFUL**

Finally, but most importantly we want to thank God for His faithfulness to ACC. For the many ways we experience His strength, support and encouragement.

We pray that

- as we look back, we never forget that we have only come this far through the grace of God and the dedication of so many people.
- as we face the next peak, we will know God's guidance, strength and wisdom.

Sue Monckton-Rickett  
Chair of Association of Christians in Counselling and Linked Professions

# Financial Review

The Accounts for 2025 show overall an unrestricted net income of £418 for the year, compared with a net expenditure last year of £19,371. This resulted in the General Funds increasing from £100,916 to £101,334.

The comparison of income and expenditure with the previous year is significantly affected by the biennial national conference which took place in September 2024.

Unrestricted income decreased by £42,639 due mainly to:

- Conference income decreased from £72,527 to £8,420 with no national conference in 2025. Conference income in 2025 included an on-line conference and in-person retreat.
- An increase in subscriptions of £12,800 due to the increase in membership and fees.
- An increase in training fees and levies of £671 and Pastoral Care Courses and Training Materials of £7,013
- Affiliate fees increased by £1,680.

Unrestricted expenditure decreased by £62,428 due mainly to the following:

- A decrease in conference costs of £62,094.
- An increase in staff salaries, and payments to contractors, of £7,337 with additional staff, staff working more days and an increase in pay. This was offset by a reduction in Executive Allowances of £18,944 due to the recruitment of a Head of Professional Standards and Head of Membership Services not occurring until June 2025.
- An increase in telephone and internet charges of £1,148, stationery, magazines and postage of £1,031 and professional fees of £1,974.
- An increase in small office equipment of £1,462 with the purchase of laptops for new staff.
- An increase in training costs of £3,629 and pastoral care costs of £7,785, due to £1,500 for pastoral care course development, and more courses being held in 2025.
- There was a reduction in bank charges of £1,501 with less transactions due to no biennial conference and website and database of £3,103 with less development work.
- There were also reductions of £1,798 in promotion and fundraising.

There is a budgeted deficit in 2026, with spiritual direction membership being implemented and coaching and mentoring membership 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 volunteering and we of course give thanks to God for His provision and faithfulness.

Peter Roberts  
Finance Director

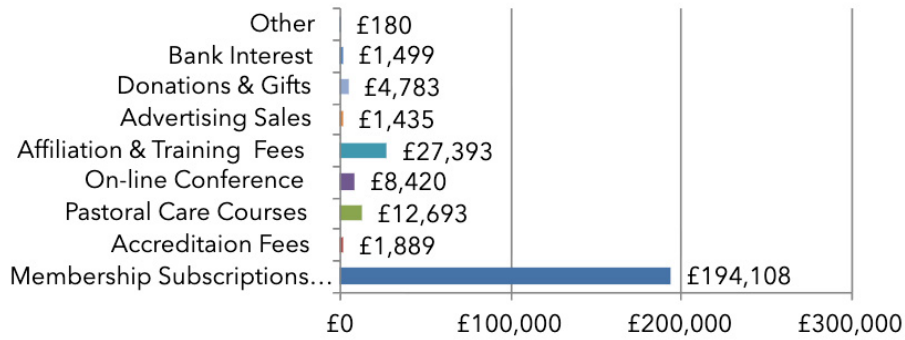
## 2025 General Fund Income and Expenses

Membership Subscriptions & Gift Aid	194,108
Accreditaion Fees	1,889
Pastoral Care Courses	12,693
On-line Conference	8,420
Affiliation & Training Fees	27,393
Advertising Sales	1,435
Donations & Gifts	4,783
Bank Interest	1,499
Other	180
<b>Total General Fund Income</b>	<b>252,400</b>

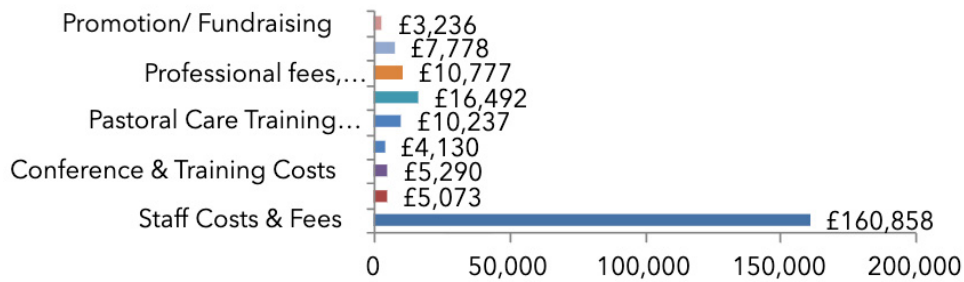
Staff Costs & Fees	160,858
Travel & Meeting Expense	5,073
Conference & Training Costs	5,290
On-line Conference	4130
Pastoral Care Training Materials & Courses	10237
Accord, Printing, Postage & Stationery	16492
Professional fees, Insurance & Bank Charges	10777
Premises and Communication Costs	7778
Promotion/ Fundraising	3236
PSA Expenses	17655
IT and Website Development	9904
Other Expenses	552
<b>Total Expenditure</b>	<b>251,982</b>

<b>Surplus for the year</b>	<b>418</b>
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### ACC Analysis of General Fund Revenue 2025 £252,400



### ACC Analysis of General Fund Expenditure 2025 £251,982



### ACC statement of financial activities for the year ended 31 December 2025

	General Fund	Restricted Funds	Total Funds
	£	£	£
<b>INCOME &amp; ENDOWMENTS FROM;</b>			
Donations and Legacies	21,149	17,856	39,004
Charitable Activities	228,317	0	228,317
Other Trading Activities	1,435	0	1,435
Interest Income	1,499	0	1,499
<b>TOTAL</b>	<b>252,400</b>	<b>17,856</b>	<b>270,255</b>
<b>EXPENDITURE</b>			
Raising Funds	8,453		8,453
Charitable Activities	243,529	16,380	259,909
<b>TOTAL</b>	<b>251,982</b>	<b>16,380</b>	<b>268,362</b>
Net Income /(Expenditure)	418	1,475	1,893
<b>RECONCILAITION OF FUNDS</b>			
Total Funds brought forward	100,916	554	101,470
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>101,334</b>	<b>2,029</b>	<b>103,363</b>

## ACC balance sheet at 31 December 2025

	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	13,686	10,878
Cash at bank and in-hand	106,111	104,499
<b>TOTAL CURRENT ASSETS</b>	<b>119,797</b>	<b>115,377</b>
<b>LIABILITIES</b>		
Creditors: amount falling due within one year	16,434	13,907
<b>NET CURRENT ASSETS OR LIABILITIES</b>	<b>103,363</b>	<b>101,470</b>
<b>THE FUNDS OF THE CHARITY</b>		
Restricted income funds	2,029	554
Unrestricted income funds	101,334	100,916
<b>TOTAL CHARITY FUNDS</b>	<b>103,363</b>	<b>101,470</b>