ACC Board Meeting Thursday 4th June 2026

Venue: Zoom

(Meeting commenced 1.30 pm)

	Title
	In attendance: Sue Monckton-Rickett, Chair (SMR); Chris Williams Deputy Chair (CW); Peter Roberts (PR); Gathoni Hamilton-Foster (GHF); Leroy Harley (LH); Lyn Smailes (LS); Christine Pinder (CP); Jenny Fytche (JF); Kate Pozzo (KP) and Kathy Spooner, CEO (KS). **Apologies:** Tony Ruddle (TR) and Sean Charlesworth (SC) **Opening Reflection:** KP led the reflection based on Celtic Midday Prayers.
01.	**Approval of Minutes of 28th April 2026** Approved as an accurate record. **Matters Arising:** The action list reviewed. **Board Recruitment:** SMR reported that two meetings had been held for potential board members and one person attended, who has not submitted a nomination. Several people had said that they would like to have attended but could not make the dates. SMR felt that it could be repeated but with more notice and more time before nominations were needed. It would also be to make some video clips about being a trustee. **Board In-Person Meeting:** The feasibility and cost of holding a meeting before the National Conference was being investigated. The possibility of Board members paying a discounted price for Conference was also being investigated. For Board members to benefit from this in-line with ACC Articles they would be required to assist in the conference for example helping to lead in worship or services, leading morning prayers, being available to talk to people, leading breakout sessions / small groups. A potential discount would be reported to Board members. **AOB** – No AOB
2.	**Standing items** **Conflicts of Interest:** No conflicts of interest declared. **RAP / PSA –** now moved to be a standing item within the CEO report. **Equality, Diversity & Inclusion**: CW, LH and KS had attended the Anti-Oppressive Practice Coalition meeting and reported that the following had been discussed: • future leadership arrangements with the proposal to move from a chair model to facilitators and how this may demonstrate a different power dynamic. • the way in which organisations were looking to embed the anti-oppressive principles and the desire that the work should lead to practical implementation rather than remain a paper exercise. CW had explained how ACC Board were reviewing each of the Principles. • there will be a talk at the UKCP conference this summer presenting the Principles and this may be recording to be shared with other organisations. • there will be a subgroup to look at strategy and vision. .

	No updates from the MOU group. **Legal and Governance:** KS reported that every organisation is required by the ICO to have a complaints policy for data protection by June 2026. A simple policy referring to the ICO policies has been published on ACC' website. Internally, ACC has detailed process of how deal with reports of a data breach, subject access requests, etc. KS reported that work had been undertaken to understand and communicate guidance for counsellors on the implications of mandatory reporting duties relating to child sexual abuse in accordance with the Crime and Policing Act 2026. The guidance was being sent to counsellor members today. The fact that the Act applies to healthcare professionals means that the statutory duty does not apply to coaches / mentors or pastoral carers. The guidance from the Equalities and Human Rights Commission (EHRC) following the Supreme Court ruling last year on gender had been reviewed but there were no real implications for ACC. **New Emerging Risks:** Any risks relating to IT Providers were discussed. **Reputational Risk:** complaint had been made about a counsellor, who was registered with another professional body, but part of an ACC counselling organisational member was noted.
3.	**Chair Report** **Complaints Update**: This was presented and details in a separate paper. **AGM and Trustee Elections:** The Board noted that TR had decided not to seek re-election and would step down after many years of service. Trustees agreed that his contribution should be formally recognised. SMR and GHF will both stand for re-election. Nominations had been received for Heather Churchill and Sharon Grant. Heather Churchill will step down from RAP so that she is not concurrently both a member of RAP and the Board. The Board reviewed their backgrounds, experience and declared interests and agreed both should proceed through the interview and due diligence process prior to the AGM. The Board discussed the desirability of increasing coaching representation among trustees. JF said that she would follow up with a potential nominee. **Kenya and Uganda Support:** In the April the Board had approved financial support for both Kenya and Uganda and the monies had been sent. However, since then it had been clarified that for pastoral care training in Kenya, they required both a projection screen and projector. Trustees agreed to provide additional funding for the projector, the cost being approx. £487 subject to normal accountability and receipt arrangements, recognising the value of the ongoing pastoral care training programme. **Discussion CIAOP Principles 2** The Board were all invited to discuss the second principle: We examine power. The discussions included: • the danger of investing power in one person without any checks and accountability • it was acknowledged that in every field of life there will be aspects of power and authority. Without it there would be little structure or order in society, but it is how the power is used is important. • that it was important for organisation to examine how power is used. • in ACC the co-existence of Chair, CEO, the Board and RAP provide checks and balances to the power of any individual and this seems to work well. Problems arise when one person takes on more than one authority role or overrides the structure.

	- that power allows people to do things and is a creative force. People cannot necessarily divest themselves of power, but it is about using it well and having checks and balances. - ACC had good governance policies, whistleblowing policies, having open doors to Chair, CEO, Board to address with concerns. - That due to interpretations of history, cultural expectations and stereotyping, etc. some people / groups of people automatically divest themselves of power. One issue here is that both the people in power and those divesting it may not consciously realise what is happening, but it will impact the dynamic of the relationship. It was agreed that in a Christian context this can be seen in churches, organisational leadership. - Leadership needed to be about bringing people along and giving people a voice, rather than dictating - The ways in which ACC could ensure that good use of power was not just reliant on "good " people being in place but embedded in structures, etc. It was felt that ACC's articles operated on consent, were changed by consent and provided a means to limit and challenge the actions of individuals. - The importance of "living" and embodying policies i.e. using them to influence what we do rather than having them but ignoring them. - It was felt that ACC being a smaller organisation maybe in a better position to give people a voice and for policies not to be ignored. ACC members know board members, Chair, CEO, they talk to office staff who they can identify and know what their role is. - The importance of organisational culture and it was felt that ACC has good organisational culture. There seemed to be united values – board, members, staff etc. A good culture means empowering people and using power well. Policies, etc. work when the culture and values underpin them. - GHF shared that from personal experience she felt that there were three things that can result in power not being used well: - lack of information - trustee hold information - the amount they disseminate to the beneficiaries determines how much power they wield. Information is only partially shared. - that roles are kind of shrouded in mystery – there is no explanation of the actions that those in power take, their responsibilities, etc. People may not think they can take up roles because historically there is lack of education about what a role is and so they may not have the confidence to think they could do it. - conflicts of interest that are not disclosed. - The importance of communication and information for board and staff, staff and members, board and members and having an ear to our members and being very sensitive to what we hear and see and for this to be given space in our AGM,s forums, conference, etc. - The importance of thinking about how ACC uses its power in deciding in relation to the register and membership and complaints process. We need to think about how we mange that power, communicate with people and the support we give. - Exploring different ways for members raise issues, make comments, discuss what ACC does, etc. One immediate change could be for the AGM – giving people the opportunity to submit questions beforehand rather than just asking in the meeting, which can feel daunting. - The importance of being as transparent as we can be, communicating often and all that need to be communicated. - That ACC used to have regional representatives and committees, which gave a voice to people, has this been lost? CP shared about ACC Suffolk group that she co-ordinates, people get to know each other, they feel connected to ACC. It was felt that these sorts of groups work well from bottom up. Communities of practice and peer support groups help people feel connected and more able to connect.

4.	**Financial Report** PR presented the 2025 Annual Report, which had been independently reviewed by Stewardship. PR expressed his thanks to Stewardship for their work. They had not raised any issues of concern in the review. PR explained the contents of the Director's Report and that certain statements must be included like public benefit, board composition, risk, etc. alongside highlighting activities and achievements in 2025, plans for 2026 and financial review. PR explained that comparing ACC finances from one year to another is sometimes quite difficult, mainly because of the biannual conference, both income and expenditure have decreasing in non-conference years. In 2025 there was a small excess of income over expenditure, resulting in a net increase in funds of £418 for the year. At the end of 2025 the General Fund had slightly over £100k and there is a small amount in restricted funds, giving a total of £103k, of which £62.5k needs to be retained as a contingency to be at least three months of expenditure. , PR explained that there has been no change to accounting policies and explained any significant changes in income and expenditure between 2024 and 2025. In the notes to the accounts payments made to directors are declared, being for the provision of training, an explanation of restricted funds is provided and contributions to pensions are declared. The independent examiners report has not identified any concerns. PR expressed his thanks to Keith Payne for his work during the year and for working with the examiners. ACC will be carrying out a review of VAT policy **The Board had no further questions regarding the Annual Report.** **CW proposed and LH seconded that the Annual Report and Accounts should be approved, and this was agreed unanimously.** SMR expressed her thanks to PR for all of his work. PR presented the April management accounts and cashflow and explained any significant variances. There was a surplus as at the end of April. The Cashflow forecast showed funds above the contingency at the end of the year. PR highlighted the balance in the overseas fund, which would cover the additional expenditure approved earlier. There were no questions raised regarding the April Accounts. PR said that TR had brought to ACC's attention that HMRC had raised their mileage rate from 45 pence a mile to 55 pence. TR had asked ACC to consider raising what it pays for travel in-line with this change given that the cost of petrol and diesel has gone up significantly. PR had looked at the impact on ACC and said that he would propose that ACC increases the mileage rate to 55p per mile from 1 June 2026. **The Board agreed unanimously. KS will inform staff**
5.	**CEO Report** **For Approval**: KS asked the Board to approve for publishing to members Churchill Framework – associated guide/introduction to religious interventions. **The Board thought that it was a very good piece of work and unanimously approved it for publication.** **PSA Annual Review**: KS informed the Board that all information had been provided on time. ACC will be assessed against the new standards and requirements to evidence in 2027. KS had not been able to do an impact assessment yet. **Complaint Process Consultation:** responses had been received and were included in the Board papers. They will be considered and appropriate changes made. CW raised an issue that the indicative timeframes did not appear to be in the summary document. KS confirmed that this would be investigated.

	PCPB: KS had met with the new PCPB chair and had a very good conversation, and he will be good in utilising the opportunities that come from the commission, whose findings will be published in November. A new group has been established to produce a definition of conversion therapy and conversion practises and some guidelines. KS has been nominated by the PCPB to be on the project board for this and to co-ordinate the EBE (Experts by Eperience) contributions. There have been discussions around how each of the individual bodies are interpreting the SCoPEd framework and maintaining standards and these are being worked through in the clinical group and there have been some discussion at Project Board level. ACC have presented to the PCPB for discussion equivalence decisions and the new Waverly online course as part of a route to accreditation. KS said that she would be meeting with members of the clinical group to discuss these. KS also reported that there were on-going conversations about students doing placement hours on-line. **Accreditation Routes:** KS reported that work was on-going on applications for Accreditation routes. **Coaching and Mentoring:** KS said that coaching and mentoring membership has stayed static. For this and other memberships there was a real need to promote ACC, our membership and the services that our members provide. A coaching and mentoring steering group has been established to look at the development of this membership. **Data Scrape:** KS provided details of a "data scrape" that has been conducted by an organisation called "Kingdom Counsel". It involves organisations creating websites and then extracting data (AI scrapes) from other websites. In this case they extracted ACC counsellors' details if they were / had been on FAC. ACC sent a cease and desist letter and all ACC counsellors have been removed from their website. This is not an ACC data breach, but Kingdom Counsel have breached the privacy our members , as they didn't grant permission to publish their data. ACC had spoken to our website hosts, and they believe that ACC is taken all possible actions. **Staff Update:** KS provided an update regarding staff. At the May in- person staff meeting strategy was discussed with an emphasis on raising awareness of ACC and the services it and its members offer. CW asked if the provision of board members being available for staff to talk to had been put in place? SMR said that staff had been told that it was planned, but the intention was that this would be part of a wider wellbeing policy and aligned with the new employee handbook, being worked on by Joel Slater and she had just not had time to work on this. **Spiritual Directors:** KS has had meetings with various people involved in training, standard setting for spiritual direction. KS will continue discussions.
6.	**AOB** Next Board meeting July 7th 1.30pm on zoom

Signed

S Monckton-Rickett

Chair of ACC

7 July 2026