

**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:	<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 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:</p> <p>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 Crumlish (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)</p>
Correspondent:	Graham Thompson
Address:	46 Mayfield Way North Walsham NR28 0DQ.
Independent Examiner:	Sue Wintle 27 Bascott Road Bournemouth Dorset BH11 8RJ
Bankers:	<p>Co-operative Bank plc PO Box 101 1 Balloon Street Manchester M60 4EP</p> <p>Epworth Investment Management Ltd 25 Tavistock Place London WC1H 9SF</p>

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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;

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- 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

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- 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.

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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:



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/>
Excess Payments over Receipts	(10886)	17278
	=====	=====

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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	
		_____	_____
Excess Payments over Receipts		(10886)	17278
		=====	=====
		<u>2025</u>	<u>2024</u>
Funds			
	General Fund	42187	40667
	Conference Fund	3199	15605
	Designated Fund: Research Work	6000	6000
		_____	_____
Closing Balance		51386	62272
		=====	=====

8th September 2025

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Independent Examiner's Report for the Year to 31st March 2025

I report on the accounts of the charity for the year ended 31st 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.....

...*SueW*.....

Sue Wintle ACIE

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