

# THE ASSOCIATION FOR PASTORAL SUPERVISION AND EDUCATION

England & Wales · Charity number 1181559

## Details

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**Other names** APSE

**Status** Registered

**Legal form** CIO

**Registered** 2019-01-14

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 46 Mayfield Way  
North Walsham  
Norfolk  
NR28 0DQ

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**Email** [treasurer4apse@gmail.com](mailto:treasurer4apse@gmail.com)

**Website** [www.pastoralsupervision.org.uk](http://www.pastoralsupervision.org.uk)

## Activities

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**Objects:** FOR THE PUBLIC BENEFIT THE ADVANCEMENT OF EDUCATION AND THE PRESERVATION AND PROTECTION OF GOOD MENTAL HEALTH BY:• PROVIDING A SYSTEM OF ACCREDITATION FOR PASTORAL SUPERVISORS AND EDUCATORS IN PASTORAL SUPERVISION;• SUPPORTING INITIATIVES IN THE TRAINING OF PASTORAL SUPERVISORS;• FOSTERING GROUPS FOR THE SUPPORT, ACCOUNTABILITY AND CONTINUING DEVELOPMENT OF PASTORAL SUPERVISORS;• ENCOURAGING CONVERSATION AMONGST THE VARIOUS TRADITIONS AND CONTEXTS OF PASTORAL SUPERVISION AND PASTORAL SUPERVISION EDUCATION.

**Activities:** Charitable purposes to benefit the general public

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** The General Public/mankind

## Geography

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- Australia
- Ireland
- Northern Ireland
- Scotland
- United States
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£21,319	£32,205	-	-
2024-03-31	£32,307	£15,029	-	-
2023-03-31	£18,200	£18,774	-	-
2022-03-31	£26,413	£6,729	-	-
2021-03-31	£12,047	£12,916	-	-

## Trustees

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Name	Role	Appointed
Anissa Chung		2025-06-03
Deanne Gardner		2020-06-23
Dr Andre Johannes Groenewald		2019-06-25
Professor Peter Madsen Gubi		2020-06-23
Rev Graham Thompson		2021-06-06
Rev Kathleen Gartside		2023-06-06
Rev Sheryl Milanda Anderson PhD		2024-06-11

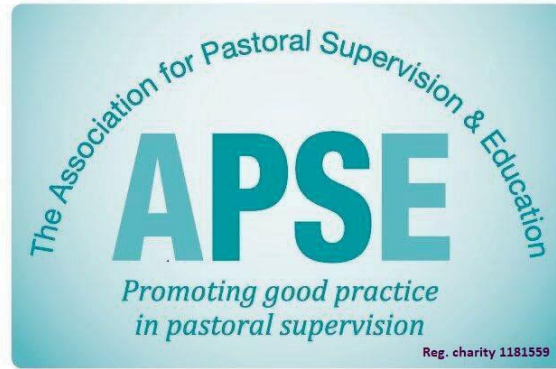
**THE ASSOCIATION FOR PASTORAL SUPERVISION AND EDUCATION**

England & Wales - Charity number 1181559

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# Accounts

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**Report of the Trustees and  
Financial Statements  
for the Year Ended 31 March 2025 for  
The Association for Pastoral Supervision and Education CIO**

**Charity Number: 1181559**

**The Association for Pastoral Supervision and Education CIO**

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for the Year Ended 31 March 2025**

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## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2025

The Trustees hereby present their report with the financial statements of the Charitable Incorporated Organisation for the year ended 31 March 2025.

#### Trust Information, Structure, Governance and Management:

**Constitution:** The Association was conceived in October 2008 and launched as an unincorporated association on 19 June 2009. The Association was granted registered charitable status as a charitable incorporated organisation on 14 January 2019 and is governed by its constitution.

**Registered Charity Number:** 1181559

**Trustees:** Trustees are proposed by, and generally from among, the membership of the Association. The appointment of Trustees is by simple majority of the members of the Association voting in a general meeting for a term of three years; one third of the board retiring by rotation each year. Trustees may be co-opted by the Trustees from time to time but must stand for election at the next subsequent general meeting, in order to continue in service. Trustees may stand for re-election providing they have not served three consecutive terms. The Trustees during the period under review are:

David Ryder (Chair) (resigned 3 June 2025)  
Deanne Gardner (Vice Chair)  
André Groenewald (Secretary)  
Graham Thompson (Treasurer)  
Sheryl Anderson (appointed 1 June 2024)  
Sally Bubbers (resigned 3 June 2025)  
Liz Crumlsh (elected 11 June 2024, resigned 5 June 2025)  
Anissa Chung (elected 3 June 2025)  
Lisa Curtice (elected 11 June 2024)  
Sarah Evans (resigned 26 February 2025)  
Kate Gartside  
Peter Gubi (Chair from June 2025)

**Correspondent:** Graham Thompson  
**Address:** 46 Mayfield Way  
North Walsham  
NR28 0DQ.

**Independent Examiner:** Sue Wintle  
27 Bascott Road  
Bournemouth  
Dorset  
BH11 8RJ

**Bankers:** Co-operative Bank plc  
PO Box 101  
1 Balloon Street  
Manchester M60 4EP

Epworth Investment Management Ltd  
25 Tavistock Place  
London WC1H 9SF

## The Association for Pastoral Supervision and Education CIO

### Governance

The Charitable Incorporated Organisation is run by the Trustees on a voluntary basis.

### Risk Management

The Trustees are aware of their responsibility for managing risk and seek professional advice and, where appropriate, put insurance cover in place.

### Reserves

The charity does not maintain reserves.

### Oversight

The Trustees normally meet four times a year to consider strategy, monitor the accounts and make decisions on behalf of APSE. Subgroups meet on an *ad hoc* basis overseeing the following areas as Trustees:

**Accreditation:** Sarah Evans, André Groenewald (from 26 February 2025), Liz Crumlish.

**Conference:** David Ryder, Sally Bubbers, Sheryl Anderson.

**Governance and Membership:** David Ryder, Deanne Gardner, André Groenewald, Graham Thompson.

**Training, Research and Publications:** Lisa Curtice, Deanne Gardner, Peter Gubi, Sally Bubbers,.

**Regional and International Groups:** Kate Gartside.

### Objectives and Activities

The objective and principal activity of the Charitable Incorporated Organisation is the advancement of education and the preservation and protection of good mental health by:

- providing a system of accreditation for pastoral supervisors and educators in pastoral supervision.
- supporting initiatives in the training of pastoral supervisors.
- fostering groups for support, accountability and continuing development of pastoral supervisors.
- encouraging conversation amongst the various traditions and contexts of pastoral supervision and pastoral supervision education.

### Achievements and Performance

It has been another busy year for APSE. Membership has increased to 364 members (356 in 2024). We continue to develop and renew relationships in many different parts of the world. Most of the work has been done in the subgroups which are overseen by the Trustees and may include members with a wide range of expertise.

#### Conference Subgroup

APSE successfully hosted its 14th Annual Conference (in person) on 11th and 12th June 2024 at the Best Western Plus Windmill Village Hotel, Coventry, with 80 delegates attending. The theme was “Deepening Wisdom: Soul, Compassion, and Creativity in Pastoral Supervision,” led by keynote speaker: Dr. Geraldine Holton. Workshops covered various topics, including:

- Soul exploration during supervision;
- Sand play as a creative supervision tool;
- Group supervision benefits;
- Poetry and soul work in supervision;

## The Association for Pastoral Supervision and Education CIO

- Understanding African supervisees;
- Building confidence in pastoral supervision practice;
- Shadow work in supervision;
- Sound and music in supervision;
- Pastoral supervision in the charity sector and beyond.

### Upcoming Conferences:

- 10th and 11th June 2025 (online): Theme: *Burnout and Flourishing*.  
Keynote Speakers: David St Bernard and Danielle McCarron (Toronto, Canada)
- 9th and 10th June 2026 (Best Western Plus Windmill Village Hotel, Coventry): Theme: *Moral Injury*.  
Keynote Speaker: Revd Dr Rhona Knight

Special thanks to Sally Bubbers, Lisa Curtice, Jonathan Kimber, Brenda Mosedale and David Ryder; along with additional support from André Groenewald, Joolz Walker and Graham Thompson.

### Accreditation Subgroup

The Association continues to accredit members who demonstrate an understanding of, and commitment to, high standards of practice. During the year under review, we accredited 10 members and renewed the accreditations of another 10 members. Efforts have been made to align accreditation with the new *APSE Code of Ethical Practice in Pastoral Supervision*.

The Trustees agreed two categories for accreditation, namely general and senior accreditation with new guidelines for accreditation and renewal of accreditation, which were published on the website. There is regular liaison with the accreditation assessors, although they are an independent group. Sarah Evans resigned as a Trustee and relinquished her role as Accreditation Convenor on 26th February 2025. The Secretary, André Groenewald, replaced her as the new Convenor for Accreditation.

Special thanks to the members of the Accreditation Subgroup: Liz Crumlish, Val Allen, Dawn Allison, Sarah Evans, Lynette Harborne and accreditation assessors (who remain anonymous). Special thanks to Brenda Mosedale and Sarah Evans, who stepped down in September 2024 and February 2025, respectively.

### Membership and Governance Subgroup

The Trustees expanded the remit of the Membership Subgroup to include governance. This group, comprising the Chair, Vice Chair, Secretary and Treasurer, has worked on key developments such as:

- GDPR policy to ensure compliance and due diligence.
- A new *APSE Code of Ethical Practice* and *APSE Professional Conduct in Pastoral Supervision*, shaped by professional guidance from Dr. Barbara Mitchels, over the past 15 months.
- A new Expenses Policy for Trustees.

Thanks to Subgroup members: André Groenewald, Graham Thompson, Deanne Gardner, Joolz Walker and David Ryder.

### Regional and International Groups

Groups remain a valuable learning and networking space, supported by small grants from the Board of Trustees. Currently there are 9 regional groups and 1 international group:

- Scotland
- Yorkshire and the North East
- North West
- Midlands
- South East
- South West
- East Anglia
- Ireland

## The Association for Pastoral Supervision and Education CIO

- Cymru (Wales)
- North America (including Canada)

Kate Gartside followed Bill Mullally as Regional Groups Convenor in September 2024. The Trustees are grateful for the work given by Bill and Kate.

### Training, Research and Publication Subgroup

Training: A revised Bridging Course for professionals who are transitioning into pastoral supervision was developed and conducted in September and October 2024 by Sally Bubbers, Bill Mullally, Deanne Gardner and David Ryder and will now be offered annually.

Continuing Professional Development (CPD):

- CPD opportunities continue through regional groups and training providers.
- CPD certificates have been issued, to document CPD activity of members.
- Ongoing CPD development efforts include the Book Club, initiated by Val Mullally and Elizabeth Garry Brosnan. Recent books discussed are *A Hidden Wholeness* by Parker J. Palmer and *Transformative Supervision for the Helping Professions* by Nicki Weld.

The Subgroup is still keen to encourage experienced practitioners, who are APSE members, to run workshops and seminars for the wider membership to inform and stimulate discussion and spread good practice. The Subgroup members are willing to assist with the practicalities, if that would be helpful and necessary.

Research: The Trustees have ring-fenced a grant of £3,000 per annum for research studies into pastoral supervision and are awaiting expressions of interest to move this forward: The Trustees have given permission for APSE to fund:

- one part-time MA (by research)/MRes/MPhil/PhD/DProf studentship for four years for UK nationals (up to £3,000 per annum);
- **or** to part-fund one, part-time, MA (by research)/MRes/MPhil/PhD/DProf studentship for four years for an international student (up to £3,000 per annum);
- **or** to part-fund one bursary to develop the training of pastoral supervision in a non-UK country (up to £3,000 per annum).

The Subgroup has been working on a survey of members to understand better the different contexts in which pastoral supervision is practiced. We intend that this will lead to the publication of an edited book and the development of podcast resources to help practitioners develop their awareness of how context impacts on practice.

Thanks to sub-group members Lisa Curtice (convenor), Mani Alexander, Sally Bubbers, Deanne Gardner, Peter Gubi, Lynette Harborne, Bill Mullally, and Tuntufye Mwenisongole.

### Other Developments and Decisions

The Trustees have written and agreed a statement on inclusion and diversity with regard to faith, theological and spirituality matters. This will be published in the next edition of *APSICAL*.

The 'members' only' webpage (intranet) keeps on developing with members accessing videos from past conferences, photos to be used in pastoral supervisory contexts and other CPD opportunities. Members can also attach their electronic accreditation certificates to their profiles (which is not visible to other users). We currently have 377 registered users.

The Trustees have decided that future Annual General Meetings will be held online, at a different date from the conference and will take a slightly different format. The next AGM is scheduled for Tuesday, 2nd June 2026.

## The Association for Pastoral Supervision and Education CIO

### Financial Review

The financial statements are still subject to an Independent Examination. In the year under review the charity received net subscriptions from members of £13,320 (2024: £10,984), accreditation fees of £1,050 (2024: £3,710) with corresponding costs of £733 (2024: £2,284) and cash inflows from conference fees of £4,060 (2024: £16,215) and corresponding cash out flows of £16,427 (2024: £1,342). We aim to cover conference costs on a year-by-year basis. The 2024 Conference was held in Coventry and resulted in a surplus of £39.

### Public Benefit

We confirm that the Trustees have paid due regard to the Charities Commission guidance on public benefit in planning the activities the charity should undertake.

### Trustees' Responsibilities in Relation to Financial Statements

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and regulations.

The Trustees are required to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources of the charity for that period. In preparing these, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed: and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the applicable law, regulations and the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that the relevant UK Accounting Standards have been followed.

### Independent Examiner

Sue Wintle, Independent Examiner, has expressed her willingness to continue as the Independent Examiner of the charitable incorporated organisation.

Approved by the Trustees and signed on their behalf by:



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**Revd Dr André Groenewald**  
Secretary

## Receipts and Payments Account

For the year ended 31st March

2025

2024

### Receipts

Membership Subscriptions	13320	10984
Accreditation Fees	1050	3710
Conference Fees 2023	-	610
2024	700	15605
2025	3360	-
Donations	104	68
Bank Interest	2169	745
Gift Aid	616	585
	<hr/>	<hr/>
	21319	32307

### Payments

Administration	2320	2358
Website	259	767
Accreditation Costs	722	2284
Conference Expenditure 2023	-	1342
2024	16266	-
2025	161	-
Meeting Costs and Trustees' Expenses	5288	4314
Finance Charges	146	82
Independent Examination	250	250
Postage, Stationery and Software	282	106
Insurance	264	264
Professional Fees and Subscriptions	95	95
Professional and Legal Advice	6025	3025
Grants to Regional Groups	77	73
Gifts to Retiring Trustees	50	69
	<hr/>	<hr/>
	32205	15029
	<hr/>	<hr/>
<b>Excess Payments over Receipts</b>	<b>(10886)</b>	<b>17278</b>
	=====	=====

The Association for Pastoral Supervision and Education CIO

## Reconciliation

		<u>For the year ended 31st March</u>	
		<u>2025</u>	<u>2024</u>
Closing Balances:	Co-op Bank	3471	6527
	Epworth Cash Plus Fund	47915	55745
		————	————
		51386	62272
<u>Less:</u> Opening Balances:			
	Co-op Bank	6527	44994
	Epworth Cash Plus Fund	55745	
		————	
		62272	
		————	————
<b>Excess Payments over Receipts</b>		<b>(10886)</b>	<b>17278</b>
		=====	=====
		<u>2025</u>	<u>2024</u>
<b>Funds</b>			
	General Fund	42187	40667
	Conference Fund	3199	15605
	Designated Fund: Research Work	6000	6000
		————	————
<b>Closing Balance</b>		<b>51386</b>	<b>62272</b>
		=====	=====

8<sup>th</sup> September 2025

**The Association for Pastoral Supervision and Education CIO**

Independent Examiner's Report for the Year to 31<sup>st</sup> March 2025

I report on the accounts of the charity for the year ended 31<sup>st</sup> March 2025

Respective responsibilities of Trustees and examiner

As the charity Trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of Section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 41 of the Act; and

to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act;

have not been met; or

to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date...08/09/25.....

...*Sue W*.....

Sue Wintle ACIE

27 Bascott Road  
Wallisdown  
Bournemouth  
Dorset  
BH11 8RJ

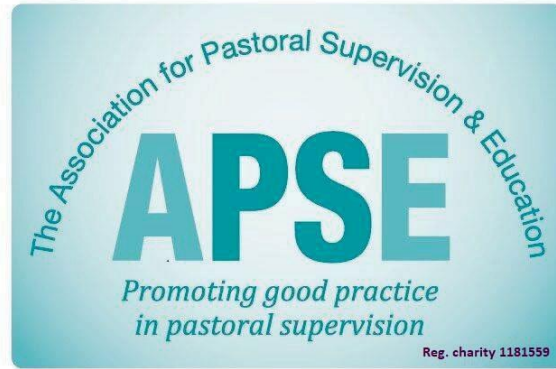
**THE ASSOCIATION FOR PASTORAL SUPERVISION AND EDUCATION**

England & Wales - Charity number 1181559

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# Accounts

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**Report of the Trustees and  
Financial Statements  
for the Year Ended 31 March 2024 for  
The Association for Pastoral Supervision and Education CIO**

**Charity Number: 1181559**

**The Association for Pastoral Supervision and Education CIO**

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## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2024

The Trustees hereby present their report with the financial statements of the Charitable Incorporated Organisation for the year ended 31 March 2024.

#### Trust Information, Structure, Governance and Management:

**Constitution:** The Association was conceived in October 2008 and launched as an unincorporated association on 19 June 2009. The Association was granted registered charitable status as a charitable incorporated organisation on 14 January 2019 and is governed by its constitution.

**Registered Charity Number:** 1181559

**Trustees:** Trustees are proposed by, and generally from among, the membership of the Association. The appointment of Trustees is by simple majority of the members of the Association voting in general meeting for a term of three years, one third of the board retiring by rotation each year. Trustees may be co-opted by the Trustees from time to time but must stand for election at the next subsequent general meeting in order to continue in service. Trustees may stand for re-election providing they have not served three consecutive terms. The Trustees during the period under review are:

David Ryder (Chair since 11 June 2024)  
Brenda Mosedale (Chair) (resigned 11 June 2024)  
André Groenewald (Secretary)  
Graham Thompson (Treasurer)  
Dawn Allison (resigned 26 April 2023)  
Sheryl Anderson (appointed 11 June 2024)  
Sally Bubbers  
Elizabeth Crumlish (appointed 11 June 2024)  
Lisa Curtice (appointed 11 June 2024)  
Sarah Evans (appointed 6 June 2023)  
Deanne Gardner  
Kate Gartside (appointed 6 June 2023)  
Peter Gubi  
Bill Mullally (resigned 6 June 2023)

**Correspondent:  
Address:** Graham Thompson  
Cornerstone Cottage  
The Street  
Knapton  
North Walsham  
NR28 0AD

**Independent Examiner:** Sue Wintle  
27 Bascott Road  
Bournemouth  
Dorset  
BH11 8RJ

**Bankers:** Co-operative Bank plc  
PO Box 101  
1 Balloon Street  
Manchester M60 4EP

Epworth Investment Management Ltd  
9 Bonhill Street  
London EC2A 4PE

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2024 Continued

#### Governance

The Charitable Incorporated Organisation is run by the Trustees on a voluntary basis.

#### Risk Management

The Trustees are aware of their responsibility for managing risk and seek professional advice and, where appropriate, put insurance cover in place.

#### Reserves

The charity does not maintain reserves.

#### Oversight

The Trustees normally meet four times a year, to consider strategy and keep up to date through statistics and accounts. Subgroups meet on an *ad hoc* basis overseeing the following areas as Trustees:

**Accreditation:** Brenda Mosedale, Sarah Evans.

**Conference:** David Ryder, Sally Bubbers, Brenda Mosedale.

**Finance and Governance:** André Groenewald, Brenda Mosedale, Graham Thompson.

**Membership** (including regional and international groups): Bill Mullally, Kate Gartside, Brenda Mosedale, Graham Thompson

**Training, Research and Publications:** Deanne Gardner, Peter Gubi, Sally Bubbers,.

#### Objectives and Activities

The object and principal activity of the Charitable Incorporated Organisation is for the advancement of education and the preservation and protection of good mental health by:

- providing a system of accreditation for pastoral supervisors and educators in pastoral supervision;
- supporting initiatives in the training of pastoral supervisors;
- fostering groups for the support, accountability and continuing development of pastoral supervisors;
- encouraging conversation amongst the various traditions and contexts of pastoral supervision and pastoral supervision education

#### Achievements and Performance

It has been another busy year for APSE. Membership has increased to 356 members (2023: 327). We continue to develop and renew relationships in many different parts of the world. Most of the work has been done in the subgroups which are overseen by the Trustees and may include members with a wide range of expertise.

#### Conference Planning Subgroup

The charity held its 13th Annual Conference online from Tuesday, 6th to Wednesday, 7th June 2023 with 83 delegates taking part. The theme was “Enriching practice in pastoral supervision; growing through research” and proved to be thought-provoking, stimulating, helpful and informative as to how the pastoral supervisor becomes a practitioner-researcher, with Peter Gubi as the keynote speaker. Thanks to all who made the conference possible.

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2024 Continued

In 2024 the Annual Conference was held on 11th and 12th June at the Best Western Plus Windmill Village Hotel, Coventry. The keynote speaker was Dr. Geraldine Holton as we developed the theme, 'Deepening wisdom: Soul, compassion and creativity in pastoral supervision.' A huge amount of work is needed to make the Conference happen; requiring vision, consultation and attention to detail. The Conference is held for learning and development and for friendship and collegiality - not so easy on *Zoom* but not impossible. It is important that the subjects discussed are those that are interesting to members and useful. Thanks are due to the Conference Planning Group: Sally Bubbers, Lisa Curtice, Jonathan Kimber, David Ryder and Brenda Mosedale. Thanks also to André Groenewald, Joolz Walker and Graham Thompson who play important organisational roles.

We are planning another online conference for 2025 on 10th and 11th June and a further in-person conference during the second week of June 2026. Dates and venue to be confirmed.

#### Accreditation Subgroup

The Association continues to accredit members who demonstrate an understanding of, and commitment, to high standards of practice. During the year under review we accredited 27 members (2023: 20) and renewed the accreditations of another 10 members. The group meets regularly to monitor the activity around accreditation and to develop and test pathways to accreditation. There is regular liaison with the accreditation assessors, although they are an independent group. A year ago, the decision was made to close the route to the senior accreditation process and explore what senior accreditation meant and how best to assess that. This has meant that all applicants are assessed under the same criteria and has made this process more straightforward, while not necessarily any easier. The group has been working at what might be put in place to encourage development and greater engagement for those for whom pastoral supervision forms a significant part of what they do. We had hoped that we might be ready to launch a new senior accreditation process in the summer of 2024 but there are some practical questions that need to be clarified. We can report that it will require significantly more experience than the previous pathway and will be based around development and reflection, rather than detailed competencies.

The question of advertising on the APSE website has been a trustee consideration, as it has implications for accreditation. The trustees decided that, from September 2024, anyone who is not APSE accredited will no longer be able to advertise on the APSE website with two exceptions:

- If you have completed a course of training in pastoral supervision which would qualify for the 70 hours training requirement and are working towards accreditation, you will be able to advertise in a separate section for those in training.
- If you have completed the bridging course into pastoral supervision (referenced in the training, research and publication sub-group report) and are working toward accreditation, then you may advertise in this section.

Thanks are due to Val Allen, Dawn Allison, Sarah Evans, Lynette Harborne, Brenda Mosedale (accreditation administrator) and the assessors, who will remain nameless.

#### Membership Subgroup

The subgroup has met regularly to look at issues relating to membership, payments, communication and anything that directly affects the membership of APSE. The members area of the website (intranet) and the development of a new ethical framework have been directed and managed by the Board of Trustees. The group has continued to monitor the development of regional groups and looked at questions they have raised. The trustees have now decided that APSE would be better served by a Membership & Governance Subgroup which will consist of the Chair, Vice-Chair, Secretary and Treasurer. New terms of reference for this group are being developed. The regional groups co-ordinator will report directly to the trustees or bring issues to this new group as they arise.

One new development directly involving members has been the start of a book club, an initiative of Val Mullally and Elizabeth Garry Brosnan. The book club has convened several times during the year, attracting a large number of members and goes from strength-to-strength.

Thanks are due to the Membership Subgroup: Kate Gartside, Lynette Harborne, Brenda Mosedale, Bill Mullally, Joolz Walker and Graham Thompson.

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2024 Continued

#### Regional Groups

Regional Groups continue to be a worthwhile place to meet colleagues for networking and learning; to create opportunities to present work and ask questions; to hear speakers and reflect on our knowledge and perspective. This was affirmed at a recent meeting of regional group leaders. A *WhatsApp* group helps with direct communication between all the co-ordinators.

APSE currently has 10 active regional groups: Scotland, Yorkshire and the North East, North West, Midlands, South East, South West, East Anglia, Ireland, Cymru (Wales) and North America (including Canada). Bill Mullally will be standing down as Regional Groups Co-ordinator in September 2024 and Kate Gartside will be replacing him. We continue to believe that Regional Groups serve a valuable purpose within the APSE community and, with more time dedicated to nurturing and informing groups, they will be a major channel of enrichment and learning.

#### Training, Research and Publication Subgroup

The current members of the Subgroup are Mani Alexander, Sally Bubbers (Joint Minute-taker), Lisa Curtice (Chair), Deanne Gardner (Joint Minute-taker), Peter Gubi, Lynette Harborne, Bill Mullally and Tuntufye Mwenisongole. Mish Seabrook has stood down and Peter Gubi has stood down as Chair after leading the TRP sub-group through a very productive phase and we are very grateful to him for his contribution.

Training: Deanne Gardner and Sally Bubbers have now written a new Bridging Course for those with a background in clinical counselling. Two dates, (September and October 2024) are being offered to the 20 people who have expressed interest.

Continuing Professional Development: A range of opportunities were made available during the year and e-mails sent to encourage take-up.

Research: The subgroup discussed ways to foster research. One area was the development of an Ethical Framework for Good Practice for Researching Pastoral Supervision. The trustees have agreed to fund Dr Barbara Mitchels to progress this once work on ethics and a code of conduct has been completed. There are a range of ideas for providing research information on the APSE website including a research bulletin, links to journal articles and CPD resources. Development is ongoing. As yet there have been no expressions of interest in research activity following the 2023 conference and the Ph.D. Studentship has not been taken up.

Publication: The book, 'Enriching awareness and practice in the pastoral and reflective supervision of clergy' (edited by Prof Peter Gubi, with chapter contributions from Sally Bubbers, Dr Deanne Gardner, Prof Peter Gubi, Rev Bill Mullally, Rev Dr Tuntufye Mwenisongole, Rev Dr Sally Nash and Dr Mish Seabrook) was published in June 2023 by Lexington books. A research paper including authors from the TRP sub-group was published in July 2023: Peter Madsen Gubi, Sally Bubbers, Deanne Gardner, William Mullally & Tuntufye Anangisye Mwenisongole (2023): An evaluation of supervisees' perceptions of the benefits and limitations of pastoral/reflective supervision among Christian clergy in the UK. The research was presented at the Adversity, Religious Change and Mental Wellbeing conference in July 2023.

#### Other Developments and Decisions

The Secretary, André Groenewald, has developed, with the webmaster, Charles Macintosh, a members' only webpage (intranet) whereby members can access videos from past conferences, photos to be used in pastoral supervisory contexts and other CPD opportunities. Members can also attach their electronic accreditation certificates to their profiles (which is not visible to other users). Currently we have 301 registered users. Another exciting development has been the creation and usage of the website "GoCardless" which enables members to renew their membership fees by setting up a direct debit, (which can be set up to renew automatically). The trustees have decided that future Annual General Meetings will be held online, at a different date from the conference, and will take a slightly different format.

# The Association for Pastoral Supervision and Education CIO

## Report of the Trustees for the Year ended 31 March 2024 Continued

### Financial Review

The financial statements are still subject to an Independent Examination. In the year under review the charity received net subscriptions from members of £10,984 (2023: £10,485), accreditation fees of £3,710 (2023: £3,560) with corresponding costs of £2,284 (2023: £1,320) and cash inflows from conference fees of £16,215 (2022: £13,650) and corresponding cash out flows of £1,342 (2023: £9,826). We aim to cover conference costs on a year-by-year basis. The 2023 Conference was held online and resulted in a surplus of £1,913 which is being used to underwrite the cost of the 2024 Conference in Coventry..

### Public Benefit

We confirm that the trustees have paid due regard to the Charities Commission guidance on public benefit in planning the activities the charity should undertake.

### Trustees' Responsibilities in Relation to Financial Statements

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and regulations.

The Trustees are required to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources of the charity for that period. In preparing these, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed: and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.


The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the applicable law, regulations and the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that the relevant UK Accounting Standards have been followed.

### Independent Examiner

Sue Wintle, Independent Examiner, has expressed her willingness to continue as the Independent Examiner of the charitable incorporated organisation.

**Approved by the Trustees and signed on their behalf by:**



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**Revd Dr André Groenewald**  
Secretary 20th June 2024

The Association for Pastoral Supervision and Education CIO

Report of the Trustees  
for the Year ended 31 March 2024  
Continued

## Receipts and Payments Account

	<u>For the year ended 31st March</u>	
	<u>2024</u>	<u>2023</u>
<b>Receipts</b>		
Membership Subscriptions	10984	10485
Accreditation Fees	3710	3560
Conference Fees	15605	-
2024		
2023	610	2645
2022	-	1505
Donations	68	5
Bank Interest	745	-
Gift Aid	585	-
	<hr/>	<hr/>
	32307	18200
<b>Payments</b>		
Administration	2358	1943
Website	767	264
Accreditation Costs	2284	1320
Conference Expenditure	-	9826
2022		
2023	1342	-
Meeting Costs and Trustees' Expenses	4314	4781
Finance Charges	82	61
Independent Examination	250	250
Postage, Stationery and Software	106	30
Insurance	264	264
Professional Fees and Subscriptions	95	35
Professional and Legal Advice	3025	-
Grants to Regional Groups	73	-
Gifts to Retiring Trustees	69	-
	<hr/>	<hr/>
	15029	18774
<b>Surplus Receipts over Payments</b>	<hr/> <b>17278</b> =====	<hr/> <b>(574)</b> =====

The Association for Pastoral Supervision and Education CIO

Report of the Trustees  
for the Year ended 31 March 2024  
Continued

## Reconciliation

		<u>For the year ended 31st March</u>	
		<u>2024</u>	<u>2023</u>
Closing Balances:	Co-op Bank	6527	44994
	Epworth Cash Plus Fund	55745	-
		-----	-----
		62272	44994
<u>Less:</u>	Opening Balance: Co-op Bank	44994	45568
		-----	-----
<b>Surplus Receipts over Payments</b>		<b>17278</b>	<b>(574)</b>
		=====	=====
		<u>2024</u>	<u>2023</u>
<b>Funds</b>			
	General Fund	40667	36349
	Conference Fund	15605	2645
	Designated Fund: Doctoral Work	6000	6000
		-----	-----
<b>Closing Balance</b>		<b>62272</b>	<b>44994</b>
		=====	=====

23<sup>rd</sup> May 2024

## The Association for Pastoral Supervision and Education CIO

Independent Examiner's Report for the Year to 31<sup>st</sup> March 2024

I report on the accounts of the charity for the year ended 31<sup>st</sup> March 2024.

Respective responsibilities of Trustees and examiner

As the charity Trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of Section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 41 of the Act; and

to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act;

have not been met; or

to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date...23/5/24.....

...*SueW*.....

Sue Wintle FMAAT

27 Bascott Road  
Wallisdown  
Bournemouth  
Dorset  
BH11 8RJ

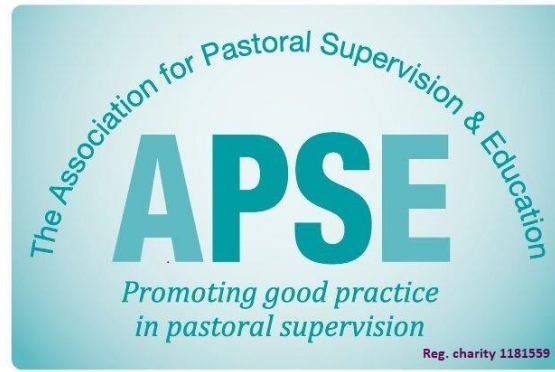
**THE ASSOCIATION FOR PASTORAL SUPERVISION AND EDUCATION**

England & Wales - Charity number 1181559

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# Accounts

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**Report of the Trustees and  
Financial Statements  
for the Year Ended 31 March 2023 for  
The Association for Pastoral Supervision and Education CIO**

**Charity Number: 1181559**

**The Association for Pastoral Supervision and Education CIO**

**Index to the Financial Statements For the  
Year Ended 31 March 2023**

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Receipts and Payments Account	9
Independent Examiner's Report	10

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2023

The Trustees hereby present their report with the financial statements of the Charitable Incorporated Organisation for the year ended 31 March 2023.

#### Trust Information, Structure, Governance and Management:

<b>Constitution:</b>	The Association was conceived in October 2008 and launched as an unincorporated association on 19 June 2009. The Association was granted registered charitable status as a charitable incorporated organisation on 14 January 2019 and is governed by its constitution.
<b>Registered Charity Number:</b>	1181559
<b>Trustees:</b>	<p>Trustees are proposed by, and generally from among, the membership of the Association. The appointment of Trustees is by simple majority of the members of the Association voting in general meeting for a term of three years, one third of the board retiring by rotation each year. Trustees may be co-opted by the Trustees from time to time but must stand for election at the next subsequent general meeting in order to continue in service. Trustees may stand for re-election providing they have not served three consecutive terms. The Trustees during the period under review are:</p> <p>Brenda Mosedale (Chair) André Groenewald (Secretary) Graham Thompson (Treasurer) Dawn Allison (resigned 26 April 2023) Sally Bubbers Sarah Evans (appointed 6 June 2023) Deanne Gardner Kate Gartside (appointed 6 June 2023) Peter Gubi Bill Mullally (resigned 6 June 2023) David Ryder</p>
<b>Correspondent:</b>	Graham Thompson
<b>Address:</b>	Cornerstone Cottage The Street Knapton North Walsham NR28 0AD
<b>Independent Examiner:</b>	Sue Wintle 27 Bascott Road Bournemouth Dorset BH11 8RJ
<b>Bankers:</b>	Co-operative Bank plc PO Box 101 1 Balloon Street Manchester M60 4EP

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2023 Continued

#### Governance

The Charitable Incorporated Organisation is run by the Trustees on a voluntary basis.

#### Risk Management

The Trustees are aware of their responsibility for managing risk and seek professional advice and, where appropriate, put insurance cover in place.

#### Reserves

The charity does not maintain reserves.

#### Oversight

The Trustees normally meet four times a year, to consider strategy and keep up to date through statistics and accounts. Subgroups meet on an *ad hoc* basis overseeing the following areas as Trustees:

**Accreditation:** Brenda Mosedale, Dawn Allison

**Conference:** David Ryder, Sally Bubbers, Brenda Mosedale

**Finance and Governance:** André Groenewald, Brenda Mosedale, Graham Thompson, Dawn Allison

**Membership** (including regional and international groups): Bill Mullally, Dawn Allison  
Peter Wells (resigned)

**Training, Research and Publications:** Deanne Gardner, Peter Gubi, Sally Bubbers, Bill Mullally

#### Objectives and Activities

The object and principal activity of the Charitable Incorporated Organisation is for the advancement of education and the preservation and protection of good mental health by:

- providing a system of accreditation for pastoral supervisors and educators in pastoral supervision;
- supporting initiatives in the training of pastoral supervisors;
- fostering groups for the support, accountability and continuing development of pastoral supervisors;
- encouraging conversation amongst the various traditions and contexts of pastoral supervision and pastoral supervision education

#### Achievements and Performance

It was a busy year for APSE. At the time of writing, the membership has risen to 327 members. The link with *Transforming Practices* in Australia has been renewed and relationships are developing in many countries around the world. Most of the work has been done in the subgroups which are overseen by the Trustees but may include members from a wide range of expertise.

#### Conference Planning Subgroup

APSE held its 12th Annual Conference, from Tuesday, 14th to Wednesday, 15th June 2022, at the Golden Jubilee Conference Centre, Glasgow with 68 delegates (57 residential and 11 day delegates) and 10 spouses in attendance. The theme was *Creativity in Pastoral Supervision* with Liz Crumlish as the keynote speaker. The

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2023 Continued

conference was regarded as a huge success, thanks to all the hard work from the Conference Planning Subgroup. The 13th Annual Conference in 2023 will be hosted online with the theme: *Enriching Practice in Pastoral Supervision: Growing Through Research*, with Professor Peter Gubi, from Tuesday, 6th to Wednesday, 7th June 2023 on Zoom.

A huge amount of work is needed to make the annual Conference happen; requiring vision, consultation and attention to detail. The purpose of the Conference is for learning and development as well as for friendship and collegiality - not so easy on Zoom but not impossible. It is important that the subjects discussed are those that are interesting to members and useful. When APSE had no choice but to go online, it was realised that this could be done. The Trustees decided that the Conferences should be online and on site, alternating on a yearly basis. The dates for the Conference in 2024 are already confirmed - 11th and 12th June 2024. It will be held at the Best Western Plus Windmill Village Hotel, Coventry with easy rail, road and air access.

Thanks is due to the Conference Planning Group: David Ryder, Sally Bubbers, Lisa Curtice, Gordon McDade and Brenda Mosedale (APSE Chair). David Ryder has had to take a back seat but still been part of the group. Thanks also go to Joolz Walker, Graham Thompson (APSE Treasurer) and André Groenewald (APSE Secretary) who play important organisational roles.

#### Accreditation Subgroup

The Association continues to accredit members who demonstrate an understanding of - and commitment to - high standards of practice. During the year we accredited 20 members, 11 of these at senior level. Accreditation has figured prominently in *APSICAL* (our digital magazine) during the year. The significant change made in 2022-23 is to move to a process whereby all initial applications will be assessed as accredited pastoral supervisors. This came into effect on the 1st May 2023. A new process is being developed for senior accreditation, which would follow the initial pastoral supervisor accreditation level. This has partly come about through consultation with the team of assessors but also to put APSE in line with how sister organisations manage accreditation and, indeed, how it was at the beginning for APSE. The senior accreditation process will be more rigorous than currently and it is envisaged that only those for whom this is a significant part of their work will apply. There will be a gap of 2 years between initial and senior application and further details will be available later in 2023. The subgroup is also looking to develop a mentor system for accreditation applicants. There are several accredited members who have shown interest in being part of this but exactly how it would work is still being thought through.

Thanks are due to Val Allen, Lynette Harborne, Dawn Allison, Joolz Walker, Graham Thompson, Brenda Mosedale (accreditation administrator) and the assessors who will remain nameless.

#### Membership Subgroup

The Membership Subgroup is, in a way, the most important of the groups as it picks up everything that relates to all our members. It is also the group which has the most challenges as it doesn't have a defined remit. Whereas the other subgroups have been ongoing, the membership group has had several beginnings and we are grateful to Dawn Allison who took on the role of bringing this group together towards the end of 2022. The remit of the includes:

- communications, including *APSICAL*.
- developing and liaising with regional groups.
- governance issues such as our ethical framework and complaints process. Following a consultation in *APSICAL*, the Trustees have agreed to bring together an independent group of people with expertise in this area to review our current processes and advise on what might be needed for the future.
- Advertising on the website. The Trustees have decided that all who advertise as supervisors on the APSE website should be accredited APSE members. This is seen as an important step as APSE grows from a small community to a larger organisation. The majority of those who advertise are accredited but it has been agreed that there will be a year's grace to allow those who are not to complete the process. This will happen from June 2024.
- When the "members only area" of the website is fully functioning, this will be part of this group's work.

Thanks are due to the Membership Subgroup: Dawn Allison (Chair), Lynette Harborne, Bill Mullally, Joolz Walker and Brenda Mosedale.

## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2023 Continued

#### Training, Research and Publication Subgroup

The TRP Subgroup has been very productive this year. Dr Ruth Layzell stood down from the group and we thank her for sharing her wisdom and experience with us since the formation of the group. The Subgroup has been joined by Dr Mish Seabrook, Revd Dr Lisa Curtice and Dr Mani Alexander - nine members in total with Sally Bubbers, Dr Deanne Gardner, Prof Peter Gubi (Chair), Dr Lynette Harborne, Revd Bill Mullally and Revd Dr Tuntufye Mwenisongole. We thank them all for their work in furthering the training, research and publications within pastoral supervision.

Sally Bubbers and Deanne Gardner have been exploring a Bridging Course for Clinical Counsellors who want to move into, or embrace, Pastoral/Reflective Supervision. They are currently preparing to run the course in 2023-2024 with 18 people already interested. There has been an increase in CPD advertised on the APSE website.

We thank those who have been prepared to run CPD workshops/seminars and we encourage all APSE members to consider running/facilitating workshops/seminars as there is a wealth of expertise and experience among the APSE members which is worth sharing with others, so that we can learn from each other and develop our awareness and practice. APSE (through the TRP Subgroup) is happy to advertise workshops and send out e-mail alerts. There has been good collaboration between the Conference Planning Subgroup and the TRP Subgroup which will feed into the 2023 Conference. We hope that ideas will be gained from the Conference to inform us on how APSE might better support future research and practitioner-researchers.

During the year, APSE launched a doctoral studentship which will pay the fees for part-time doctoral studies for one person. The hope is to encourage research into pastoral supervision and to grow CPD opportunities and conference materials from the research. Prof Peter Gubi has had conversations with five people who have shown interest but none have yet applied. A committee of Dr Deanne Gardner, Dr Mani Alexander and Prof Peter Gubi will review any applications and make recommendations to the Trustees.

Research has been undertaken by Prof Peter Gubi and Sally Bubbers to evaluate the pastoral supervision provision in the Diocese of Lichfield. A report has been written and sent to the Diocese. Research has also been undertaken by Prof Peter Gubi, Sally Bubbers, Dr Deanne Gardner, Revd Bill Mullally and Revd Dr Tuntufye Mwenisongole looking at clergy pastoral supervisees' experience of pastoral/reflective supervision in the UK. This has been written-up and submitted to the *Journal of Mental Health, Religion and Culture* for peer review and publication.

The TRP Subgroup has published a book entitled 'Enriching awareness and practice in the pastoral and reflective supervision of clergy' (edited by Prof Peter Gubi, with chapter contributions from Sally Bubbers, Dr Deanne Gardner, Prof Peter Gubi, Revd Bill Mullally, Revd Dr Tuntufye Mwenisongole, Revd Dr Sally Nash and Dr Mish Seabrook). It was published by Lexington Books in June 2023. Sadly, the hardback is rather expensive to buy at this stage. The book may come out in paperback in the future but it is currently available on *Kindle* at an affordable price. The reviews have included the adjectives: Masterful; Timely; Ground-breaking; Seminal; Important; Impressive; Scholarly; Innovative. We are delighted with the result.

The subgroup has been exploring the possibility of forming an Ethical 'Review' Committee to give guidance (rather than approval) for research into pastoral supervision which is not linked to any institution that has an established ethical approval process. This has proved to be more complex than we first thought and is still being worked on. If we achieve this, we hope that it will provide some support for independent research members. The complexity concerns legal accountability and how we ensure ethical practice in research (and the potential implications for APSE) if we go ahead.

Finally, Dr Deanne Gardner and Sally Bubbers have had conversations with Revd Dr André Groenewald and the APSE Webmaster about developing a members' area to house resources and contact information for members only. Access to include recommendations of books, useful articles (within copyright restrictions), and *YouTube* links to useful resources and CPD materials.

## **The Association for Pastoral Supervision and Education CIO**

### **Report of the Trustees for the Year ended 31 March 2023 Continued**

#### **Financial Review**

The financial statements have been subjected to an Independent Examination as they are exempt from the audit requirements of Section 144(2) Charities Act 2011. In the year under review the charity received subscriptions from members of £10,485 (2022: £10,035), accreditation fees of £3,560 (2022: £1,780) with corresponding costs of £1,320 (2022: £860) and cash inflows from conference fees of £4,150 (2022: £13,650) and corresponding cash out flows of £9,826 (2022: £2,438). We aim to cover conference costs on a year-by-year basis. The 2022 Conference was held in Glasgow and resulted in a small loss of £108. During the year under review, the Trustees agreed to set aside a sum of £6,000 in order to sponsor doctoral research that accords with our commitment to develop a greater understanding of an aspect of Pastoral Supervision.

#### **Public Benefit**

We confirm that the trustees have paid due regard to the Charities Commission guidance on public benefit in planning the activities the charity should undertake.

#### **Trustees' Responsibilities in Relation to Financial Statements**

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and regulations.

The Trustees are required to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources of the charity for that period. In preparing these, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed: and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the applicable law, regulations and the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that the relevant UK Accounting Standards have been followed.

#### **Independent Examiner**

Sue Wintle, Independent Examiner, has expressed her willingness to continue as the Independent Examiner of the charitable incorporated organisation.

**The Association for Pastoral Supervision and Education CIO**

**Report of the Trustees  
for the Year ended 31 March 2023  
Continued**

Approved by the Trustees and signed on their behalf by:



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**Revd Dr André Groenewald**

Secretary

9 October 2023

The Association for Pastoral Supervision and Education CIO

Report of the Trustees  
for the Year ended 31 March 2023  
Continued

Receipts and Payments Account

	<u>For the year ended 31st March</u>	
	<u>2023</u>	<u>2022</u>
<b>Receipts</b>		
Membership Subscriptions	10485	10035
Accreditation Fees	3560	1780
Conference Fees		
2023	2645	-
2022	1505	9580
2021	-	4070
Donations	5	-
Gift Aid	-	948
	<hr/>	<hr/>
	18200	26413
<b>Payments</b>		
Administration	1943	1740
Website	264	155
Accreditation Costs	1320	860
Conference Expenditure		
2021	-	1071
2022	9826	1367
Meeting Costs	2925	-
Zoom Room Hire	144	144
PayPal Charges	61	421
Trustees' Expenses	1712	126
Independent Examination	250	250
Accountancy Costs - Corporation Tax Return	-	180
Postage and Stationery	30	
Insurance	264	252
Information Commissioner's Office	35	35
Gifts to Retiring Trustees	-	128
	<hr/>	<hr/>
	18774	6729
	<hr/>	<hr/>
<b>Surplus Receipts over Payments</b>	<b>(574)</b>	<b>19684</b>
	<hr/>	<hr/>
<b>Reconciliation</b>		
Co-op Bank: Closing Balance:	44994	45568
<u>Less:</u> Opening Balance:	45568	25884
	<hr/>	<hr/>
<b>Surplus Receipts over Payments</b>	<b>(574)</b>	<b>19684</b>
	<hr/>	<hr/>

27<sup>th</sup> September 2023

**The Association for Pastoral Supervision and Education CIO**

Independent Examiner's Report for the Year to 31<sup>st</sup> March 2023

I report on the accounts of the charity for the year ended 31<sup>st</sup> March 2023.

Respective responsibilities of Trustees and examiner

As the charity Trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of Section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 41 of the Act; and

to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act;

have not been met or; or

to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date...27/9/23.....

...*Sue W*.....

Sue Wintle FMAAT

27 Bascott Road  
Wallisdown  
Bournemouth  
Dorset  
BH11 8RJ

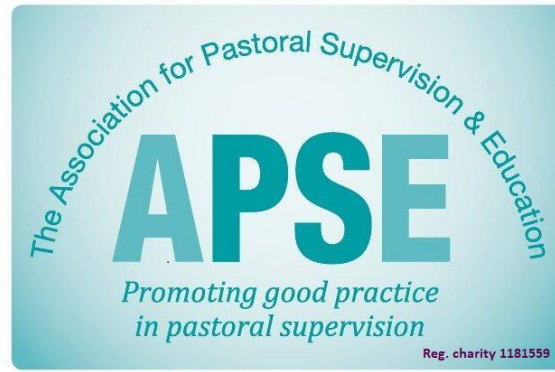
**THE ASSOCIATION FOR PASTORAL SUPERVISION AND EDUCATION**

England & Wales - Charity number 1181559

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# Accounts

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**Report of the Trustees and  
Financial Statements  
for the Year Ended 31 March 2022 for  
The Association for Pastoral Supervision and Education CIO**

**Charity Number: 1181559**

**The Association for Pastoral Supervision and Education CIO**

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Year Ended 31 March 2022**

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## The Association for Pastoral Supervision and Education CIO

### Report of the Trustees for the Year ended 31 March 2022

The Trustees hereby present their report with the financial statements of the Charitable Incorporated Organisation for the year ended 31 March 2022.

#### Trust Information, Structure, Governance and Management:

**Constitution:** The Association was conceived in October 2008 and launched as an unincorporated association on 19 June 2009. The Association was granted registered charitable status as a charitable incorporated organisation on 14 January 2019 and is governed by its constitution.

**Registered Charity Number:** 1181559

**Trustees:** Trustees are proposed by, and generally from among, the membership of the Association. Appointment of trustees is by simple majority of the members of the Association voting in general meeting for a term of three years, one third of the board retiring by rotation each year. Trustees may be co-opted by the trustees from time to time but must stand for election at the next subsequent general meeting in order to continue in service. Trustees may stand for re-election providing they have not served three consecutive terms. The trustees during the period under review are:

Brenda Mosedale (Chair)  
André Groenewald (Secretary)  
Graham Thompson (Treasurer) (appointed 8 June 2021)  
Dawn Allison (appointed 8 June 2021)  
Sally Bubbers (appointed 8 June 2021)  
Sue Clements-Jewery (resigned 8 June 2021)  
Deanne Gardner  
Peter Gubi  
Sue Jeppesen (resigned 8 June 2021)  
Alison Mackay (appointed 8 June 2021; resigned 31 August 2021)  
Dave Martin (resigned 11 October 2021)  
Bill Mullally  
David Ryder  
David Sinclair (resigned 8 June 2021)  
Peter Wells (appointed 8 June 2021; resigned 13 January 2022)

**Correspondent:** Graham Thompson

**Address:** Cornerstone Cottage  
The Street  
Knapton  
North Walsham  
NR28 0AD

**Independent Examiner:** Sue Wintle  
27 Bascott Road  
Bournemouth  
Dorset BH11 8RJ

**Bankers:** Co-operative Bank plc PO  
Box 101  
1 Balloon Street  
Manchester M60 4EP

## **The Association for Pastoral Supervision and Education CIO**

### **Report of the Trustees for the Year ended 31 March 2022 Continued**

#### **Governance**

The Charitable Incorporated Organisation is run by the Trustees on a voluntary basis.

#### **Risk Management**

The Trustees are aware of their responsibility for managing risk and seek professional advice and, where appropriate, put insurance cover in place.

#### **Reserves**

The charity does not maintain reserves.

#### **Oversight**

The Trustees normally meet four times a year, to consider strategy and keep up to date through statistics and accounts. Subgroups meet on an ad hoc basis overseeing the following areas as trustees:

**Accreditation:** Brenda Mosedale, Dawn Allison

**Conference:** David Ryder, Sally Bubbers, Brenda Mosedale

**Finance and Governance:** André Groenewald, Brenda Mosedale, Graham Thompson, Dawn Allison

**Membership** (including regional and international groups): Dave Martin (resigned) Bill Mullally, Peter Wells (resigned)

**Training, Research and Publications:** Deanne Gardner, Peter Gubi, Sally Bubbers, Bill Mullally

#### **Objectives and Activities**

The object and principal activity of the Charitable Incorporated Organisation is for the advancement of education and the preservation and protection of good mental health by:

- Providing a system of accreditation for pastoral supervisors and educators in pastoral supervision;
- Supporting initiatives in the training of pastoral supervisors;
- Fostering groups for the support, accountability and continuing development of pastoral supervisors;
- Encouraging conversation amongst the various traditions and contexts of pastoral supervision and pastoral supervision education

#### **Achievements and Performance**

Membership increased to 280 members. The Conference in 2021 was held online with over 100 members attending and a theme of 'Identity – who do we think we are'. This has informed much of the trustees thinking over the past year. The Association continues to accredit members who demonstrate an understanding of and commitment to high standards of practice. During the year we accredited twelve further members, 10 at senior level bringing the total accredited membership to 60, 45 of which are at Senior level and 6 at educator level.

The Association continues to keep members informed through its website and online journal 'Apsical' which is usually circulated each quarter.

Networking and training opportunities are offered through regional groups meeting 3 to 4 times a year. These are in Scotland, East Anglia, North East, North West, Midlands, South-East, South West, All Ireland and an International group.

## **The Association for Pastoral Supervision and Education CIO**

### **Report of the Trustees for the Year ended 31 March 2022 Continued**

#### **Financial Review**

The financial statements have been subjected to an Independent Examination as they are exempt from the audit requirements of Section 144(2) Charities Act 2011.

In the year under review the charity received subscriptions from members of £10,035 (2021: £6,647), accreditation fees of £1,780 (2021: £1,350) with corresponding costs of £860 (2021: £610) and cash inflows from conference fees of £13,650 (2021: £3,145) and corresponding cash out flows of £2,438 (2020: £9,500). The charity also received donations of £948 (2021: £905) mainly gift aid related income tax recoverable.

We aim to cover conference costs on a year-by-year basis. The 2021 Conference was held online and made a healthy surplus of £5,794. This will be used to underwrite the costs of the 2022 Conference held in Glasgow in June 2022.

#### **Public Benefit**

We confirm that the trustees have paid due regard to the Charities Commission guidance on public benefit in planning the activities the charity should undertake.

#### **Trustees responsibilities in relation to financial statements**

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

The trustees are required to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed: and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the applicable law, regulations and the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that the relevant UK Accounting Standards have been followed

#### **Independent Examiner**

Sue Wintle, Independent Examiner, has expressed her willingness to continue as the Independent Examiner of the charitable incorporated organisation.

**The Association for Pastoral Supervision and Education CIO**

**Report of the Trustees  
for the Year ended 31 March 2022  
Continued**

Approved by the trustees and signed on their behalf by:



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**Rev Dr André Groenewald**  
Secretary

14 June 2022

**The Association for Pastoral Supervision and Education CIO**

**Report of the Trustees  
for the Year ended 31 March 2022  
Continued**

**Receipts and Payments Account**

		<u>For the year ended 31st March</u>	
		<u>2022</u>	<u>2021</u>
<b>Receipts</b>			
Membership Subscriptions		10035	6647
Accreditation Fees		1780	1350
Conference Fees	2022	9580	-
	2021	4070	2795
	2020	-	350
Donations		-	245
Gift Aid		948	660
		<hr/>	<hr/>
		26413	12047
<b>Payments</b>			
Administration		1740	1666
Website		155	686
Accreditation Costs		860	610
Conference Expenditure	2020	-	9500
	2021	1071	-
	2022	1367	-
Zoom Room Hire		144	144
PayPal Charges		421	-
Trustees' Expenses		126	25
Independent Examination		250	250
Accountancy Costs - Corporation Tax Return		180	-
Insurance		252	-
Information Commissioner's Office		35	35
Gifts to Retiring Trustees		128	-
		<hr/>	<hr/>
		6729	12916
		<hr/>	<hr/>
<b>Surplus Receipts over Payments</b>		<b>19684</b>	<b>(869)</b>
		<hr/> <hr/>	<hr/> <hr/>
<b>Reconciliation</b>			
Co-op Bank: Closing Balance:		45568	25884
	<u>Less: Opening Balance:</u>	25884	26753
		<hr/>	<hr/>
<b>Surplus Receipts over Payments</b>		<b>19684</b>	<b>(869)</b>
		<hr/> <hr/>	<hr/> <hr/>

13<sup>th</sup> September 2022

**The Association for Pastoral Supervision and Education CIO**

Independent Examiner's Report for the Year to 31<sup>st</sup> March 2022

I report on the accounts of the charity for the year ended 31<sup>st</sup> March 2022.

Respective responsibilities of Trustees and examiner

As the charity Trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of Section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 41 of the Act; and

to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act;

have not been met or; or

to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date 13-9-22



Sue Wintle FMAAT

27 Bascott Road  
Wallisdown  
Bournemouth  
Dorset  
BH11 8RJ

**THE ASSOCIATION FOR PASTORAL SUPERVISION AND EDUCATION**

England & Wales - Charity number 1181559

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# Accounts

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**Report of the Trustees  
and  
Financial Statements  
for the Year Ended 31 March 2021  
for  
The Association for Pastoral Supervision and Education CIO  
Charity Number: 1181559**

**The Association for Pastoral Supervision and Education CIO**

**Index to the Financial Statements  
For the Year Ended 31 March 2021**

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Report of the Reporting Accountant	5
Receipts and Payments Account	6

## **The Association for Pastoral Supervision and Education CIO**

### **Report of the Trustees for the Year ended 31 March 2021**

The Trustees hereby present their report with the financial statements of the Charitable Incorporated Organisation for the year ended 31<sup>st</sup> March 2021

#### **Trust Information, Structure, Governance and Management:**

**Constitution:** The Association was conceived in October 2008 and launched as an unincorporated association on 19 June 2009. The Association was granted registered charitable status as a charitable incorporated organisation on 14 January 2019 and is governed by its constitution

**Registered Charity Number:** 1181559

**Trustees:** Trustees are proposed by, and generally from among, the membership of the Association. Appointment of trustees is by simple majority of the members of the Association voting in general meeting for a term of three years, one third of the board retiring by rotation each year. Trustees may be co-opted by the trustees from time to time but must stand for election at the next subsequent general meeting in order to continue in service. Trustees may stand for re-election providing they have not served three consecutive terms. The trustees during the period under review are:

Sue Clements-Jewery (Chair)  
Rev Carolann Erskine (Resigned 22 April 2020)  
Dr Deanne Gardner (Appointed 23 June 2020)  
Rev Andre Groenewald (Secretary)  
Rev Professor Peter Gubi (Appointed 23 June 2020)  
Sue Jeppesen  
Rev Dave Martin (Appointed 23 June 2020)  
Rev Dr Brenda Mosedale (Vice-chair)  
Rev Bill Mullally  
David Preston (Retired 23 June 2020)  
Major David Ryder (Appointed 23 June 2020)  
David Sinclair FCCA (Treasurer)

**Correspondent:** Mr D C Sinclair

**Address:** Hare Cottage  
20 Woodlands  
Hazelbury Bryan  
Sturminster Newton  
Dorset DT10 2DD

**Independent Examiner:** Sue Wintle  
Independent Examiner  
27 Bascott Road  
Bournemouth  
Dorset BH11 8RJ

**Bankers:** Co-operative Bank plc  
PO Box 101  
1 Balloon Street  
Manchester M60 4EP

## **The Association for Pastoral Supervision and Education CIO**

### **Report of the Trustees for the Year ended 31 March 2021 Continued**

#### **Governance**

The Charitable Incorporated Organisation is run by the Trustees on a voluntary basis.

#### **Risk Management**

The Trustees are aware of their responsibility for managing risk and seek professional advice and, where appropriate, put insurance cover in place.

#### **Reserves**

The charity does not maintain reserves.

#### **Oversight**

The Trustees meet roughly quarterly, to consider strategy and keep up to date through statistics and accounts. Subgroups meet on an ad hoc basis, overseeing the following areas, comprising:

Accreditation: Val Allen, Sue Clements-Jewery (Chair), Lynette Harborne, Brenda Mosedale  
Conference: Sally-Anne Bubbers, Sue Clements-Jewery David Ryder (Chair), Gerrie Douglas Scott  
Finance and Governance: Andre Groenewald, Brenda Mosedale (Chair), David Sinclair  
Membership (including Regional and International Groups): Dave Martin (Chair), Bill Mullally, Sue Clements-Jewery  
Training, Research and Publication: Sally-Anne Bubbers, Deanne Gardner, Peter Gubi (Chair), Lynette Harborne, Ruth Layzell, Bill Mullally

#### **Objectives and Activities**

The object and principal activity of the Charitable Incorporated Organisation is for the public benefit the advancement of education and the preservation and protection of good mental health by:

- Providing a system of accreditation for pastoral supervisors and educators in pastoral supervision;
- Supporting initiatives in the training of pastoral supervisors;
- Fostering groups for the support, accountability and continuing development of pastoral supervisors;
- Encouraging conversation amongst the various traditions and contexts of pastoral supervision and pastoral supervision education

## **The Association for Pastoral Supervision and Education CIO**

### **Report of the Trustees for the Year ended 31 March 2021 Continued**

#### **Achievements and performance**

Membership increased to 213 members. Our 11th conference with a theme of 'Group Work Within Pastoral Supervision' moved online. Our speakers were Mogs Bazeley, Hilary Ison and Ruth Layzell which was attended by 63 delegates. Recordings of the conference were available for those who could not attend. The Association continues to accredit members who demonstrate an understanding of and commitment to high standards of practice. During the year we accredited seven further members, 4 at senior level and nine reaccredited bringing, the total accredited membership to 48, 30 of whom are at Senior level and 7 at educator level.

The Association continues to keep members informed through its website which was revamped during the year and its online journal 'Apsical' which is circulated roughly quarterly.

Networking and training opportunities are offered locally through regional groups meeting 3-4 times a year in Scotland, East Anglia and the North-East, North West, Midlands, South-East, South-West regions.

A Special Interest Group exploring links between Pastoral Supervision and Spiritual Direction, has been convened by Tim Treanor and Julie Burnett-Kirk.

#### **Financial Review**

The financial statements have been subjected to an Independent Examination as they are exempt from the audit requirements of Section 144(2) Charities Act 2011.

In the year under review the charity received subscriptions from members of £6,647 (2020: £6,965), accreditation fees of £1,350 (2020: £1,260) with corresponding costs of £610 (2020: £140) and cash inflows from conference fees of £3,145 (2020: £10,920 of which £8,900 was refunded to delegates as the planned residential conference had to be remodelled and held online due to the Covid Pandemic Lockdown) and corresponding cash out flows of £9,500 (including the aforementioned refund of £8,900) (2020: £15,987). The charity also received donations of £905 (2020: £250) including gift aid related income tax recoverable.

There was no income from courses bridging from clinical into pastoral supervision in 2021. Income of £360 in 2020 with corresponding costs of £495 relates to a course held in 2019.

We aim to cover conference costs on a year-by-year basis. Of the income of £10,045 received in respect of the planned 2020 residential conference £8,900 was refunded to delegates as the conference had to be remodelled and held online due to the Covid Pandemic Lockdown. There were no associated costs as the venue permitted the charity to carry forward the deposit of £1,064 against the cost of future meetings and events. Fees of £2,795 were received in respect of the 2020 remote conference, against corresponding costs of £600, resulting in a surplus of £2,195.

#### **Public Benefit**

We confirm that the trustees have paid due regard to the Charities Commission guidance on public benefit in planning the activities the charity should undertake.

**The Association for Pastoral Supervision and Education CIO**

**Report of the Trustees  
for the Year ended 31 March 2021  
Continued**

**Trustees' responsibilities in relation to financial statements**

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

The trustees are required to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed: and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the applicable law, regulations and the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Independent Examiner**

Sue Wintle, Independent Examiner, has expressed her willingness to continue as "Independent Examiner" of the charitable incorporated organisation.

**Approved by the trustees and signed on their behalf by:**



Rev Andre Groenewald - Secretary

Dated: 13 April 2021

**The Association for Pastoral Supervision and Education CIO**

**Independent Examiner's Report to the Trustees of  
The Association for Pastoral Supervision and Education CIO**

I report on the accounts of The Association for Pastoral Supervision and Education CIO for the period ended 31 March 2021, which are set out on pages six and seven.

**Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144 (2) of the Charities Act 2011 (the Act)), and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145 of the Act);
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under Section 145 (5) (b) of the Act); and
- to state whether particular matters have come to my attention.

***Basis of Independent Examiner's Report***

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently I do not express an audit opinion on the accounts.

***Independent Examiner's Statement***

In connection with my examination, no matter has come to my attention:

- Which gives me reasonable cause to believe that, in any material respect, the requirements:
    - a. to keep proper accounting records in accordance with Section 130 of the Act; and
    - b. to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act 2011 and the regulations made there under have not been met;
- or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Sue Wintle  
Independent Examiner  
27 Bascott Road  
Bournemouth  
Dorset BH11 8RJ



Dated: 28-5-2021

The Association for Pastoral Supervision and Education CIO

Receipts and Payments Account  
for the Year ended 31 March 2021

Income	Y-e 31.3.21		Y-e 31.3.20	
Membership subscriptions				
2019-20			3,590	
2020-21	6,062		<u>3,375</u>	
2021-22	<u>585</u>	6,647		6,965
Accreditation fees		1,350		1,260
Residential Conference fees 2019			1,225	
Residential Conference fees 2020	350		9,695	
Remote Conference fees 2021	<u>2,795</u>	3,145		10,920
Donations - General	245		250	
Donations - Gift Aided	<u>660</u>	905		250
Training fees (2019)				360
Sundries				1
		12,047		19,756
<b>Expenditure</b>				
Conference costs				
	2018		15,711	
	2019		11	
	2020 600	600	<u>265</u>	15,987
Residential Conference fee refunds 2020 (2019)		8,900		
Accreditation assessment fees		610		140
Trustees expenses		25		986
Administration		1,666		1,178
Website maintenance		686		228
Room hire		144		1,220
Printing costs		-		310
Training costs (2019)				495
Sundries		1		
Professional fees and subscriptions				
Subscriptions			50	
Professional fees	35		35	
Independent examiners fee	<u>250</u>	<u>285</u>		<u>85</u>
		<u>12,916</u>		<u>20,628</u>
Excess/(Deficit) of Receipts over Payments for year		<u>(869)</u>		<u>(872)</u>
Bank balance b/f at 1.4.20		26,753		27,625
Bank balance c/f at 31.3.21		<u>25,884</u>		<u>26,753</u>
(Decrease)/Increase in bank balance		<u>(869)</u>		<u>(872)</u>

These Accounts were approved by the Board of Trustees on 13 April 2021  
and signed on its behalf by:

Chair  
Sue Clements-Jewery

*Sue Clements-Jewery*

Treasurer  
David Sinclair

*D. Sinclair*

**The Association for Pastoral Supervision and Education CIO**

**Notes to Accounts  
for the Year ended 31 March 2021**

	<b>Y-e 31.3.21</b>	<b>Y-e 31.3.20</b>
<b>Debtors</b>		
HMRC re gift aid	514	
<b>Prepayments to Woodbrooke in respect of Room Hire</b>		
15.2.19 Deposit for 2019 residential conference	1,064	
16.3.20 Deposit for Apr 2020 Trustees meeting	<u>99</u>	
	<u>1,163</u>	
<b>Total Owed to APSE</b>	<u>1,677</u>	
<b>Creditors and Accruals</b>		
Membership subscriptions received in advance and held on account	540	3,375
Conference fees received in advance and held on account	155	9,695
Administration for March 2021 (2020)	210	180
Professional fees		
Independent Examiner's Fee	<u>250</u>	<u>250</u>
<b>Total Owed by APSE</b>	<u>1,155</u>	<u>13,500</u>