



Irish Association for Counselling and Psychotherapy



Annual Report and Financial Statements

For the period ended 30th June 2019

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Our Purpose:
Members
working together
to achieve
excellence in
practice, career
development and
wider awareness
of the value of
Professional
Counselling and
Psychotherapy

”



Message from the Cathaoirleach and Chief Executive Officer

Ray Henry and Lisa Molloy

It is with great pleasure that we publish the Board of Directors' Report and Financial Statements for 2018/2019.

We'd like to take the time to acknowledge the hard work and dedication of past and present members of the board, to commend the diligence and professionalism of the staff, and to thank all of our volunteers who regularly take the time out of their schedules to organise and contribute to our various events and committees across the country.

A lot has happened since last year's AGM. The state Board for Regulation for Counselling and Psychotherapy has been formed and held its inaugural meeting in May of this year. The IACP will continue to keep a watchful eye on the developments of the State Board and to advocate for the rights of our members.

In February 2019, we launched the results of our Members' Survey. The launch was held in the Mansion House in Dublin City. Our Research Officer Dr Ellen Kelly presented

the findings to a very receptive audience that included members as well as other stakeholders. We'd like to thank all our members who took the time to respond to the survey; the response to which was impressive. The survey was completed by 1,076 members which was more than a quarter of our membership at the time. The research provided us with some fascinating insights into the profile of our membership. The results will help inform future strategies and organisational developments and allow us to continue to be responsive to members' needs.

In May 2019, we were invited to present our case for counselling supports for second-level school children in Leinster House. We were joined by our colleagues from the British Association for Counselling and Psychotherapy (BACP) who presented on their experiences with implementing counselling in schools in the UK. Our initiative proposes that all second-level students have state-funded access to the services of an accredited counsellor/ psychotherapist on referral from their respective schools.

Throughout the year there was a sustained programme of profile raising of the IACP through a number of platforms including a regional media campaign. This campaign has been very successful and saw IACP members feature regularly on regional radio stations throughout the country. The IACP has also been gaining traction in the media at a national level, both of us have been active in terms of radio and newspaper appearances, appearing in a number of media streams including the Irish Times, Newstalk and RTE Radio 1. We also attended a number of key stakeholder engagements both at home and abroad in order to maintain and build important relationships. We continue to remain active on social media such as Twitter and have

launched YouTube and Instagram accounts to remain current in the ever-changing landscape of Social Media. We know that all this communication is important in helping to promote the benefits of counselling and psychotherapy.

Regarding our own IACP events we continued to deliver – with the wonderful support of our Regional Committees – numerous networking events, workshops and seminars. We'd like to thank not only the Regional Committees for their dedication to organising these key events for our members but also Séamus Sheedy, the IACP's Regional Director. Séamus acts as a great source of support for the committees and he is also an important communication link between the committees and the Board of Directors. Our regional events provide a great outlet for members to form a community within our profession where knowledge, experiences and support can be shared.

We hope that you enjoy today, and we look forward to the opportunity to meet and engage with you over the course of the AGM and indeed with many of you who will also be attending our Annual Conference next weekend. The IACP is proud to be one of three organisations, along with the British Association for Counselling and Psychotherapy (BACP) and the American Counseling Association (ACA) taking part in an international social justice conference, in Belfast. Titled *Let The Voices Be Heard* this conference will see the culmination of more than 3 years of collaborative work between us, the BACP and the ACA, and promises to be an exciting, meaningful and educational few days.



Mr Ray Henry
Cathaoirleach

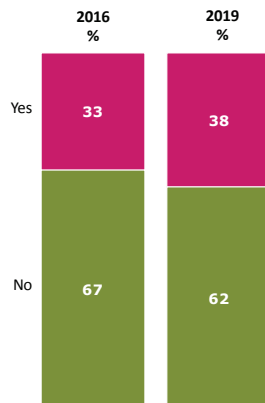


Ms. Lisa Molloy
Chief Executive Officer

IACP Research at a Glance

PUBLIC ATTITUDES TO COUNSELLING/PSYCHOTHERAPY & MENTAL HEALTH IN IRELAND 2019

ALMOST 2 in 5 Irish Adults HAVE BEEN AFFECTED BY SUICIDE IN SOME WAY

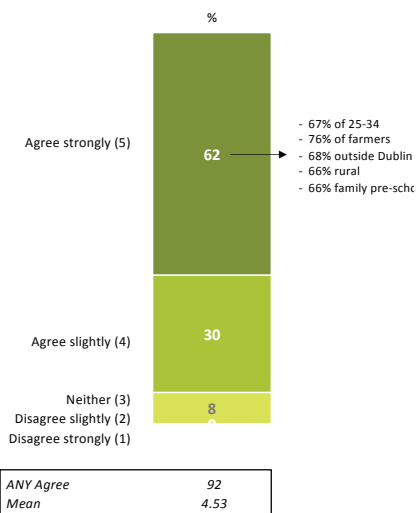


THE PROPORTION WHO HAVE BEEN AFFECTED BY SUICIDE, HAS INCREASED SINCE 2016

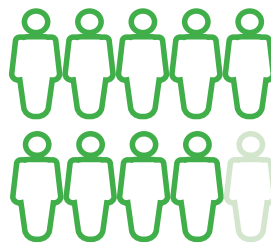
Any yes:	2016 %	2019 %	000s
Immediate family	6	5	193
Wider family	7	9	341
Friends/colleagues	11	14	535
Local community/ neighbours	14	17	642

92% of Irish Adults

THINK IT'S A GOOD IDEA TO SEE A COUNSELLOR/ PSYCHOTHERAPIST IF STRUGGLING WITH MENTAL HEALTH

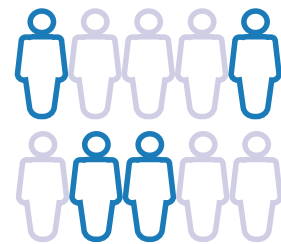


- 67% of 25-34
- 76% of farmers
- 68% outside Dublin
- 66% rural
- 66% family pre-schc



9 IN 10 92% of Irish Adults

SAY IT'S A GOOD IDEA FOR CHILDREN/ADOLESCENTS TO SEE A COUNSELLOR/ PSYCHOTHERAPIST IF STRUGGLING WITH THEIR MENTAL HEALTH



4 in 10 Irish Adults

HAVE EITHER SEEN A COUNSELLOR/ PSYCHOTHERAPIST THEMSELVES – OR KNOW SOMEONE WHO HAS

THOSE AGED 35-49, IN THE FAMILY TEEN LIFE-STAGE AND THOSE WHO HAVE HEARD OF THE IACP ARE MORE LIKELY TO HAVE PERSONALLY SEEN A COUNSELLOR/PSYCHOTHERAPIST



AFFORDABILITY IS A POTENTIAL BARRIER FOR 1 in 4 Irish Adults ACCESSING COUNSELLING/PSYCHOTHERAPY



MEMBERS' SURVEY 2018

ENGAGEMENT



1076 IACP Members

COMPLETED THE 2018 SURVEY
IT IS EVIDENT THAT THE IACP HAS AN ENGAGED AND COMMITTED MEMBER BODY AN UNUSUALLY HIGH FIGURE FOR SUCH RESEARCH. THIS RESPONSE RATE ALLOWS FOR HIGHLY REPRESENTATIVE INSIGHTS

SATISFACTION



96% of Members
SAY THEY FIND THEIR WORK AS A COUNSELLOR/PSYCHOTHERAPIST TOTALLY OR LARGELY REWARDING
UNUSUALLY HIGH IN THE CONTEXT OF OVERALL NATIONAL JOB SATISFACTION LEVELS.



2 in 3 Satisfied
SATISFACTION WITH THE IACP'S NATIONAL PROFILE IS HIGH WITH TWO-THIRDS OF THE MEMBERSHIP CONSIDERING IT EXCELLENT, VERY GOOD OR GOOD
A MARKED INCREASE ON PREVIOUS YEARS.

STATE REGULATION AND THE FUTURE

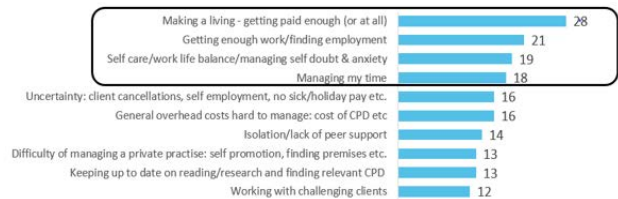


9 Out of 10 Members Agree
WITH STATE REGULATION AND THE MAJORITY BELIEVE IT WILL HAVE A POSITIVE IMPACT ON THE PROFESSION AS A WHOLE, AND ON THEMSELVES AS PROFESSIONALS.

WHILE MEMBERS ARE STRONGLY IN FAVOUR OF STATE REGULATION, THEY ARE ALSO STRONGLY IN FAVOUR OF THE IACP CONTINUING IN ALL OF ITS CURRENT ACTIVITIES POST-REGULATION – PARTICULARLY LOBBYING

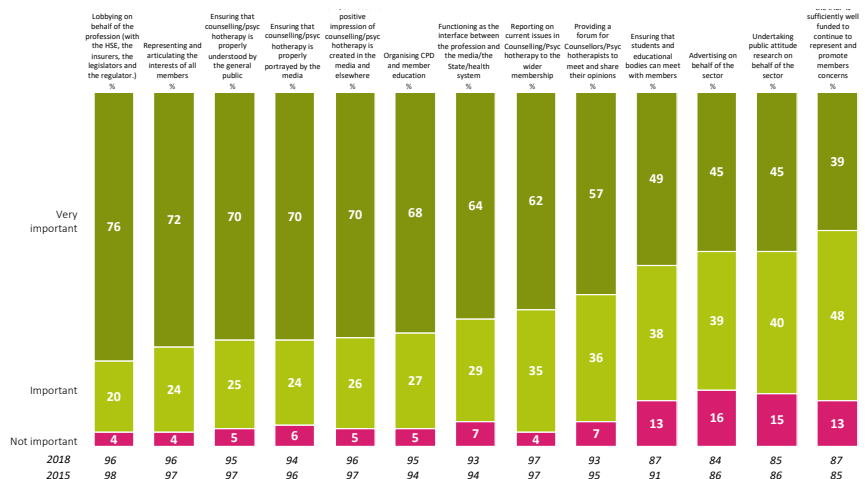
CHALLENGES

Making a Living IS THE MOST CHALLENGING ASPECT OF WORKING AS A COUNSELLOR/PSYCHOTHERAPIST



ALMOST TWO-THIRDS OF MEMBERS SAY THAT THEY DO NOT MARKET THEMSELVES ENOUGH

The Continuing Role of the IACP Post State Regulation



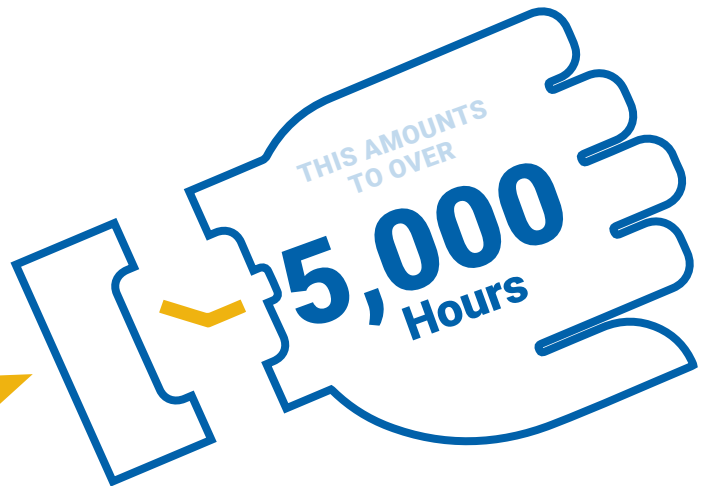
IACP By Numbers



130

Volunteer Members

GIVE THEIR TIME FREELY TO BENEFIT THE IACP



THIS AMOUNTS TO OVER

5,000
Hours



3,500

Hours of Free CPD

PROVIDED TO MEMBERS BY IACP REGIONAL COMMITTEES OVER THE PAST YEAR



262

Members

WERE APPROVED FOR FULL ACCREDITED STATUS



64

Supervisors

WERE ACCREDITED



2,560

Re-Accreditation

APPLICATIONS COMPLETED



SURGERY

50,000

IACP Leaflets

WERE DISTRIBUTED TO OVER 2,000 GP SURGERIES IN IRELAND

Meet the IACP Team



Lisa Molloy
Chief Executive Officer



Martin Ryan
Finance Manager



Carol Murray
Operations Manager



Iwona Blasi
Innovation & Development
Manager



Sandra Matthews
Member Care



Liz Gannon
Workshop & Operations
Administrator



Pat Hughes
Member Care



Deirdre Browne
Member Care



Geraldine Haskins
Administration Officer



Hannah Garland
Executive Administrator



Stephen Kelly
Accreditation Supervisor
& Data Protection Officer



Jackie O'Donovan
Accreditation Officer



Ellen Kelly
Research & Education Officer



Emma Gribben
Accreditation Officer



Hugh O'Donoghue
Communications & Media
Officer



#TIMETOTALK

“

Our vision:

**Where Counselling
and Psychotherapy
are an integral
part of healthcare
provision**

”

IACP

Annual General Meeting

Saturday 5th October 2019

Agenda

9:15 - 10:00	Registration
10:00 - 13:00	IACP AGM Opening Minutes of AGM 2018 Company Reports Q&A Elections Motions
13:00 - 14:15	Lunch
14:15 - 15:00	Awards Ceremony
15:00 - 16:00	Guest Speaker Close

IACP AGM 2019 – Voting

Please familiarise yourself with all proposed Motions. Motions and Nominations for the Board of Directors will not be accepted off the floor on the day of the AGM. The deadline for written proposals for Motions and Nominations for the Board of Directors was the 19th of June 2019.

Voting on the Day:

Voting shall be restricted to Members, who have been deemed to be accredited and pre-accredited by the Company and who have paid the annual membership subscriptions laid down from time to time by the Board of Directors*.

Proxy Voting:

Proxy voting may be used for voting on Elections and for voting on Motions.

**As only paid-up Accredited and Pre-Accredited Members can vote, we would remind you that your annual subscription (if you haven't paid already), must be paid before the AGM.*

IACP AGM 2019 – Motions

Motion 1: The Board of Directors seek Members' support to enter into consultation with PSI regarding a reciprocal agreement on supervision with PSI and if appropriate, to sign such agreement on behalf of members.

Rationale:

The enquiry regarding reciprocal agreement on supervision was sent to the IACP by PSI. The Board considered the value of this agreement to IACP Members and decided to consult with Members on the matter.

Proposed by: Séamus Sheedy

Seconded by: Ray Henry

Motion 2: The membership hereby ratify the revised IACP Memorandum and Articles of Association (known henceforth as the IACP Constitution) and the Regulations, Bye-Laws and Standing Orders of the Association as put before the members.

Rationale:

This review was required to ensure that IACP have an up to date and fit-for-purpose suite of governing documents that will address the requirements that IACP need to meet, in order to be compliant with company law, the Charities Act, and the Governance Code. The updated documents must be passed at an AGM by members before being filed with the CRA (Charities Regulatory Authority) and the CRO (Companies Registration Office).

Proposed by: Bernie Hackett

Seconded by: Ray Henry

IACP Officers 2019



Cathaoirleach – Ray Henry

Ray Henry is an IACP Accredited Counsellor/Psychotherapist since 1999 and has served as IACP Cathaoirleach, Leas Cathaoirleach and Treasurer from 2005 to 2012. Ray is also an IACP Supervisor.

Ray founded the Midlands Regional Committee of IACP and served as Chair for six years. Ray has also served on HR, Finance, Strategic Planning Interview Boards Committees. Ray has represented IACP at meetings relating to Mandatory Reporting and Statutory Regulation.

Ray has maintained a very strong stand on behalf of IACP in relation to Standards within our profession, which he believes are vital.

Ray has a belief in IACP, a committed and confident belief. Ray holds a Diploma in Counselling, and has a MSc Degree in Science Econ in Care Management, qualified as an IACP accredited Counsellor/Psychotherapist in 1999. He is also an IACP Supervisor.



Leas Cathaoirleach – Bernie Hackett

Bernie has been a member of IACP since 1991.

She has served on the Board of Directors for several periods of time. She has also served as Chair of South East Regional Committee, Supervision Committee and is currently Chair of the Complaints Committee. She has also served on the Supervision Course Regulation Committee and the Standards Committee.

Bernie currently serves on the Board of Directors as Vice Chair and brings a wealth of experience and knowledge to the Board.

Nominees for the Board of Directors 2019



Company Secretary – Michelle Coyne

Michelle graduated with BSc Honors in Counselling and Psychotherapy, from Middlesex University and is an accredited member of IACP (M11042).

Michelle has worked with the Rape Crisis Centre as an advocate, and counsels with SOSAD Ireland and is a facilitator - with MEND (Perpetrators of Domestic Abuse) as well as a facilitator of the Meitheal programme run by Tusla. As a counsellor with Nurture, Michelle demonstrates great interest in women's mental health, working with infertility, miscarriage pre and post-natal depression. Michelle is also trained in the assessment and

treatment of suicidality, having completed many continuous professional development courses over the last number of years, including Mental Health Matters training programme, Choices. Domestic abuse prevention intervention, and art therapy, Michelle continues to commit to ongoing professional development.

Michelle takes a holistic approach to counselling, and particular areas of interest are working with teenagers who self-harm, teenagers who feel suicidal, women's mental health and perpetrators of domestic abuse. Working with this group there is a need to be creative and intuitive. Art therapy delivers on the creative aspect, providing the client with a space within which they have the opportunity to explore a deeper part of themselves, while maintaining the client and therapist relationship, this is the key to any therapeutic relationship.

Proposed by: Izabela Morris

Seconded by: Eamon Fortune



Dr Damian Davy

Damian is a Chartered (Senior) Psychologist, Psychotherapist, Clinical Supervisor, EAP Consultant and Academic with 32 years' experience in the EAP field, twenty-six working with the EAP for the Irish government and received the 'Minister's Award' for his contribution to innovative health and safety projects at work.

Since 1986 and has trained in a vast range of EAP and Psychology related areas and currently owns a private practice (Phoenix Centre/Phoenix Consultants) where he provides a range of one-to-one and organisational services. He has served on boards and committees of several professional bodies here and abroad and is a current board member and former Cathaoirleach of IACP. He currently serves on the membership qualification and chartership committee of the PSI. He holds professional memberships with the PSI, BPS, IACP, EAPA, EAEF, and the EACC.

He lectures in Psychology at DIT, has lectured in Counselling and Psychotherapy with several institutes and has held the role of external examiner. He has also designed delivered training and consulted to a range of organisations here and internally, he supervised case management teams for VHI and Work Place Options and provided peer supervision groups and advisement for professionals.

Proposed by: Peter Ledden

Seconded by: Séamus Sheedy



Eamon Fortune

Eamon Fortune is an accredited Counsellor/Psychotherapist with IACP. He is trained with PCI College and obtained a BSc degree in Counselling and Psychotherapy. He gained a lot of experience working with young and old, working in a school with young people and across many different ages in private practice. He is now currently working full time with Limerick Youth Service as part of a Mental Health and Wellbeing Team as a Counsellor/Psychotherapist offering support to young people across Limerick City and County.

Eamon was also very instrumental in setting up the Western Regional Committee and has held the role of chair for over two years. The WRC has been successful in providing easier access to workshops for members, and for providing a voice for those members to feedback their needs and requests to IACP. Eamon also recognises the importance of the roles of pre-accredited and student members of IACP and was part of an information evening held in Limerick this year for said students and pre-accredited members and would also strive to hold more in the future, as these members are our future.

Addressing our members' needs of communication with each other to minimalise isolation, Eamon also set up a forum with the help of staff in IACP called Basecamp.

Proposed by: Peter Ledden

Seconded by: Séamus Sheedy



Jade Lawless

Jade is a registered Counselling Psychologist and accredited member of the IACP with 12 years' experience in the field. Jade is the Head of Counselling & Psychotherapy in PCI College, overseeing and delivering the training of C&P programmes from Certificate up to Master's level. This requires her to have strong credentials in the areas of C&P regarding best practice and educational requirements. The management of a team of lecturer practitioners, the design and delivery of courses, therapeutic modules and CPD workshops demand of Jade an awareness of, and the practical application of, C&P approaches. Jade also draws upon therapeutic practice and process to complement the delivery and design of this material and the transference of skills. Jade is also the Head of Psychology in Harmony Residential Care where she contributes to the work of the Clinical Team.

Jade has completed her first year as a member of the IACP Executive Board and has enjoyed the role immensely, in addition to making valuable contributions. Jade has also worked with IACP and collaborated with other educational professionals in round table discussions that have shaped and impacted C&P training programmes to this day.

Jade is also employed as a Counsellor/Therapist within the HSE and as such continues to broaden and deepen her knowledge and understanding of the profession. Jade remains not only highly motivated herself but also energised and motivated to lead a team to work to a high standard, ensuring best practice when it comes to service delivery and provision. She hopes to continue to bring these characteristics forward in a second year.

Proposed by: Antoinette Stanbridge

Seconded by: Michael Hackett



Peter Ledden

Peter has over thirty-five years' experience of working in health care and has been a Mental Health Practitioner since 1992. Peter is a registered and accredited Psychiatric Nurse, Psychotherapist and Clinical Supervisor.

Peter has additional qualifications in Health Service administration, Personnel Management, Stress Management and Critical Incident Stress Management. Since 1996 Peter has been involved in the training of Counsellors on a number of IACP approved training courses and was a group therapist and supervisor for the Tivoli Institute.

Peter worked for over ten years as a lecturer in PCI college and at Fingal Counselling including as Course Director. Peter is currently the external advisor to the Dublin Art Therapy College. In 2004 Peter set up Abate Counselling and EAP Ltd and has worked as a mental health advisor to the Alzheimer Society of Ireland and Schizophrenia Ireland.

Peter has a keen interest in Radio Broadcasting and managed a licensed Hospital Radio station for over twenty years with a volunteer staff of fifty people, Peter has enjoyed presenting his own Radio programme on a number of local radio stations.

Proposed by: Dr Damian Davy

Seconded by: Séamus Sheedy



Geraldine Looney

Geraldine Looney is a pre-accredited member of IACP since January 2018. Geraldine received her diploma in the BSc in Counselling and Psychotherapy from PCI College. Geraldine completed her student client hours on placement with the National Council for the Blind of Ireland in Cork and Kerry and is continuing to provide counselling support to blind and vision impaired service-users of the same organisation.

Geraldine graduated with a Bachelor of Commerce in 2005 from University College Cork, a Diploma in Business, Executive and Life Coaching in 2006 and a Certificate in Mindfulness Practice in 2012. Work experience includes mentoring first year international students with the Commerce Faculty and students registered with the Disability Support Service in UCC. Geraldine has volunteered with the ISPCC on their Childline service and as a mentor on the Genio Project (a mentor programme set up to support students with mental health difficulties in UCC).

Geraldine held the post of Class Rep in the first year with PCI College. She is a committee member with Cork Vision Impaired Walking Club and co-ordinates the Cork Vision Impaired Swimming Group for Vision Sports Ireland.

In her leisure time, Geraldine enjoys travelling, reading, meditating, cycling and taking leisurely walks with her guide dog Igan. Geraldine can boast of long-distance tandem cycling on all continents of the world and in 32 counties of Ireland with the Blazing Saddles Cycling Club. She most recently completed the 700Km challenge from Mizen to Malin in aid of Irish Guide Dogs for the Blind.

Proposed by: Michelle Coyne

Seconded by: Dr Damian Davy



Izabela Morris

Izabela is a bilingual counsellor/psychotherapist who works with adolescents and adults in multicultural Ireland. She holds BA in Integrative Counselling and Psychotherapy, Diploma in Drugs and Alcohol, Natural Therapies, Certificates in Counselling Children and Adolescence, Family Therapy, Addiction and Psychology. Izabela continues to expand her knowledge and understanding of the profession through ongoing professional development and education. Her approach to counselling is integrative and holistic.

She recognises huge importance of providing more support and services to young people - through counselling in schools and teaching young people about mental health and wellbeing.

Having worked in health-related environments, including a residential rehab, right now she divides her career between working for an organisation that promotes positive mental health and recovery from all sort of mental health problems, and her private practice. She has been working as a school counsellor for 5 years. Izabela has been a member of IACP since 2012.

She has served on the Board of Directors since 2017, and she is also involved with the Membership Categories Working group. Izabela has a great interest in culture and spirituality, she lives in Wicklow since 2003.

Proposed by: Ray Henry

Seconded by: Bernie Hackett



Elizabeth O'Driscoll

Liz started her working career in an apprenticeship and went on to run two businesses over 20 years. She went back into education in her late thirties while rearing her young family. Over the next ten years she went from certificate to Masters' Level and has been an accredited therapist for 15 years and an accredited clinical supervisor for six. Over her career she has worked in the educational system with 16 to 22-year olds, where she developed & delivered RSE (relationship & sexual education) and PIPS (personal and interpersonal skills) to Meath VEC educational and development projects. Alongside this Liz and has always worked within

the addiction field, as a group facilitator, (Family Support and After Care) and as a one to one counsellor.

Presently Liz heads up a HSE/DATF funded community development project in D7 where her team therapeutically support individuals and families affected directly or indirectly by substance misuse. In the last 2 years she has brought her organisation to full compliance with Governance.ie and has trained and facilitated training for her Board of Directors & team in GDPR and good governance. In conjunction with this Liz has a private practice where she focuses mostly on supervision.

Family and travel are her passion outside of work and her wanderlust has brought her as far as Eastern Siberia, Australia and Bali. Liz was seconded to the board of the IACP early 2018 and is honoured and committed to put herself forward for election.

Proposed by: Marian Scullion

Seconded by: Niamh Crowley



Séamus Sheedy

Séamus Sheedy joined IACP as a student of the Diploma in Counselling in Trinity College in 1999. He was accredited as counsellor/psychotherapist in October 2003. Séamus served as a member of the Midlands Regional Committee of IACP from 2005 to 2007 as Treasurer. He joined the Executive Committee in 2009 and was a member of the Strategic Planning Committee in 2009. He served as Cathaoirleach from 2012 to 2014.

He went on to be President of the European Association of Counselling. Séamus has also served as Regional Director and Board Member since October 2017.

After finishing an advanced diploma in Supervision from Middlesex University Séamus was accredited as a supervisor with IACP. He has also a MA (Masters in Supervision from Dublin City University).

Proposed by: Peter Ledden

Seconded by: Dr Damian Davy





**Irish Association For Counselling & Psychotherapy
Company Limited by Guarantee**

(A company limited by guarantee, without a share capital)

Directors' Report and Financial Statements for the year ended 30 June 2019

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Directors and Other Information

Directors	<p>Izabela Morris Séamus Sheedy Ann Meade (Resigned 19 October 2018) Peter Ledden Bernadette Hackett Ray Henry Damian Davy Michelle Coyne Bernadette Darcy (Resigned 19 October 2018) Eamon Fortune Elizabeth Ann O'Driscoll Jade Lawless (Appointed 19 October 2018) Geraldine Looney (Appointed 19 October 2018)</p>
Company Secretary	<p>Bernadette Hackett (Appointed 19 October 2018) Bernadette Darcy (Resigned 19 October 2018)</p>
Company Number	194640
Charity Number	CHY6615
Charities Regulator Number	20012564
Registered Office and Business Address	<p>Marina House 11 - 13 Clarence Street Dun Laoghaire Co. Dublin A96 WC94 Ireland</p>
Auditors	<p>BCK Audit, Accounting & Tax Limited Certified Public Accountants and Statutory Audit Firm Suite 4&5 Bridgewater Business Centre Conyngham Road Islandbridge Dublin 8 D08 T9NH Ireland</p>
Bankers	<p>Bank Of Ireland (Dun Laoghaire) Dun Laoghaire Co. Dublin</p> <p>Allied Irish Bank (Bray) 107/108 Main St Bray Co. Wicklow</p>
Solicitors	<p>Keith Walsh Solicitors 8 St. Agnes Road Crumlin Village Dublin 12</p>

Directors' Report

The directors present their report and the audited financial statements for the year ended 30 June 2019.

Principal Activity

The Irish Association for Counselling and Psychotherapy (IACP) is a registered charity established in 1981 for the purpose of representing the profession of counselling and psychotherapy in Ireland.

The IACP is the largest association for the Counselling and Psychotherapy profession in Ireland and represents over 4,200 members across the country. The IACP accredits individual members at Accredited and Supervisor levels, as well as hosting student and pre-accredited members. IACP currently accredits courses in Counselling and Psychotherapy at QQI Levels 7, 8, and 9.

In addition to the accreditation of Counsellors and Psychotherapists, the IACP provides many services to its members to support their professional practice, through the work of its many volunteer members and a professional office staff.

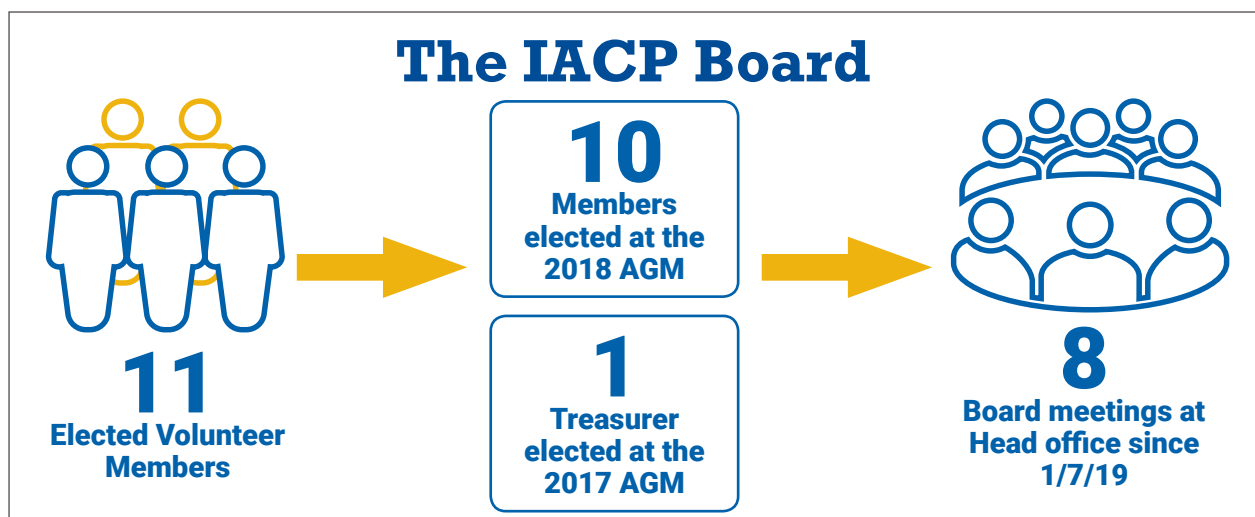
The IACP also has at its core the protection of the public in relation to standardising

the quality of professional Counselling and Psychotherapy in Ireland and continues to monitor and revise its standards in response to current demands.

The IACP is governed by a volunteer board. The current board consists of 11 members; 10 elected at the AGM in 2018 and 1 officer (Treasurer) was elected at the AGM in 2017. The current board held 8 meetings since 1st July 2018 and all meetings were held in Head Office.

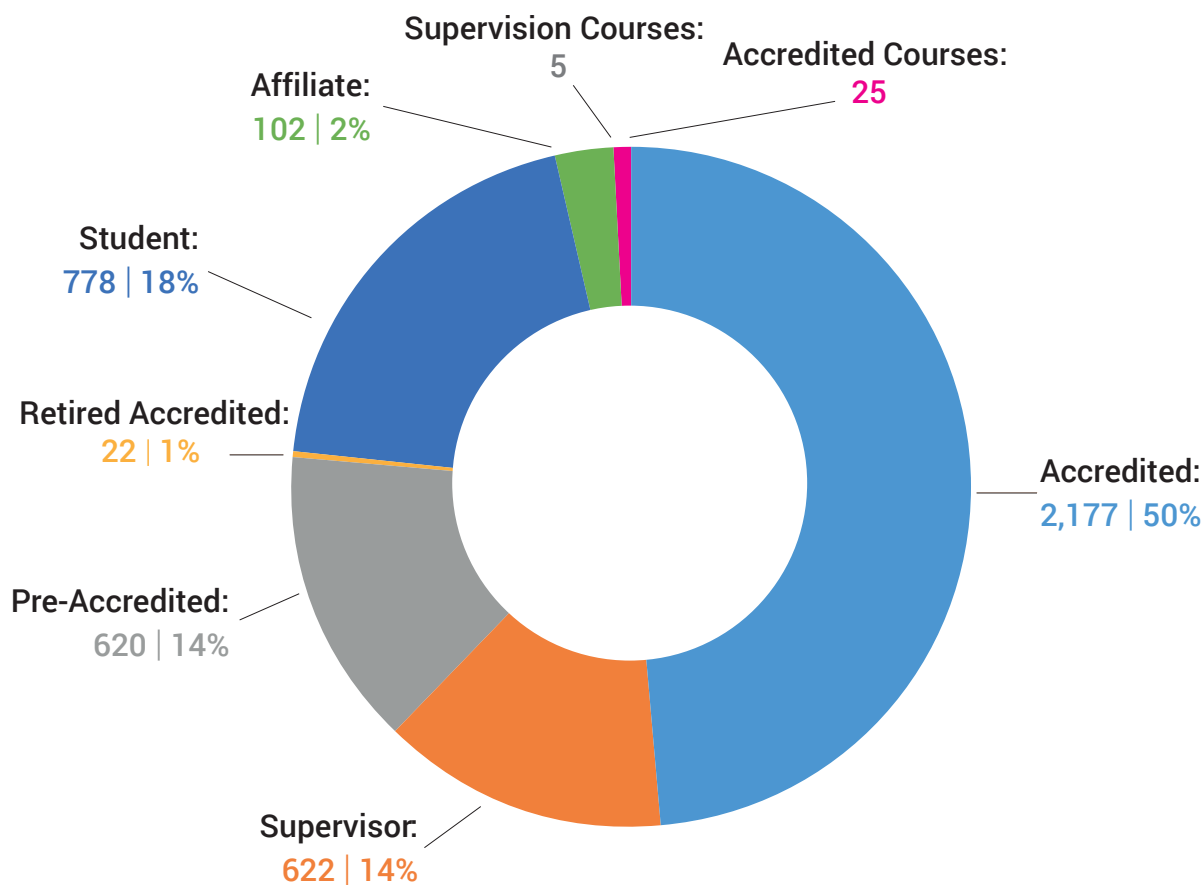
IACP is on the way to being fully compliant with The Charities Governance Code. "The Code" was launched by the Charities Regulatory Authority (CRA) in November 2018 with the following guidelines – 2019 Guidance & Training – 2020 Implementation – 2021 Reporting Compliance.

IACP is on schedule and expect to be in a position to report full compliance within the timeframes.



IACP Membership

Membership numbers at 30th June 2019



MEMBERSHIP BY CATEGORY AT 30TH JUNE 2019

Category	2019	2018	2017	2016	2015
Accredited	2,177	2,048	1,991	1,933	1,905
Supervisor	622	576	537	504	487
Pre-Accredited	620	591	616	623	708
Retired Accredited	22	15	22	21	15
Student	778	824	836	545	522
Affiliate	102	119	159	194	244
Supervision Courses	5	3	-	-	-
Accredited Courses	25	26	24	25	26
Total	4,351	4,202	4,185	3,845	3,907

Financial

Michelle Coyne, Treasurer, presents the financial results of IACP for the period 1st July 2018 to 30th June 2019.

Financial Management

The Board of Directors (BOD) is happy to report that the Association's finances are in a healthy position. This has come about through prudent financial management over a number of years and by thorough budgeting and forecasting for future events.

The reserves of the Association are held securely and there is a policy in place to explain the purpose, funding, and use of these reserves.

2018/19 Financial Statements – Trading Overview

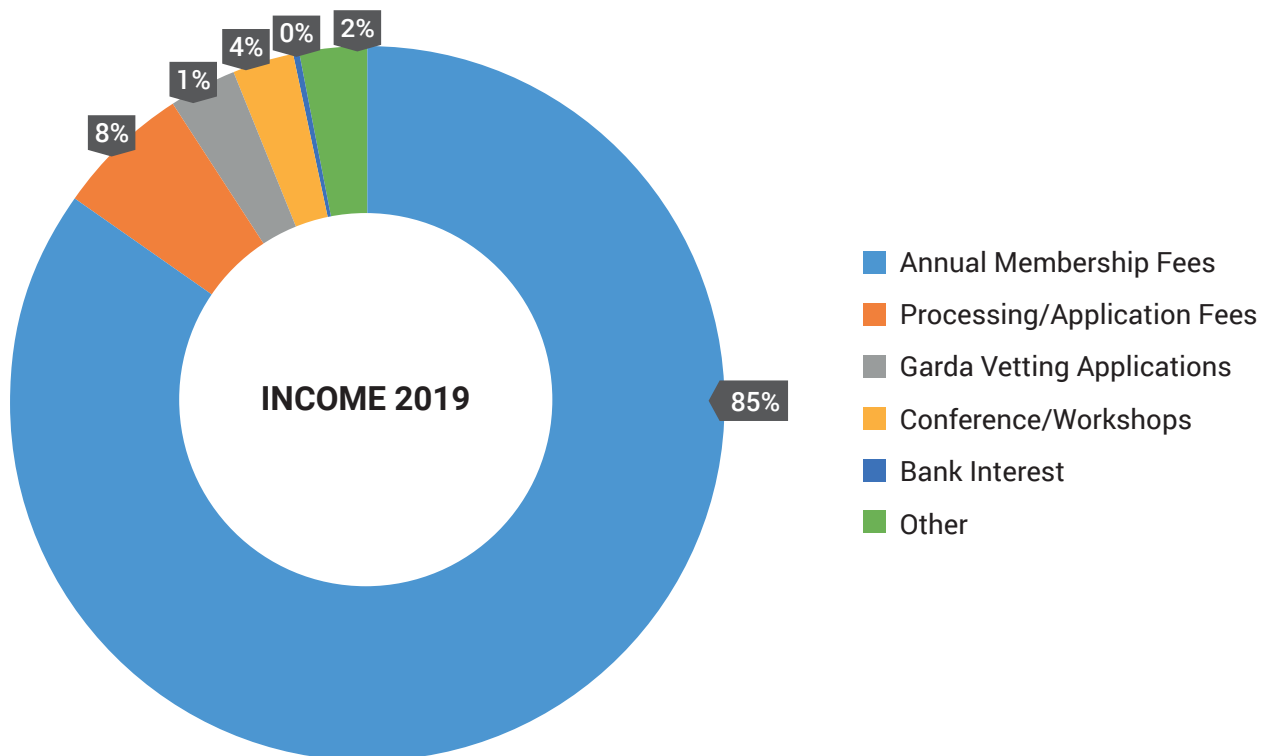
The Financial Statements for the 12 months to 30th June 2019 were prepared by our Finance Manager and were audited by BCK Audit, Accounting & Tax Limited, Certified Public Accountants and Statutory Audit Firm.

Income

Total income received in this period amounted to €1,313,340, of which;

- Total income received in this period amounted to €1,313,340, of which;
- €1,114,430 (85%) came from annual membership fees,
- €103,960 (7.9%) came from processing/application fees,
- €11,910 (1%) was from Garda Vetting applications,
- €56,300 (4.3%) from Conference and Workshops,
- and the balance of €25,590 (2%) from other sources, such as journal advertising and sales, and donations.
- €1,153 was received in bank interest for the period

There is an unrealised gain of €19,420 from our investment with an Irish Life product.



Expenditure

Total expenditure in this period amounted to €1,251,739.

(a full breakdown of costs can be found in the Supplementary Information located at the back of this booklet)

This is comprised as follows:

Payroll wages, pension and social welfare costs, staff training) is €627,550 (50%) – this has moved from 49% for the previous financial period.

Public Relations / Advertising / Marketing is €119,070 (9.5%) – this is almost at 10% of total spend, as per previously stated goals. Our quarterly publication “Irish Journal for Counselling & Psychotherapy” makes up the bulk of this cost at €60,790.

Professional Business Fees (such as legal, auditing, GDPR compliance and HR/Business consultancy) are €71,700 (5.7%).

Workshops Expenditure (including the free workshops provided to members by all the regional committees) amounted to €58,325 (4.7%).

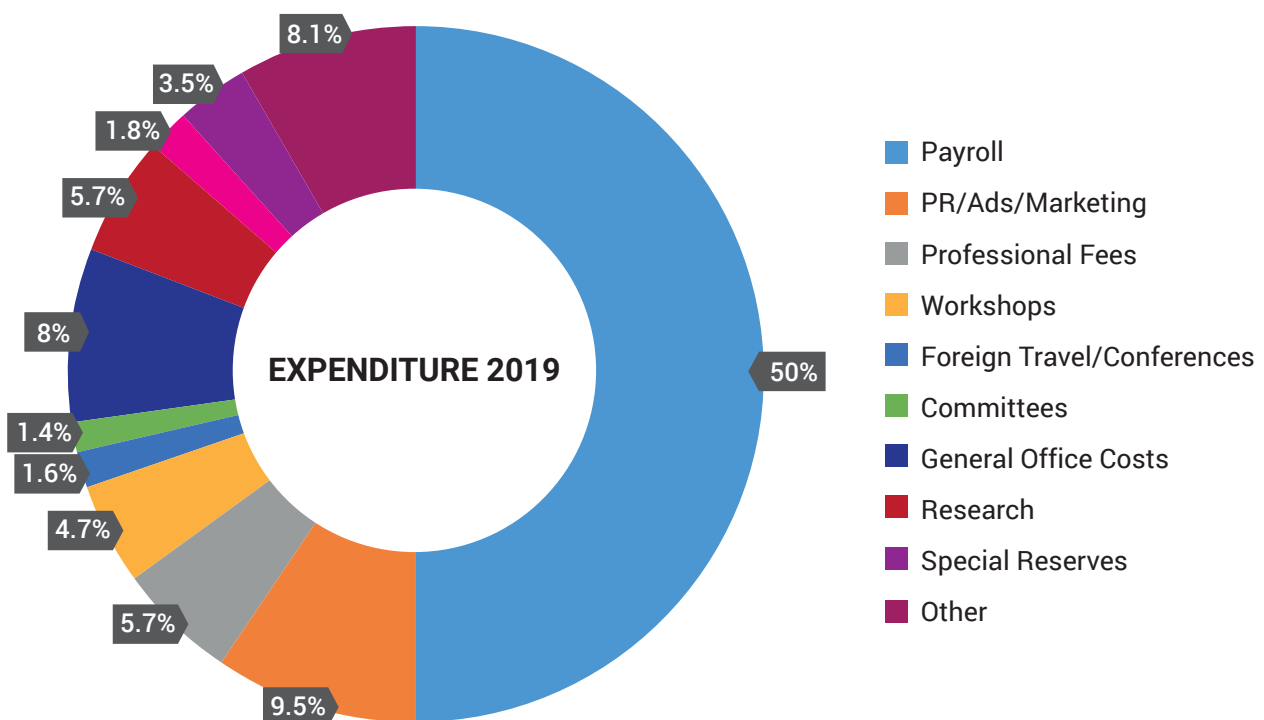
Included also are our annual conference costs (Oct. 2018) which was €19,430 (1.6%).

Travel and Conference were €17,850 (1.4%). This expenditure covered economy flights, accommodation and food, and registration fees for attendance at these events, and is in line with the objectives of IACP, of increasing IACP/Board knowledge & participation, and building partnerships with other international counselling bodies.

Committee Expenses This amount includes all regional and sub-committees (€56,625), Board expenses (€29,530), and National & Regional Supervisors Forum meetings (€14,130).

Research cost of €22,500 (1.8%) represented investment into two research projects – a Members Online Survey in October 2018 and a General Public Survey in March 2019.

The balance of costs relate to: General Office costs of €71,860 (5.7%), Accredited & supervisor course accreditation consultancy of €11,540 (0.9%) Rates of €29,875 (2.4%), Printing & postage & stationery of €16,710 (1.3%), Bank charges of €20,190 (1.6%), Depreciation of €38,700 (3%), AGM 2018 of €10,970 (0.8%), and Membership Cards of €13,530 (1%).



Investment

On foot of a recommendation from the Finance and Risk Management Committee (F&RM) the BOD of IACP took the decision in 2018 to move some of the funds that were held in our bank deposit accounts to a low-risk investment product with Irish Life.

This was done in recognition of the fact that the main banks were no longer offering deposit interest rates and would likely not be soon. The BOD carried out its own due diligence after the recommendation was made to them by the F&RM committee.

A total of €500,000 was lodged to the Irish Life MAPS fund (a mixture of many different asset types) in January 2019 and the value of the fund as at 30th June 2019 is €519,420. This gain is shown in the accounts in the "Statement of Financial Activities", under the heading "Gains/(Losses) on investment assets." This is a long-term investment of between 3-5 years

Capital Expenditure

Investment in the year was €22,670 on upgrading office computer equipment, and other items as necessary, as follows, for example:

- Website update (website refresh, event page update, online application forms) - €9,145
- IT upgrades (hardware) - €6,370, New phone system for office - €6,840

Financial Results

The surplus for the year after providing for depreciation amounted to €81,011 (2018 - €153,253).

At the end of the year the company has assets of €2,140,087 (2018 - 2,125,043) and liabilities of €608,039 (2018 - €626,683).

The net assets of the company have increased by €33,688.



IACP Treasurer Michelle Coyne Delivers the Treasurer's Report at 2018's AGM

IACP Achievements and Developments in 2018/2019

Professional Standards:

- 262 new accredited members;
- 64 new accredited supervisors;
- 2560 completed re-accreditation applications;
- Establishment of Working with Under 18s Standards;
- Establishment of Online Working Guidelines;
- Establishment of Guidelines for Counselling and Psychotherapy Placements;
- Continued agreement on recognition of accreditation between IACP and BACP;
- Continued agreement on recognition of accreditation between IACP and Australian Counselling Association;
- Continued reciprocal agreement with IAHIP on supervision;
- Continuation of the IACP's course assessment and monitoring process for Professional Training and Supervision Courses;

- New Record Keeping & Retention Guidelines for Members;
- Information regarding any changes to professional standards, IACP accreditation requirements and course criteria can be accessed in the Members Area of the IACP website.

Public Relations / Organisational Profile:

- Numerous Lobbying Activities regarding our on-call counselling supports for second-level Schools Initiative including:
 - Meetings with the Minister of State for Mental Health and Older Persons Jim Daly, meetings with several Senators and TDs;
 - Presentation to the Oireachtas with our proposal for counselling supports for schools;
- IACP Members' Survey Launch in Mansion House;
- Winter Blues Video Launched in January 2019;
- Preparation for IACP representation at the School Summit 2019;
- Preparation for IACP Stand at the National Ploughing Championships 2019;



The IACP Delegation accompanied by our BACP colleagues present in Leinster House

- Preparation for IACP Stand at Mental Health and Wellbeing Summit 2019;
- Active Social Media Presence such as IACP Twitter followers have increased from 800 to over 1400;
- Establishment of IACP on Instagram;
- Attendance at Mental Health Reform AGM;
- Attendance at Launch of MHR's My Voice Matters Report;
- Media coverage which includes articles in the Irish Independent, The Irish Times, The Examiner, Journal.ie, Breakingnews.ie;
- National Local Media Campaign Launched, which sees IACP Members feature on radio stations local to them including but not limited to WLRFM, Midlands Radio 3, Clare FM, Mid-West Radio;
- International profile raising through presentations at conferences such as ACA and IAC;
- New IACP Promotional Videos for the website.

Committee Activities

The IACP has 9 sub-committees, 2 working groups and 8 regional committees.

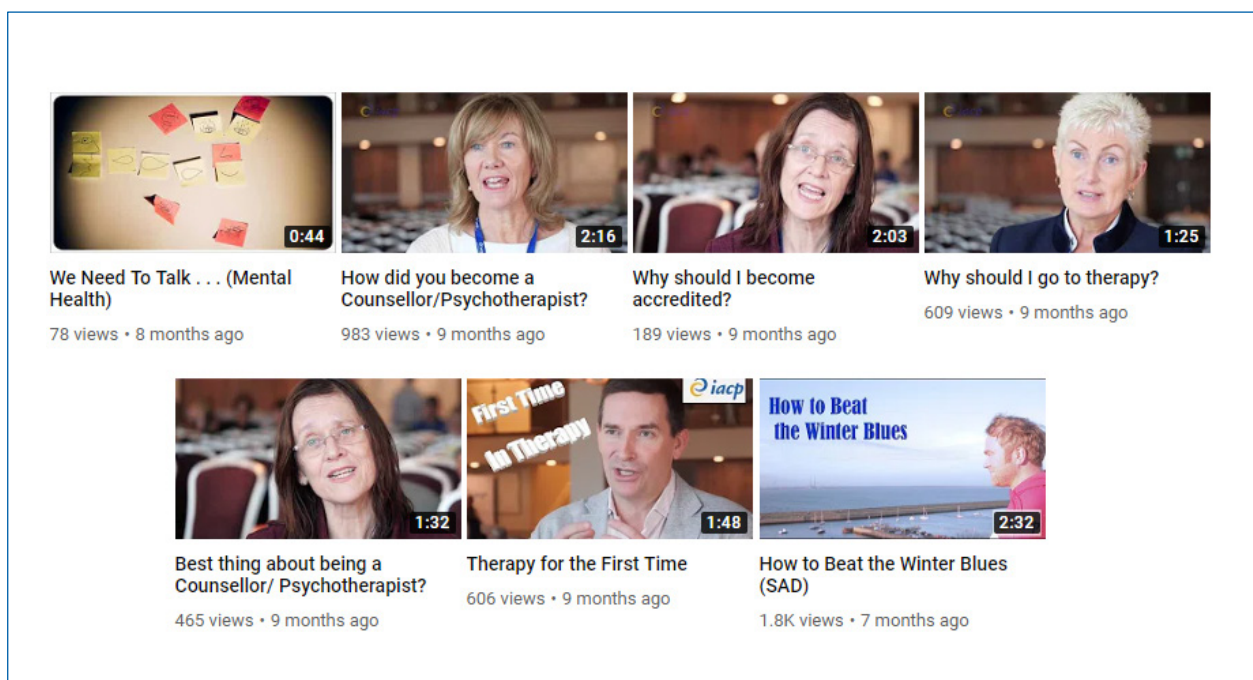
Regional Committees (RC):

The Regional Committees provide invaluable networking sessions to their members as well as CPD sessions and AGMs. They provide members with a means to share positive experience/feedback with their fellow members. Our Regional Director (RD) is Séamus Sheedy – a member of the BOD – the Regional Director provides a communication pathway between the BOD and the RCs. The RCs meet twice a year at the National Regional Committee (NRC), the last two meetings were held in Sligo and in Belfast. These meetings allow for sharing of experiences, ideas and issues that may arise across the regions. The 8 regional committees are as follows: Dublin (DRC), Midlands (MRC), North East (NERC), Northern Ireland (NIRC), West/North West (WNWRC), Western (WRC), Southern (SRC) and South East (SERC).

Sub-Committees:

CPD Committee

The CPD Committee has played an important role in upholding professional standards by checking compliance with the new CPD Policy, principally through the Annual CPD Audit. A random sample of the membership is selected and asked to submit CPD Logs for the previous



A series of promotional videos were produced for the IACP website

year. The Committee has provided clarifications to members in relation to the CPD Policy and worked effectively with other sub-committees to ensure IACP's approach to CPD reflects best practice in the professions.

Supervision Committee

A total of 64 members were approved for Accreditation as a Supervisor during this period. The Committee has been instrumental in dealing with supervision-related queries for the membership as well as further refining the process of applying for Accreditation as a Supervisor. The Committee has worked with the CPD Committee and Professional Practice Sub-Committee to develop and bring clarity to IACP requirements in the area of supervision.

Complaints Committee

Investigates complaints against IACP Members. The committee meets once a month and incorporates the Complaints Against Courses Committee which investigates complaints against IACP accredited courses.

Accreditation Committee

The Accreditation Committee enhances the process of assessing applications for First Time Accreditation and Annual Re-Accreditation by providing expertise and impartiality. In addition to the high volume of

applications that come before the Committee, the Committee provides advice and guidance to both IACP members and others working towards accreditation.

Editorial Committee

Responsible for sourcing and editing articles in the IACP professional journal "The Irish Journal for Counselling and Psychotherapy". Meets once every two months.

Ethics Committee

Formulates and monitors the IACP Code of Ethics and Practice. Raises issues relating to the implementation of such codes. Advises and comments on ethical issues.

There were 5 meetings between July 2018 and July 2019 of the Ethics Committee.

The Committee revised their Terms of Reference and dealt with members' ethical enquiries with aim to monitor & interpret the present IACP Code of Ethics and Practice and make recommendations as required and to provide an ethical lens to the IACP and its members.

Supervisor Forums Organising Committee

Organises Supervisor Forums Nationwide to enable Supervisors to Network and discuss matters of professional interest.



The March 2019 Accreditation Ceremony

Professional Practice Sub Committee (PPSC)

This Committee (PPSC) was established to develop policy and criteria in the areas of Accreditation, Supervision, Course Accreditation and Continual Professional Development (CPD). The Professional Practice Sub-Committee acts as a Standards Committee is an integral part of the clinical and decision-making processes of the IACP.

PPSC met 5 times between July 2018 and end of June 2019. During this time the Committee completed consultation work around Online Counselling Criteria, Working with under 18s, updated CPD Policy and also Accreditation Criteria including Course Accreditation Criteria and IACP – BACP MoU.

Finance and Risk Management Committee

This committee is responsible for examining all financial aspects of the association's business and making recommendations to the Board. The committee meets at least six times per year but may meet more often if required.

The IACP would like to thank all our volunteers for their contributions to our numerous committees and working groups during the year.

Working Groups

Working group regarding the impediments for Psychotherapists and Counsellors in their Careers

This working group was set up as a result of a motion passed at the 2017 AGM. The aim of this group is to identify the difficulties faced by Psychotherapists and Counsellors in their careers.

The matters considered by this group include:

- Working towards Accreditation – minimum timeframe to be changed from 2 to 1-year post qualification;
- Request for Revision of HSE Recruitment Criteria in relation to Counsellor Posts;
- Private health insurance cover to include counselling and psychotherapy;
- Paid employment for IACP members;
- Further recognition of IACP Membership;
- Raising awareness of the IACP.



Ray Henry presenting at the ACA Conference and Expo 2019

Member Categories Working Group

The group was formed to review and develop member categories and benefits associated with each IACP Member Category. This working group includes IACP members representing each member category and members of staff and management. The aim of the group is to present the outcome of work completed to the Board for their consideration by the end of 2019.

Member Services Include:

- Continued subsidised workshops in the regions to members;
- Numerous networking events held throughout the regions;
- Introduction of Online Re-Accreditation Application process and access to Online CPD Log for Members;
- Numerous events including: Student and Pre-accredited Members Information Evenings, Accreditation Graduation Ceremony, Current Counselling Trends in Ireland and the United States Conference held in Trinity College Dublin, and Head Office Seminars;
- Continuation of membership cards and their benefits.

National and International Collaboration:

- **IACP/BACP:** Strengthening of relations with our closest partner including information exchange relating to accreditation standards, practices, and developments within the profession;
- Continued membership of the International Association for Counselling (IAC);
- Continued stakeholder engagement with a range of key bodies including: ICGP, ICP, HSE, CORU, PSI, Mental Health Reform, Mental Health Ireland, Barnados, BelongTo, and Pieta House;
- IACP Member representation at American Counselling Association (ACA) conference and the British Association for Counselling and Psychotherapy (BACP) Research Conference, IAC/Canadian Counselling and Psychotherapy Association (CCPA) Conference 2019;
- Attendance by international Counselling and psychotherapy associations at IACP Annual conference and events;
- Planning for IACP, BACP and ACA Social Justice Conference "Let The Voices Be Heard" in October 2019.



Accreditation Social 2018

IACP Aims 2019/2020 and Beyond

IACP will continue in its mission to raise awareness of counselling and psychotherapy with special emphasis on its effectiveness to improve the mental well-being of people in Ireland.

State regulation will influence the future direction of the IACP. It will allow the organisation to focus its efforts on the promotion of counselling and psychotherapy. It will also allow it to put greater emphasis on promoting the delivery of continuous professional development programmes and courses as well as other member supporting functions.

The latest IACP Members' Survey research (2018) highlighted certain areas as opportunities for improvement and guided by this, certain projects are underway forming part of the aims for 2019/20 and beyond:

- **Website:** To increase engagement and navigability, a re-design and refresh project has been undertaken and is near completion. Members and the public will soon be able to access the new-look website;
- **Member Benefit - Online CPD:** The IACP will soon start the provision of Online CPD for our Members;
- **Member Benefit - Research Database:** After a successful trial of EBSCO with members, we have now secured this database as benefit and resource for the membership on an ongoing basis;
- **Research Committee:** IACP in its Strategy for upcoming years will focus on the value of research for the counselling and psychotherapy profession. We've begun the process of establishing a new Research Committee that will contribute to development of the research function of the IACP;
- **Organisational Profile:** We're continuing to raise the profile of the IACP with our attendance and involvement with events such as: IACP/University of Holy Cross Joint Conference on Current Counselling Trends in Ireland and the United States in August 2019, the National Ploughing Championship 2019, School Summit 2019, IACP/BACP/ACA Three Country Conference Let the Voices Be Heard, and the Mental Health and Wellbeing Summit 2019. We're increasing opportunities to engage with the media across a range of platforms. We'll draw further on the 2019 IACP General Public Survey Research – 'Public attitudes to counselling/psychotherapy and mental health' – for upcoming media contributions and events. We'll continue with our lobbying activities in key areas including our Pre-Budget submission calling for increased investment in mental health and talking therapies.

Principal risks and uncertainties facing IACP and our plans for mitigating these risks –

- The IACP's BOD considers there are no unmanageable risks that could significantly impact on operations. The ultimate responsibility for the management and control of the company resides with the Directors and, as such, their involvement in the key aspects of the risk management process is essential, particularly in setting guidelines for the process and in the review and consideration of the results;
- The Directors have delegated elements of the risk management process to the Finance and Risk Management Committee, whilst ensuring that they, as Directors, retain control and responsibility for its implementation.

Statement on Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware; and

- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the auditor is aware of that information.

Future Developments

The company plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.

Post Statement of Financial Position Events

There have been no significant events affecting the company since the year-end.

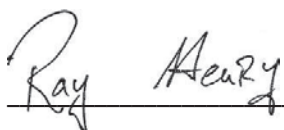
Auditors

The auditors, BCK Audit, Accounting & Tax Limited, (Certified Public Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Payment of Creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Signed on behalf of the board



Ray Henry, Director. 6/9/2019

Accounting Records

The directors acknowledge their responsibilities under Section 281 to Section 285 of the Companies Act 2014 to keep adequate accounting records for the company.

In order to secure compliance with the requirements of the act, a full time management accountant is employed. The accounting records of the company are kept at the registered office and principal place of business.

Acknowledgements

The Board of Directors would like to thank our CEO, Lisa Molloy and the hardworking team in Head Office and all members from around the country who have given voluntarily of their time and effort to work on our Committees, Regional Committees, Groups and through other activities in 2018/19.

We would also like to thank the wide range of organisations that have engaged so positively with IACP over the last year.



Bernadette Hackett, Director. 6/9/2019

Directors' Responsibilities Statement

for the year ended 30 June 2019

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and Charities SORP (FRS 102). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

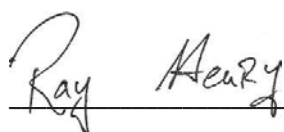
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Signed on behalf of the board



Ray Henry
Director

6/9/2019



Bernadette Hackett
Director

6/9/2019

Independent Auditor's Report

to the Members of Irish Association for Counselling & Psychotherapy Company Limited by Guarantee

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Irish Association for Counselling & Psychotherapy Company Limited by Guarantee ('the company') for the year ended 30 June 2019 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Charities SORP (FRS 102).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 30 June 2019 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements..

Further information regarding the scope of our responsibilities as auditor

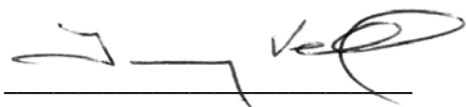
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Tony Kelly

09/09/2019

for and on behalf of
BCK AUDIT, ACCOUNTING & TAX LIMITED
Certified Public Accountants and Statutory Audit Firm
Suite 4&5
Bridgewater Business Centre
Conyngham Road
Islandbridge
Dublin 8
D08 T9NH
Ireland

Statement of Financial Activities

for the year ended 30 June 2019

	Notes	Restricted Funds 2019 €	Unrestricted Funds 2019 €	Total 2019 €	Total 2018 €
Income and Endowments from					
Donations, gifts and legacies	5	-	25	25	65
Charitable Activities	5	77,746	1,234,407	1,312,153	1,290,281
Other activities	5	-	-	-	-
Investment Income	5	-	1,153	1,153	2,783
Total Income		77,746	1,235,585	1,313,331	1,293,129
Expenditure On					
Raising Funds		-	-	-	-
Charitable Activities	6	64,591	1,187,148	1,251,739	1,139,876
Total		64,591	1,187,148	1,251,739	1,139,876
Net income		13,155	48,437	61,592	153,253
Transfers between funds					
Other gains and losses	8	-	19,419	19,419	-
Net movement		13,155	67,856	81,011	153,253
Reconciliation of funds					
Total funds brought forward	16	48,916	1,449,444	1,498,360	1,345,107
Movement in reserves	16	-	(47,323)	(47,323)	-
Total funds carried forward	16	62,071	1,469,977	1,532,048	1,498,360

The statement of financial activities has been prepared on the basis that all operations are continuing operations.

There are no recognised surpluses and deficits other than those passing through the statement of financial activities.

A detailed breakdown of the above items is included in the notes to the financial statements.

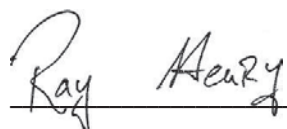
Statement of Financial Position

as at 30 June 2019

	Notes	2019 €	2018 €
Non-Current Assets			
Intangible assets	11	8,389	4,584
Property, plant and equipment	12	600,109	620,604
		<u>608,498</u>	<u>625,188</u>
Current Assets			
Receivables	13	42,197	30,894
Cash and cash equivalents		1,489,392	1,468,961
		<u>1,531,589</u>	<u>1,499,855</u>
Payables: Amounts falling due within one year	14	<u>(608,039)</u>	<u>(626,683)</u>
Net Current Assets		<u>923,550</u>	<u>873,172</u>
Total Assets less Current Liabilities		<u>1,532,048</u>	<u>1,498,360</u>
Funds of the Organisation			
Designated Reserves	16	1,002,677	600,000
Unrestricted funds	16	467,300	849,444
Restricted funds	16	62,071	48,916
Funds of the Organisation		<u>1,532,048</u>	<u>1,498,360</u>

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 6/9/2019 and signed on its behalf by:



Ray Henry
Director



Bernadette Hackett
Director

Statement of Cash Flows

for the year ended 30 June 2019

	Notes	2019 €	2018 €
Cash flows from operating activities			
Surplus for the year		81,011	153,253
Adjustments for:			
Fair value gains and losses		(19,419)	-
Finance income		(1,153)	(2,783)
Depreciation		38,700	35,619
Surplus/deficit on disposal of property, plant and equipment		662	(280)
		<u>99,801</u>	<u>185,809</u>
Movements in working capital:			
Movement in receivables		(11,303)	6,802
Movement in payables		(18,644)	44,416
		<u>69,854</u>	<u>237,027</u>
Cash flows from investing activities			
Interest received		1,153	2,783
Unrealised Gain on investments		19,419	-
Payments to acquire intangible assets		(9,145)	(6,876)
Payments to acquire property, plant and equipment		(13,528)	(15,194)
Receipts from sales of property, plant and equipment		1	1,002
		<u>(2,100)</u>	<u>(18,285)</u>
Cash flows from financing activities			
Designated reserve spend in year		(47,323)	-
		<u>20,431</u>	<u>218,742</u>
Net increase in cash and cash equivalents		1,468,961	1,250,219
Cash and cash equivalents at beginning of financial year		1,489,392	1,468,961
Cash and cash equivalents at end of financial year	20	<u>1,489,392</u>	<u>1,468,961</u>

Notes to the Financial Statements

for the year ended 30 June 2019

1. GENERAL INFORMATION

Irish Association for Counselling & Psychotherapy Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. Marina House, 11 - 13 Clarence Street, Dun Laoghaire, Co. Dublin, Ireland is the registered office, which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Statement of compliance

This is the first set of financial statements of the company for the year ended 30 June 2019 and have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council and Charities SORP (FRS 102).

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and Charities SORP (FRS 102).

Incoming Resources

Income is measured at the fair value of the consideration received of its member's subscriptions and workshops. Services supplied to third parties is measured at the fair value of the consideration receivable, exclusive of discounts and value added tax in accordance with standard terms and conditions.

Income from events is recognised as earned and received.

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income includes donations, gifts, bequests, income from donation of assets and membership income. Membership income is accounted for and deferred on a time basis. Income also includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependant on the conditions included in each agreement.

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Investment income is recognised on a receivable basis. Investment income includes income received on deposits held by the charity and income from any other investments.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided). Income from charitable activities would include income received for events and meetings held during the year.

Resources Expended

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Costs of generating funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Support costs include those incurred in the governance by the Board of the charity's assets and are primarily associated with constitutional and statutory requirements of managing the organisation.

Fund Accounting

Unrestricted funds are general funds that are available for use at the board's discretion in furtherance of any of the objectives of the charity.

Restricted funds are those received for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

Property, plant and equipment and depreciation

Property, plant and equipment are stated at cost or at valuation, less accumulated depreciation. Cost includes prime cost, overheads and interest incurred in financing the construction of property, plant and equipment. The charge to depreciation is calculated to write off the original cost or valuation of property, plant and equipment, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold	-	2% Straight line
Fixtures, fittings and equipment	-	15% Straight line
Computer Equipment	-	33.33% Straight line

The carrying values of property, plant and equipment are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Receivables

Receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Statement of Financial Position bank overdrafts are shown within Payables.

Payables

Payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Employee benefits

The company provides a range of benefits to employees, including annual bonus arrangements, paid holiday arrangements and defined contribution pension plans.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received

(ii) Defined contribution pension plans

The Company operates a defined contribution plan. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate fund.

Taxation

The organisation has an exemption from Corporation Tax from the Revenue Commissioners.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial Position date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Statement of Financial Activities.

Pensions

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Website Costs

Website Costs are valued at cost less accumulated amortisation.

Amortisation is calculated to write off the cost in equal annual instalments over their estimated useful life of 3 years.

3. DEPARTURE FROM COMPANIES ACT 2014 PRESENTATION

The directors have elected to present a Statement of Financial Activities instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

4. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimate useful economic lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depending primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of useful economic lives is included in the accounting policies.

Providing for doubtful debts

The company makes an estimate of the recoverable value of receivables. The company uses estimates based on historical experience in determining the level of debts, which the company believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customers that default on payments or significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results.

5. INCOME

The income for the year has been derived from:

	Restricted 2019 €	Unrestricted 2019 €	Total 2019 €	Total 2018 €
Donations, Gifts & Legacies				
Donations	-	25	25	65
	-	25	25	65
Charitable Activities				
Subscriptions	-	1,114,427	1,114,427	1,093,337
Processing Fee	77,746	38,126	115,872	123,255
Conference/Workshops	-	56,301	56,301	41,195
Publications	-	50	50	117
Journal Advertising	-	21,120	21,120	31,563
Other income	-	4,383	4,383	814
	77,746	1,234,407	1,312,153	1,290,281
Investment Income				
Bank Interest	-	1,153	1,153	2,783
	-	1,153	1,153	2,783
	<u>77,746</u>	<u>1,235,585</u>	<u>1,313,331</u>	<u>1,293,129</u>

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of maintaining professional standards of excellence in Counselling and Psychotherapy through education, training and accreditation.

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Restricted 2019 €	Unrestricted 2019 €	Total 2019 €	Total 2018 €
Charitable Activities	64,591	1,187,148	1,251,739	1,139,876
	<u>64,591</u>	<u>1,187,148</u>	<u>1,251,739</u>	<u>1,139,876</u>

7. OPERATING SURPLUS

	2019 €	2018 €
Operating surplus is stated after charging/(crediting):		
Amortisation of intangible assets	5,340	2,292
Depreciation of property, plant and equipment	33,360	33,327
Surplus/(deficit) on disposal of property, plant and equipment	662	(280)
Auditors Remuneration	6,153	7,067

8. OTHER GAINS AND LOSSES

	2019	2018
	€	€
Fair value gains and losses are as follows:		
Unrealised Investment Gain	<u>19,419</u>	<u>-</u>

9. EMPLOYEES

The average monthly number of employees, including directors, during the year was as follows:

	2019	2018
	Number	Number
Administration	<u>14</u>	<u>14</u>

The number of higher paid employees are as follows:

	2019	2018
	Number	Number
€60,000 - €70,000	-	-
€70,001 - €80,000	-	-
€80,001 - €90,000	-	-
€90,001 - €100,000	1	-
€100,001 - €110,000	<u>-</u>	<u>-</u>

10. KEY MANAGEMENT COMPENSATION

Key management includes all members of the Company Management. The compensation paid or payable to key management for employee services is shown below:

	2019	2018
	€	€
Salaries and other short-term benefits	255,800	202,330
Pension costs	19,358	14,300
	<u>275,158</u>	<u>216,630</u>

11. INTANGIBLE FIXED ASSETS

	Website	Total
	Costs	
	€	€
Cost		
At 1 July 2018	6,876	6,876
Additions	9,145	9,145
At 30 June 2019	<u>16,021</u>	<u>16,021</u>
Provision for diminution in value		
At 1 July 2018	2,292	2,292
Charge for year	5,340	5,340
At 30 June 2019	<u>7,632</u>	<u>7,632</u>
Carrying amount		
At 30 June 2019	<u>8,389</u>	<u>8,389</u>
At 30 June 2018	<u>4,584</u>	<u>4,584</u>

12. PROPERTY, PLANT AND EQUIPMENT

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer equipment €	Total €
Cost				
At 1 July 2018	625,352	201,130	81,084	907,566
Additions	-	7,156	6,372	13,528
Disposals	-	(125,077)	(22,428)	(147,505)
At 30 June 2019	<u>625,352</u>	<u>83,209</u>	<u>65,028</u>	<u>773,589</u>
Depreciation				
At 1 July 2018	43,797	176,028	67,137	286,962
Charge for the year	12,522	11,128	9,710	33,360
On disposals	-	(125,368)	(21,474)	(146,842)
At 30 June 2019	<u>56,319</u>	<u>61,788</u>	<u>55,373</u>	<u>173,480</u>
At 30 June 2019	<u>569,033</u>	<u>21,421</u>	<u>9,655</u>	<u>600,109</u>
At 30 June 2018	<u><u>581,555</u></u>	<u><u>25,102</u></u>	<u><u>13,947</u></u>	<u><u>620,604</u></u>

13. RECEIVABLES

	2019 €	2018 €
Trade receivables	3,846	4,927
Taxation	2,562	465
Prepayments	35,789	25,502
	<u>42,197</u>	<u>30,894</u>

14. PAYABLES

Amounts falling due within one year	2019 €	2018 €
Trade payables	32,479	62,882
Taxation	12,322	12,608
Other payables	379	-
Accruals	12,721	22,609
Deferred Subscription Revenue	550,138	528,584
	<u>608,039</u>	<u>626,683</u>

The company is exempt from corporation tax due to its charitable status (registered charity number CHY 6615).

15. PENSION COSTS - DEFINED CONTRIBUTION

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Pension costs amounted to €33,456 (2018 - €28,939).

16. RESERVES

	Restricted Reserves	Unrestricted Reserves	Unrestricted Designated Reserve 1	Unrestricted Designated Reserve 2	Total
	2019	2019	2019	2019	2019
	€	€	€	€	€
At 1 July 2018	48,916	849,444	600,000	-	1,498,360
Surplus for period	13,155	67,856	-	-	81,011
Transfer of funds	-	(450,000)	-	450,000	-
Spend in the year	-	-	-	(47,323)	(47,323)
At 30 June 2019	<u>62,071</u>	<u>467,300</u>	<u>600,000</u>	<u>402,677</u>	<u>1,532,048</u>

Designated Reserve 1

The Board of Directors have determined that the amounts noted in the reconciliation of members funds were transferred to designated reserves to protect the Associations ongoing and future activities from unexpected changes in income, thereby, ensuring the sustainability of the Association's services.

Designated Reserve 2

The Board of Directors have determined that the amounts noted in the reconciliation of members funds were transferred to designated reserves and are regarding a three-year plan of expenditure to continue to promote and heighten public awareness of the role and the activities of the Association.

Restricted Reserves

The restricted reserves as at 30 June 2019 are in relation to the processing fee income stream of the organisation.

17. CAPITAL COMMITMENTS

The company had no material capital commitments at the year-ended 30 June 2019.

18. CONTINGENT LIABILITIES

The company had no material contingent liabilities for the year ended 30 June 2019.

19. EVENTS AFTER END OF REPORTING PERIOD

There have been no significant events affecting the company since the year-end.

20. CASH AND CASH EQUIVALENTS

	2019	2018
	€	€
Cash and bank balances	474,439	474,580
Cash equivalents	495,534	994,381
Short Term Investment Cash Equivalents	519,419	-
	<u>1,489,392</u>	<u>1,468,961</u>

21. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 6/9/2019

Supplementary Information Relating to the Financial Statements Trading Statement not Forming Part of the Audited Financial Statements

Trading Statement

for the year ended 30 June 2019

	2019	2018
	€	€
Income	<u>1,312,178</u>	<u>1,290,346</u>
Expenditure		
Wages and salaries	518,366	456,992
Social welfare costs	55,507	49,625
Pension costs	33,456	28,939
Staff training & expenses	20,218	23,892
Rent & rates	29,882	26,410
Workshops & annual conference	106,574	110,503
Committee Expenses	100,280	89,390
Consultancy - Course Accreditation	11,543	12,630
Printing, postage and stationery	16,710	21,375
Membership cards	13,528	12,599
Eisteach Journal - printing & postage	60,787	65,728
Advertising & Public Relations	58,282	37,977
Research costs	22,518	316
Legal costs	26,133	20,177
Professional fees	39,418	55,907
Bank charges	20,190	19,405
Bad debts	-	1,033
General office costs	71,853	63,739
Subscriptions	929	832
Profits/losses on disposal of tangibles	662	(280)
Auditor's remuneration	6,153	7,067
Depreciation	38,700	35,619
Charitable donations	50	-
	<u>1,251,739</u>	<u>1,139,876</u>
Miscellaneous income		
Bank interest	1,153	2,783
Other gains and losses	19,419	-
	<u>20,572</u>	<u>2,783</u>
Net surplus	<u><u>81,011</u></u>	<u><u>153,253</u></u>

Appendices

APPENDIX 1

IACP STANDING ORDERS FOR GENERAL MEETINGS

CHAIR

1. The Cathaoirleach shall take the chair. In the absence of the Cathaoirleach, the meeting shall elect a Chair from among those present.
2. The Chair has the responsibility for conducting the meeting in accordance with these Standing Orders and the Association's Bye Laws and Articles of Association. In the event of a clash, the Bye Laws of Association shall prevail.
3. Motions to challenge the Chair's ruling shall only be deemed carried if supported by two thirds of those present and voting.
4. Items to be raised under Any Other Business shall be notified to the Chair in advance of the meeting.

VOTING

5. Only Members, as defined in the Articles of Association, may vote at General Meetings. Members may vote in person or by proxy.
6. Those Members present shall sign their names in the attendance register.
7. Substantive decisions may be taken only on items of business about which the Members have been given due notice.
8. Decisions shall be taken:
 - a) By assent where there is no contention;
 - b) By a show of hands and counting of proxies when deemed appropriate by the Chair or requested by a Member;
 - c) By secret ballot for election of Members to Committees, or when requested by a Member.
9. Except as otherwise indicated in the Bye Laws and Articles of Association or these Standing Orders, a simple majority on a show of hands/count of proxies shall be deemed sufficient to resolve an issue.
10. In the case of a tied vote, the Chair, but no other Member, shall have a second, or casting vote.

SPEECHES

11. Members shall where possible stand while speaking and commence by announcing their name. All speakers shall address their remarks to the Chair. The Chair shall have the right to determine the orders of speakers but shall endeavour to give precedence in the order that Members have signalled their intention to speak. If the Chair rises, any Member speaking shall cease and shall sit down, and no other Member shall rise until the Chair be resumed.

12. Members speaking shall not be interrupted by other Members, save for: a) Points of order (relating to alleged breaches of Standing Orders or the Bye Laws or Articles of Association); b) points of explanation (where speakers who feel they have been misrepresented clarify their views); c) points of information (requests for specific relevant information).
13. Proposers of motions or amendments shall be allowed to speak for a maximum of five minutes, and subsequent speakers for up to three minutes each.
14. The proposer of an original motion shall be allowed a maximum of five minutes to reply to discussion on the motion and on each amendment before votes are taken. No new matter may be introduced during such reply.
15. Apart from proposers of original motions, no Member may speak more than once on a motion or amendment except on a point of order, explanation or information, or by special permission of the Chair. The meeting may decide to suspend this Standing Order (i.e. go into Committee) for a stated period of time. Proposals to go into Committee must indicate the duration of suspension desired and shall only be deemed passed if supported by at least two thirds of those present and voting.

MOTIONS AND AMENDMENTS

16. No motion or amendment shall be discussed until it has been proposed and seconded. No further amendment shall be discussed until the prior amendment has been disposed of. Where an amendment is passed, it takes the place of the previous motion or amendment.
17. Every amendment shall be relevant to the motion under consideration.
18. After votes have been taken on each succeeding amendment, the surviving proposition shall be put to the vote as the main question, and if carried it shall become a resolution of the meeting.
19. Discussion of an item may also be terminated on the following ways, subject to the agreement of the Chair:
 - a) If the vote is carried the item under discussion shall then be put to the vote. The proposer of the original motion has the right to reply before this latter vote is taken;
 - b) Members who have not previously contributed to discussion on the current item. Speeches on the proposal must be directly related to it. If the proposal is carried, the original item shall be deemed disposed of; if lost, discussion shall be resumed.Both (a) and (b) may be moved at any time. They take precedence over all other business.

APPENDIX 2

Minutes of the IACP General Meeting October 2018

Friday 19th October. The Royal Marine Hotel, Dun Laoghaire, Co Dublin

Start of Meeting:	5:00 pm
Chairperson:	Raymond Henry, IACP Cathaoirleach
Opening:	Bernie Hackett, Leas Cathaoirleach opened the Annual General Meeting, welcomed all in attendance and introduced Ray Henry, Cathaoirleach. Ray welcomed everyone and went through the Agenda for the day.

Minutes of the October 2017 AGM and Matters Arising:

The minutes were adopted as drafted on the proposal of Paul McCann and seconded by Christine May.

The Annual Report and Financial Statements of the Company

The Company Secretary, Bernie Darcy, introduced herself, confirmed there was a quorum for the meeting and presented the Secretary's Report.

The Treasurer, Michelle Coyne, introduced herself, thanked the Finance Manager, the F&RM committee, and fellow board members. Michelle presented her Treasurer's report as contained within the Annual Report.

The Annual Report contains the directors report as well as the report of the auditors on the financial statements and were laid before the members for their approval.

The CEO, Lisa Molloy, welcomed everybody and presented the CEO Report. Following which a questions and answer session on the reports was held.

The Reports and audited Financial Statements were approved as presented on the proposal of Pauline Harney which was seconded by Martina McNamara.

Elections

Bernie Darcy, Company Secretary, explained the rules and guidelines around voting for the Board of Directors election. (Michelle Coyne remained as Treasurer & Director for the 2nd year of her term, without needing to be elected).

The ballot papers were collected and removed to a private room to be counted by IACP staff and overseen by the Finance Manager and 2 non-voting members of IACP.

Motions

MOTION 1 – THIS MOTION WAS CARRIED

The following motion was proposed:

To extend voting rights to Pre-Accredited Members, as currently enjoyed by Accredited Members, to allow those members to vote on elections to the Board of Directors and also on motions put to a general meeting.

Proposed by: Eamon Fortune

Seconded by: Séamus Sheedy

MOTION 2 - THE AMENDED MOTION WAS CARRIED

Amended Motion Text agreed at AGM:

That the requirement that there be a minimum of two years from the successful completion of a core course and application for IACP accreditation be amended to a minimum of one year from the successful completion of a core course.

Original Motion Text:

That the requirement that there be a minimum of two years from the successful completion of a core course and application for IACP accreditation be amended to one year from the successful completion of a core course.

Proposed by: Séamus Sheedy

Seconded by: Michelle Coyne

MOTION 3 – THIS MOTION WAS WITHDRAWN

That the IACP Code of Ethics and Practice for counsellors and psychotherapists be revised by a specialist sub-group, to include Ethical and Standards Guidelines of those counsellors, psychotherapists and supervisors working with children adolescents and their primary carers. Budgetary provision be made available for such a Revision.

Proposed by: Patricia Ashe

Seconded by: Patrick Harraghy

MOTION 4 – THIS MOTION WAS NOT CARRIED

CPD for self-care to be reinstated for CPD points Rationale: Counsellors Many counsellors work with complex traumatic clients. Research All the clinical research indicates the importance of self-care and reflective practice to prevent vicarious traumatisation and burnout. Counselling Organisations Many organisations identify the importance of self-care but do not invest or provide such. Yoga and Meditation.

Proposed by: Liam Neville

Seconded by: Paul Loughlin

MOTION 5 – THIS MOTION WAS CARRIED

BACP members seeking accreditation under the reciprocal agreement should meet the same criteria set down for IACP members seeking accreditation for the first time, from either accredited or nonaccredited courses.

Proposed by: Liam Neville

Seconded by: Paul Loughlin

MOTION 6 – THIS MOTION WAS WITHDRAWN

To amend Article 25 Articles of Association of the Irish Association for Counselling & Psychotherapy and Psychotherapy Limited & Bye Law number 9. to: "The Board of Directors to consist of an elected representative from each region."

Proposed by: Liam Neville

Seconded by: Paul Loughlin

Election Results

Following the counting of votes these members were elected to the board of IACP:

Ray Henry as Cathaoirleach, Bernie Hackett as Leas Cathaoirleach, Damian Davy, Eamon Fortune, Jade Lawless, Peter Ledden, Geraldine Looney, Izabela Morris, Liz O'Driscoll, and Séamus Sheedy as Directors.



Irish Association for Counselling and Psychotherapy

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