

ACC Board Meeting Friday 26th February 2021

Venue: Zoom

(Meeting commenced 1.30pm)

	Title
	<p>Opening Reflection led by Chris Williams</p> <p>Welcome & Apologies</p> <p>In attendance: Sue Monckton-Rickett Chair (SMR); Chris Williams Deputy Chair (CW); Tony Ruddle (TR); Phil Martin (PM); Marlene Forsythe Gidharry (MFG); Peter Barraclough (PB); Gathoni Hamilton-Foster (GHF)</p> <p>Kathy Spooner (KS)</p> <p>Gathoni Hamilton-Foster was welcomed to her first Board meeting after co-option joining us currently from Kenya.</p> <p>Apologies: Helen Vipan (HV) and Wien Fung (WF) still on breaks, Peter Roberts (PR) and Fiona Sherburn (FS).</p>
1.	<p>Minutes of the 18 January</p> <p>Corrections</p> <p>Conflict of Interest amendment by KS to expand that she is no longer tutor at Waverley on the spiritual direction module.</p> <p>Notification of AOB the addition of the word 'be' before "placed on the ACC website".</p> <p>7. Opening sentence: MFG commented on the idea of offering the DQR online with the whole course and the booklet could be used as a promotion taster.</p> <p>The minutes were then approved.</p> <p>Matters Arising: None noted.</p> <p>Notification of AOB: Online events</p> <p>PB suggested that we be open to meeting in person and SMR commented that it will be always on review</p>
2.	<p>Standing items</p> <p>a) Conflict of Interest: Gathoni will add any conflict of interests she might have outside the meeting. KS online events.</p> <p>b) Diversity & Inclusion</p> <p>CW and KS attended a meeting last evening, led by the Diversity & Inclusion Forum, for training organisations to look at how to make their training more inclusive. 'What are the challenges and how this area can be improved from the trainers' perspective?' Two specific points were made - trauma associated with these issues and the need for voices to be heard.</p> <p>KS mentioned many of our affiliates were not present and felt this was disappointing. She added that competence of trainers and counsellors in this area was mentioned and the 'stuck' nature that results because not enough time/space is given to consider the issues involved and what is traumatic for all to move beyond. So creating space is the challenge.</p> <p>SMR asked how we engage our affiliates to increase their understanding. A variety of ideas were mentioned – specifically offering the unconscious bias training to affiliates at cost price.</p> <p>Jill martin is putting on a 2-day training on internalised racism. This will be advertised after the unconscious training is over.</p> <p>MoU / Conversion Therapy Legislation Update</p>

	<p>CW had fed back to the chair that ACC would be happy to take part in a meeting about the legislation by offering a faith perspective. MOU is due to be reviewed this year and some alterations may be proposed. However this may be influenced by change in legislation happens.</p> <p>ACCEnT Forum Report</p> <p>SMR proposed that this report be published in the next Accord. She gave thanks to the group for the work they have put into this. CW suggested that they be included in the group reviewing our ethics and practice.</p> <p>PB and MFG asked how we act on any specific points that may be raised. CW commented that this is part of the on-going dialogue that is open and receptive and SMR responded that we are seeking to raise the issues and that we are attempting to change the culture where it needs challenging. MFG added that we need to ensure that we record our intention going forward so that the outcome is long lasting and becomes embedded in the organisation as part of our understanding and process.</p> <p>KS commented that from the outset we wanted the forum to take the lead and help us to know where the changes are required so that we do it together.</p> <p>We will continue to ask the ACCEnT group how they would like their relationship within ACC and to the Board to develop.</p>
3.	<p>Policy / Framework Review</p> <p>Safeguarding SMR presented some background to the documents provided. All charities are required to have safeguarding policy but we may discover issues by knowledge or reporting.</p> <p>After some discussion it was agreed the current documents needed to be reviewed and that all Board members should receive safeguarding training – SMR and KS to look at this</p> <p>Churchill Framework –“ A Core Competence Framework When Working With Clients’ Religious/Spiritual Issues in Clinical Practice”, which has been written by Heather Churchill was presented for acceptance. HC has given ACC permission and on-going agreement for it to be published by ACC. Agreed that it will be published to ACC members and on the website</p> <p>The Board records our thanks to Heather and the peer review group as well as KS for her own involvement in collating and drawing it together.</p> <p>MFG asked if later date with HC permission it might be possible to apply it to other spheres such as pastoral care or spiritual direction in a Christian tradition.</p>
4.	<p>Team Structure</p> <p>KS presented report on positions and roles for a new structure. They were being funded from the savings of not having a Director of Counselling since Jan 2021 and the delayed appointment of a Head of Membership Services. KS will be reviewing this with PR and present at the next Board Meeting.</p> <p>PM asked when these vacant roles are filled will we have addressed the gaps created by KS leaving Director of Counselling role. This will need to be considered</p> <p>KS addressed other staff concerns</p>
5.	<p>FAC & Website Development</p> <p>KS reported that the new FAC has been tested by office staff and members and there will be a user guide provided before it is released for members to update. It will be released to the public area of the website after Easter. Members’ details will be improved greatly.</p> <p>A group of staff and Board members have met with ‘Computer Minds’ to look at upgrading our website. They are working on a quote and proposal.</p>

6.	<p>PSA Renewal – Due for submission 09/03/21</p> <p>This will be met.</p>
7.	<p>On-line and National Conferences</p> <p>Online</p> <p>TR commented that the online proposal was creative and a very good way forward. Some concerns were raised about timing and the risk of zoom overload. It was suggested that if lockdown ends in the early summer it might be better to hold it in November when weather again was not so good and people may not be out so much. Consider how much people may want to attend – perhaps for some who did not want a whole weekend to have the option of paying per view or for some of the recordings to be made available later.</p> <p>National Conference:</p> <p>Agreed to cancel the date in February 2022 but seek a weekend in October 2022 but if none available then we will use the August 2022 weekend that has been offered.</p>
8.	<p>AGM & Board nominations</p> <p>SMR presented a paper on those who have to stand down this year or be re-elected. TR and SMR both confirmed that they would be happy to stand for re-election.</p> <p>GHF would need to be nominated from election and voted onto the Board if after this period of co-option she is willing to continue. SMR will contact HV and WF to explain that they will both need to decide if they wish to return as Board members, after their respective breaks. If they do not wish to then we would want to ask for nominations at the AGM</p> <p>To ask the ACCEnT Group if they have any suggestions.</p> <p>The proposed AGM date Saturday 10th July and the CPD possible topic “Understanding the Impact of Church Abuse and Supporting Survivors” was accepted as a potential topic</p> <p>Agreed that Annual Accounts will need to be approved at the Board Meeting on 24th May. SMR to work with PR on Annual report</p>
9.	<p>AOB</p> <p>Agreed that we give members continued access till June 2021.</p> <p>Hong Kong Ready Church – WF and SMR had attended a seminar on this and WF had submitted a paper explaining and raising some questions about possible ACC actions.</p> <p>MFG suggested that we put into Accord an article on this issue so that we make a contribution of our sense of concern and the needs that will need to be met by culture and counselling. TR suggested our role is to identify resource and raise the level of understanding if this need arises. WF and EF perhaps could host a Forum. SMR to discuss with them.</p> <p>Unconscious Bias Training – Commitments – the need for a strategic perspective</p> <p>Halo adoption – a dignity at work statement. TR suggested that we consider these and implement before we re-invite Aileen sometime next year. At the April Board meeting we could plan our actions.</p> <p>KS mentioned a leadership model that might be worth having some training in it from the person (Fiona) offering it. She will share the material but we should not that it cannot be shared beyond ourselves. As it is to help us make a decision.</p> <p>Date of next meeting: Friday Monday 22nd March 09.30 – 13.00</p> <p>Meeting closed</p>