



2023

# Annual Report and Financial Statements

For the period ended 30th June 2023

*@iacp*

# Contents

---

Message from your Cathaoirleach and CEO.....	3
Social Media By the Numbers.....	9
General Public Survey 2023 .....	10
Staff August 2023 .....	12
Staff Organisational Chart 2023 .....	13
AGM 2023 .....	14
Officers 2023.....	17
Nominees for the Board of Directors 2023.....	18
Directors' Report and Financial Statements.....	23
Appendices .....	63
Standing Orders for General Meetings .....	64
Minutes of the Annual General Meeting October 2022 .....	66
Cathaoirligh 1981 – Present .....	70
Notes .....	71

“

**The IACP dedicates itself  
to promoting and advancing the profession  
of counselling and psychotherapy.**

*We will continue to achieve this through the promotion  
and provision of high-quality education, training and  
professional development, by raising awareness of the  
value and benefits of counselling and psychotherapy  
and by supporting members to work to the highest  
possible standards, for the service and the protection  
of individuals seeking therapy.*

”

*IACP Mission Statement*

# Message from your Cathaoirleach and CEO



Dear Members,

## We are delighted to present the IACP Board of Directors' Report and Financial Statements for 2022 – 2023.

The Irish Association for Counselling and Psychotherapy, the largest and most respected professional body for counsellors and psychotherapists in the country, has grown from strength to strength over the last year. We have seen our membership and community grow, at 30th June we had 5,647 members in the various categories, for a complete breakdown please review the chart on page 29.

The IACP's growth and success is attributable firstly to our members, dedicated board members, numerous enthusiastic committee volunteers, and our committed head office staff.

We very much appreciate your loyalty to the IACP and your continued support of the organisation and your commitment to the highest professional and ethical standards in the counselling and psychotherapy field.

Over the last year we have had the pleasure of seeing so many members at events now that we have moved past the pandemic and in-person events have happily resumed. We continue to utilise video meetings and we're ever mindful of the costs in the current economic climate and impacts of travel on our environment.

The IACP has had a very active year advocating and working on behalf of our membership and the advancement of the broader therapist profession. We share high-level activity highlights from the past year below.

### Event Highlights - July 2022 to June 2023

#### Member Support

The IACP supports members to work to the highest possible standards, for the benefit and the protection of individuals seeking therapy with promotion and provision of high-quality education, training, and professional development, and via conferences and networking events.

Student and Pre-accredited Members events were held in the autumn and spring with presentations from the accreditation staff on the membership journey process, longstanding members sharing their own journeys, and employers detailing opportunities for supervision to build client hours.

The Annual General Meeting and Annual Conference was held in the lovely Galway Bay Hotel in person for the first time since 2019. It was great to see so many of our members fully engaged with the business at hand, especially around the discussion of the motions before the votes took place.

We were fortunate to welcome three experts in their respective fields to the annual conference. Dr Michael Keane spoke about "Neuroscience and personal change - Insights from 10 years of



functional brain imaging”. Dr Sharon Lambert whose session was entitled “Beyond Trauma – Recovery and Advocacy”. Brian Pennie, PhD – in a session entitled “Age Reversing Habits: How I Made My Brain 10 Years Younger”, illuminated how he turned his life around after 15 years of addiction.

In December, we participated in the CORU Information Session and submitted questions on the behalf of members, as state regulation of the counselling and psychotherapy professions moves forward the IACP continues to represent you at every stage of the process.

In March we celebrated the annual IACP newly accredited member and supervisor ceremony in the Royal Marine Hotel in Dún Laoghaire.

The National Supervisor Forum was held in May in Dublin and was a huge success bringing together supervisors from around the country.

### **Partnerships/Stakeholder Engagement**

In July, the 6th Annual Counselling and Psychotherapy Conference hosted by DePaul University, Chicago, University of Holy Cross, New Orleans, and the IACP at Trinity College Dublin. This



*Bernie Hackett at her last AGM as Cathaoirleach*

yearly conference is an amazing opportunity for sharing and learning with our colleagues from America. The day was buzzing with activity and engagement with 15 breakout presentations and an opening and reflective closing program.



*Séamus Sheedy delivers remarks at the joint 6th Annual Conference*

We were delighted to represent the IACP at the American Counselling Association Conference in Toronto, Canada, attending impactful seminars and meeting with colleagues from around the world to share best practices.

In March we welcomed Fiona Coyle CEO of Mental Health Reform to headquarters to discuss the newly launched MHR Strategic Plan and provide an update on our advocacy work, particularly around the primary schools counselling pilot programme.

The British Association for Counselling and Psychotherapy Research Conference in May brought together experts in the field and their latest findings were discussed.

As part of our efforts to build on our community network we were delighted to visit Tiglin at the Lighthouse in Dublin where essential services are provided for people experiencing homelessness, poverty, and addiction. With the leadership team we discussed the importance of therapeutic supports for homeless and displaced people who are often facing mental health and other challenges.

The IACP is committed to furthering research in the always expanding counselling/psychotherapy

field. The pursuit of research is one of our strategic goals, to engage formally with it to help to shape the future direction of the organisation, to raise the IACP's profile and enhance the development of our profession and to contribute to public policy making.

To that end we held our first online Research Event - 'Sharpening the Lens: Fresh Insights for Counselling and Psychotherapy Practice'. It was a thought-provoking day for the more than 400 members that attended on topics ranging from qualitative research in client preferences, familial estrangement and psychotropic medication and psychotherapy.

Our team also attended the Society for Psychotherapy Research Conference held at Trinity College Dublin and the Policy Forum for Ireland: Next Steps for Mental Health Services in Ireland in June.

### **Lobbying/Outreach**

We use lobbying and communications outreach to raise the profile of the IACP with the Government and the public via focused media campaigns and positive messaging while promoting the benefits of counselling and psychotherapy in Irish society through positive strategic media messaging.



*Lisa Molloy and Séamus Sheedy attend the ACA Conference in Toronto*



*Lisa Molloy speaking with Tiglin founder, Phil Thompson, Nicole Mac Dermott, and Allen Bobinac during a visit to the centre*



In September we launched our Pre-budget Submission priorities for Budget 2023. We truly appreciate all of the members that took the time to contact your representatives in the Oireachtas, via our online lobbying platform to advocate for increased accessibility to essential counselling and psychotherapy services.

In October, we welcomed the announcement that the Government would invest €5 million in piloting a programme of counselling supports for children. The IACP has been lobbying for counselling and psychotherapy through schools for many years and this was one of our priorities for the Pre-Budget Submission 2023. We are so proud of the key role we played as an organisation advocating for this pilot scheme over the years. As many of you know the pilot for counselling in primary schools will commence this autumn in seven counties and we have been working closely with the Department of Education in the recruitment of our members to these ground-breaking roles.

We participated in the Roundtable Discussion on Mental Health Supports in Schools and Tertiary Education as part of the Joint Committee on Education, Further and Higher Education, Research, Innovation and Science, urging the



*Lisa Molloy and Minister Norma Foley following the announcement of the schools counselling pilot programme*

Government to establish access to counselling and psychotherapy through both primary and second level schools. We offered the IACP's expertise to the committee to assist in the establishment of school counselling and psychotherapeutic supports.



*Lisa Molloy and Nicole Mac Dermott joined Mental Health Reform at their 2023 pre-budget submission launch*



As you may recall, in 2020 we commissioned a mural by street artist Joe Caslin, that encouraged males aged 25-34, to normalise therapy and to seek help and talk with therapists. We were delighted to see this IACP commissioned creation, featured as part of on An Post's 'Urban Art' stamps collection, showing national recognition of our work.

In closing we would like to sincerely thank all of our wonderful volunteers who are so committed to the mission of the IACP and serve on the many regional committees, sub-committees, and as board members.

We could not fulfil our mission to our members and the public without your expertise. From the bottom of our hearts, we truly appreciate every minute you give to the IACP.



We look forward to seeing you at the Annual General Meeting in October in Dún Laoghaire or online for those choosing to participate virtually.

Here's to another year of good health and wellbeing as we continue to pursue our shared mission of promoting and advancing the profession of counselling and psychotherapy.

Kind Regards,

*Séamus Sheedy.*

**Séamus Sheedy**  
Cathaoirleach

*Lisa Molloy*  
**Lisa Molloy**  
CEO





*IACP Staff Hannah Furey, Iwona Blasi and Pat Hughes at the 2023 Accreditation Ceremony*



*The Southern Regional Committee AGM held in November 2022*



*Fiona Coyle Mental Health Reform CEO and Lisa Molloy pictured at the IACP Head Office*

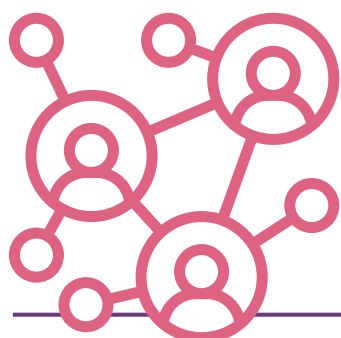


*Nicole Mac Dermott, Iwona Blasi, Lisa Molloy, Jade Lawless and Séamus Sheedy attending the Roundtable Discussion on Mental Health Supports in Schools and Tertiary Education at Leinster House*



*Congratulations to our newly accredited members and supervisors*

# IACP Social Media By the Numbers



## LINKEDIN

3.8K - 4.6K - 6.2K  
2021 2022 2023

FOLLOWERS



## FACEBOOK

3.6K - 4.2K - 4.6K  
2021 2022 2023

FANS



## INSTAGRAM

1.4K - 2.4K - 2.6K  
2021 2022 2023

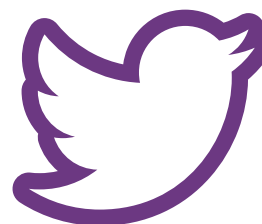
FOLLOWERS



## TWITTER

2.2K - 2.6K - 2.6K  
2021 2022 2023

FOLLOWERS



## Posts Across the Networks: Numbers, Impressions and Reach

**2.1K**

Posts

**+ 1.3K**

from **779K**

**1M**

Post Impressions

**+ 674K**

from **375K**

**550K**

Users

**+ 298K**

from **252K**



# IACP General Public Survey 2023

**36%**

More than **1 in 3** Irish adults have personally attended a counsellor/psychotherapist and

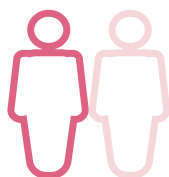
**44%**

more than **2 in 5** know someone else who has

€

## Affordability

is the biggest barrier to attending Counselling/Psychotherapy with



**1 IN 2**

**(50%)** citing cost as something that would discourage them from attending

**1 IN 2**

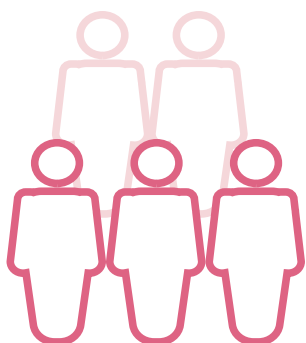
**(50%)** Irish Adults have been directly affected by suicide

**24%**

of Irish adults say they are often stressed and

**20%**

say they often experience anxiety



**3 IN 5  
Adults**

would find it difficult to speak to an employer about a personal mental health issue



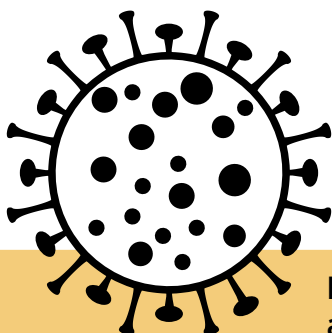
**Most  
(83%)**

are of the view that counselling/psychotherapy should be funded by the State



**Money/Debt  
and Work**

are the top two causes of stress for Irish adults



**14%**

**(One in seven)** indicate that the pandemic had a significant personal impact on them

**11%**

say that it had a significant impact on others in their family

Lingering post-pandemic effects are felt significantly by about

**8% of all Adults**



**9 IN 10**

think it's a good idea  
to see a counsellor/  
psychotherapist  
if struggling with  
mental health

**&**

think it's important that  
children and adolescents  
have access to counselling/  
psychotherapy if struggling  
with mental health

## Counsellor or Psychotherapist?



**1 IN 3**

would opt for a Counsellor

**1 in 5**

would opt for a Psychotherapist

**Almost  
1 in 5**

would opt for either

**More than  
1 in 4**

don't know



## Online Counselling/ Psychotherapy

**More than**

**1 IN 3**

(36%) would be likely to opt for online  
counselling/psychotherapy

**More than**

**2 IN 5**

(41%) would be unlikely to opt for online  
counselling/psychotherapy

## Initial Appointments

**More than**

**1 IN 2**

would make  
an initial  
appointment  
through their GP

**Almost**

**2 IN 5**

would search  
online to  
make an initial  
appointment

**More than**

**1 IN 4**

would go through  
a counselling/  
psychotherapy  
website

# IACP Staff August 2023

## Finance



**Martin Ryan**

Finance Manager



**Olivia Baxter**

Administration & Finance Officer

## Communications



**Nicole Mac Dermott**

Communications Supervisor



**Wayne Tobin**

Communications Officer

## Operations



**Carol Murray**

Operations Manager



**Sandra Matthews**

Member Care



**Liz Gannon**

Regional Liaison Officer



**Pat Hughes**

Member Care



**Lisa Molloy**

Chief Executive Officer

## Accreditation



**Iwona Blasi**

Innovation & Development  
Manager



**Ellen Kelly**

Research Lead



**Hannah Furey**

Accreditation Supervisor  
& Data Protection Officer



**Kate Privett-Collins**

Accreditation Officer



**Jackie Jeanneret**

Accreditation Officer



**Carla Kiely**

Garda Vetting Officer

## Executive Support



**Aidan O'Leary**

Executive Administrator



**James Stuart**

Administration Officer

# IACP Staff Organisational Chart 2023





# IACP AGM 2023

---

Friday 20th October 2023

## IACP AGM 2023 – Voting

Please familiarise yourself with all the nominations for the Board of Directors. No nominations will 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 6th July 2023.

### Voting on the Day:

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

*\*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.*

### Proxy Voting:

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

### Motions:

No motions were received this year.





# Nominations for the IACP Board of Directors 2023

“

## About the IACP Board of Directors:

*Charity trustees are the people who exercise control over, and are legally responsible for, the management of a charity. They are volunteers who give their time to improve, protect and support the charitable purposes and activities that occur in Ireland. Although they are volunteers, the role of a charity trustee carries significant responsibility. The board of trustees of a charity is collectively responsible for the oversight of that charity. While charity trustees can delegate tasks, they cannot delegate accountability.*

*Charities Regulator, Guidance for Charity Trustees*

”



# IACP Officers 2023

---



## Cathaoirleach – Séamus Sheedy

Séamus joined the IACP as a Student of the Diploma in Counselling at Trinity College in 1999. He was accredited as a Counsellor/Psychotherapist in 2003. Séamus served as Treasurer of the IACP Midlands Regional Committee from 2005 to 2007. 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 serve as President of the European Association of Counselling. He forged strong links internationally having represented the IACP at National, European and International level in his role as IACP Chairperson.

He has also collaborated with many other professional bodies and agencies to further the standards of the profession of Counselling and Psychotherapy. Séamus has published articles in local and national newspapers and has presented on mental health on local and national media stations to further the profile of IACP.

Séamus has also served as Regional Director, Leas Cathaoirleach and a Member of the Board of Directors since October 2017. Séamus is also an Accredited Supervisor with IACP, having qualified with a Masters in Supervision from Dublin City University.

*The IACP Officer role of Cathaoirleach was elected at the 2022 AGM and will stand for two years.*



## Leas-Cathaoirleach – Jade Lawless

Jade is a chartered Counselling Psychologist and accredited member of the IACP with 15 years' experience in the field. Jade is the Academic Director in PCI College overseeing the college's Programme Development Strategy. This requires her to have strong credentials in the area of counselling and psychotherapy regarding best practice and educational standards along with demanding an awareness of, and the practical application of, counselling and psychotherapy approaches. Jade is also the Head of Psychology in Harmony Residential Care where she supports social care teams working with children in a care setting.

Jade has completed four years as a member of the IACP Executive Board, two of which she served as Secretary and chaired the IACP Finance and Risk Management committee, which involved inputting into the organisation's risk management strategy.

Jade is also employed as a Counsellor/Therapist within the HSE more recently working with adult survivors of sexual abuse. 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 aims to continue to bring these characteristics forward in a fifth year on the Executive Committee.

*The IACP Officer role of Leas-Cathaoirleach was elected at the 2022 AGM and will stand for two years.*

# Nominees for the IACP Board of Directors 2023

---



## Edward Boyne

Edward is a former IACP Secretary (1993-1995) and Cathaoirleach (1995-1998). Currently a member of the IACP Board. He has been involved full-time in counselling and psychotherapy including training for 30 years. He is also currently on the Board of the Federation for Existential Therapy in Europe (FETE).

He is committed to contributing to IACP's resources and development in these changing times for the profession. He believes IACP should continue to embrace and encourage the best international standards of both counselling and psychotherapy training and accreditation and fulfil its full potential in both the counselling and psychotherapy space in the years to come.

**Proposer Name:**

Peter Ledden

**Seconder Name:**

Gearoid Manning



## Eamon Fortune

Eamon is an Accredited Counsellor/Psychotherapist and Supervisor with the IACP. He qualified from PCI College with a BSc Degree in Counselling and Psychotherapy.

Eamon works full-time as a therapist with Limerick Youth Service as part of a Mental Health and Wellbeing Team offering support to young people. Eamon was also instrumental in setting up the Western Regional Committee (WRC) and had held the role of Chair for over four 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 took on the role of Regional Director in 2021 and has introduced Zoom accounts and training for each region in order to provide autonomy when it comes to our regional members setting up network events, meetings and workshops. The online events have seen an increase in the number of events available to Members and an increase in attendance. Eamon continues to link in with the regions on a regular basis and has attended a number of online regional events.

Eamon became an Accredited Supervisor in April 2020 and has adapted well to the current circumstances, providing supervision both online and in person to provide continued service for therapists.

**Proposer Name:**

Paul Murphy

**Seconder Name:**

Pauline Bradley



## Andrew Harbourne-Thomas

Andrew is an accredited counsellor/psychotherapist in full-time private practice. Additionally, he serves as a consultant and coach in business change.

Andrew is an active member of the IACP serving Finance and Risk Management, Ethics, Volunteer Strategy Committees and previously the Member Categories Committee. He consistently brings collaborative and innovative practices from industry supporting membership and the IACP's wider mandate. Andrew's vision is an engaged IACP actively addressing challenges of regulation while meeting the needs of members during this transition. Our role is evolving in protecting clients and also supporting therapists and advocating for systemic change.

As therapists, we assist clients navigating uncertainty, serving as agents of empowerment. Similarly, as a membership organisation, we must advocate for a sustainable mental health ecosystem. We, as crucial players, need a viable economic place within a functional, evolving environment. My journey with the IACP has solidified my belief in our innovative capacity. We meet the challenges and opportunities of regulation and work for positive change to benefit our members and the public. Andrew's experience spans counselling/psychotherapy, innovation and change management in industry.

He served as a Director of the MBA Association and currently a Director of Mindfulness Ireland, demonstrating commitment and expertise with engaged membership organisations.

**Proposer Name:**

Izabela Morris

**Second Name:**

Anne Devlin



## Caroline Kehoe

Caroline is a fully accredited member of the IACP. She trained as a psychotherapist with the Tivoli Institute and holds a MA (Clinical) in Integrative and Humanistic Psychotherapy. She originally studied philosophy and then completed a Masters in leadership/Community Development. Before training in Psychotherapy, Caroline worked for over 25 years in education sector and worked in a number of leadership, Teaching and Training roles in Adult Education and Community Development. Caroline is interested in contributing her experience and resources to the IACP at this time of change and upheaval and is particularly interested in the interface between the professional organisation and Irish society in respect to issues of access for all to psychotherapy and counselling. Caroline currently maintains a private practice in Dublin.

**Proposer Name:**

Jade Lawless

**Second Name:**

Liam Neville





## Gael Kilduff

Gael Kilduff is an IACP-accredited therapist and supervisor with a career spanning over 25 years. Initially specialising in relationship and couples counselling, Gael went on to further study and has worked for many years in Athlone Counselling Practice, which she co-founded in 2009.

Along with her practice work, she also worked on behalf of the Longford Westmeath Educational Training Board, offering psychological support to teenagers and young adults.

In 2011 she expanded her practice to include supervision with a special interest in fostering reflective practice among therapists and guidance counsellors.

Gael has, for the last fifteen years, focused additional efforts on counselling education and now holds the position of Head of Counselling & Psychotherapy programmes with PCI College, where her primary responsibilities encompass leading the lecturing team and ensuring all programmes meet the quality standards required by the college and any respective validation/accrediting bodies.

With impending CORU regulation, Gael is interested in taking a more active role within the IACP to be a part of the continuing hard work done over the last 40 years to identify, develop and maintain standards of excellence within the profession and to support it in its advocacy role on behalf of its members.

**Proposer Name:**

Jade Lawless

**Second Name:**

Margaret O'Connor



## Marie McDonagh

Marie, an accredited member with IACP since 2006, has worked for various organisations and has a Diploma in Psychotherapy from the Tivoli Institute. She currently works full time in private practice, Marie's Counselling & Supervision where she sees a wide range of clients.

Marie has always liked to destigmatise counselling as she feels all of us need it or will need it, but we just might not know it yet.

Marie is delighted with the recent decision for the primary school counselling programme as by dealing with people's problems at a younger age, it is easier to deal with as it won't get carried into their adult life. She is looking forward to getting involved when it gets rolled out to Galway.

In 2020, she completed a Diploma in Counsellor Supervision with Vital Connexions. From taking on supervisees, she has been kept up to date with the IACP code of ethics, laws etc.

Although she finds joining the board slightly daunting, Marie is interested in becoming a member as she recognises the huge importance of counselling in Ireland, has a commitment to the mission and vision of IACP and wants to help make decisions for the benefit of psychotherapists and clients.

**Proposer Name:**

Edward Boyne

**Second Name:**

Caroline Kehoe



## Liam Neville

Liam is a mental health professional with over 30 years of experience. He holds a foundation training in Psychiatric Nursing and a four-year degree in Counselling & Psychotherapy. He furthered his knowledge by training in - Advanced Diploma in Trauma Management, Diploma in Supervision, Diploma in Spirituality, and becoming an accredited IACP Counsellor/Psychotherapist and Supervisor.

Currently, Liam coordinates the HSE Sligo-Leitrim Traumatic Bereavement Service, & Interim coordinator Childhood Abuse Service coordinating a team of accredited, pre-accredited, and student therapists. He manages client screening, assessment, and case management. Additionally, he facilitates reflective practice groups and has specialised in Critical Incident Response.

In the early nineties, Liam was instrumental in establishing two charities, Support After Homicide (SAH) and Advocates for the Victims of Homicide (AdVic), providing outreach support to bereaved families by homicide nationwide.

For the past 4-5 years, Liam has served on the IACP West/North-West Committee, where he is currently the chairperson. His contributions include presenting motions at the IACP National AGMs, positively impacting the welfare of students, counsellors, and supervisors, and ultimately enhancing client welfare.

**Proposer Name:**

Ray Henry

**Seconder Name:**

Caroline Kehoe



## Elizabeth O'Driscoll

Elizabeth 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 Master's Level and has been an accredited therapist for 18 years and an accredited clinical supervisor for ten. 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 she has worked within the addiction field, as a group facilitator, (family support and after-care) and as a one-to-one counsellor.

In late 2019 Elizabeth went back to further developing her private practice having headed up an HSE/DATF funded community development project in D7 where her team therapeutically supported individuals and families affected directly or indirectly by substance misuse. In her time there she brought the organisation to full compliance with Governance.ie and facilitated training for the Board of Directors and team in GDPR and good governance. Family and travel are her passion outside of work and her wanderlust has brought her as far as Eastern Siberia, Australia, and Bali. Elizabeth was seconded to the board of the IACP early 2018 and is honoured and committed to put herself forward for election in 2022.

**Proposer Name:**

Marian Scullion

**Seconder Name:**

Alice Power



## Christopher Place

Christopher is a counsellor and psychotherapist who has been running a busy city centre practice in Galway since 2011. Christopher trained as a psychotherapist with the Tivoli institute, previously obtaining an honours degree in psychology in 2004.

As a supervisor, he is passionate about providing guidance and support to counsellors and psychotherapists in training, assisting them in their professional development and helping them navigate the complexities of the field.

Christopher has lectured in both the university and professional trainings and presently runs a foundation course in Counselling and Psychotherapy.

A number of trainee therapists have professional placements with Galway City Counselling, where Christopher and his colleagues endeavour to create an atmosphere of learning, growth and respect.

Beyond his clinical work, he hosts a successful podcast series called TherapyTalks. He explores a wide range of topics relating to therapy. This podcast offers a unique opportunity for professionals and the general public alike to gain insights into the ever-evolving field of psychotherapy.

Christopher Place is a dedicated and compassionate therapist, supervisor, teacher, and podcast host who is committed to making a positive impact on individuals' lives and the broader field of psychotherapy.

**Proposer Name:**

Edward Boyne

**Seconder Name:**

Peter Ledden



# Directors' Report and Financial Statements for the Year Ended 30 June 2022

## Contents

<b>Directors and Other Information.....</b>	<b>24</b>
<b>Membership of The Board 2021/2022.....</b>	<b>25</b>
<b>Board Members' Meetings Attendance 2022/2023 .....</b>	<b>26</b>
<b>The Board at a Glance .....</b>	<b>26</b>
<b>Directors' Report .....</b>	<b>27</b>
<b>Membership.....</b>	<b>29</b>
<b>Awards Recipients 2022 .....</b>	<b>30</b>
<b>Treasurers Report .....</b>	<b>31</b>
<b>Financial Statements – Trading Overview .....</b>	<b>32</b>
<b>Operational Actives for 2022/2023 .....</b>	<b>34</b>
<b>Strategic Objectives for 2023 - 2025 .....</b>	<b>42</b>
<b>Directors' Responsibilities Statement .....</b>	<b>45</b>
<b>Independent Auditor's Report .....</b>	<b>46</b>
<b>Statement of Financial Activities .....</b>	<b>49</b>
<b>Statement of Financial Position .....</b>	<b>50</b>
<b>Statement of Cash Flows .....</b>	<b>51</b>
<b>Notes to the Financial Statements .....</b>	<b>52</b>

# Directors and Other Information

---

## Directors

Séamus Sheedy  
Jade Lawless  
Liam Neville  
Ray Henry  
Damian Davy  
Edward Boyne  
Eamon Fortune  
Angela Keaveney  
Caroline Kehoe  
Peter Ledden  
Elizabeth O'Driscoll

---

## Company Secretary

Ray Henry

---

## Company Number

194640

---

## Charity Number

CHY6615

---

## Charities Regulator Number

20012564

---

## Registered Office and Business Address:

Marina House  
11 - 13 Clarence Street  
Dun Laoghaire  
Co. Dublin  
Ireland

---

## Auditors

PKF O'Connor, Leddy and Holmes Limited  
Century House  
Harold's Cross Road  
Dublin 6W

---

## Bankers

Bank Of Ireland (Dun Laoghaire)  
Dun Laoghaire  
Co. Dublin

Allied Irish Bank (Bray)  
107/108 Main St  
Bray  
Co. Wicklow

---

## Solicitors

Keith Walsh Solicitors  
8 St. Agnes Road  
Crumlin Village  
Dublin 12

# Membership of The IACP Board 2022/2023

---

**Séamus Sheedy**

Cathaoirleach

Attended 8 of 8 Board meetings



**Jade Lawless**

Leas Cathaoirleach

Attended 8 of 8 Board meetings



**Ray Henry**

Company Secretary

Attended 5 of 8 Board meetings



**Edward Boyne**

Treasurer

Attended 4 of 8 Board meetings



**Damian Davy**

Board Member

Attended 8 of 8 Board meetings



**Eamon Fortune**

Regional Director

Attended 6 of 8 Board meetings



**Angela Keaveney**

Board Member

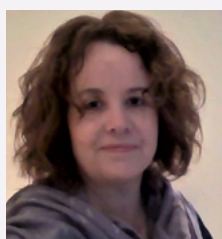
Attended 3 of 6 Board meetings



**Caroline Kehoe**

Board Member

Attended 5 of 6 Board meetings



**Peter Ledden**

Board Member

Attended 7 of 8 Board meetings



**Liam Neville**

Board Member

Attended 8 of 8 Board meetings



**Elizabeth O'Driscoll**

Board Member

Attended 6 of 8 Board meetings





# IACP Board Members' Meetings Attendance 2022/2023

Board Member	Friday 22/07/2022	Saturday 03/09/2022	Friday 04/11/2022	Friday 09/12/2022	Friday 27/01/2023	Saturday 11/03/2023	Friday 28/04/2023	Saturday 17/06/2023
Bernie Hackett	●	●	●	●	●	●	●	●
Séamus Sheedy	●	●	●	●	●	●	●	●
Jade Lawless	●	●	●	●	●	●	●	●
Ray Henry	●	●	●	●	●	●	●	●
Edward Boyne	●	●	●	●	●	●	●	●
Damian Davy	●	●	●	●	●	●	●	●
Eamon Fortune	●	●	●	●	●	●	●	●
Angela Keaveney	●	●	●	●	●	●	●	●
Caroline Kehoe	●	●	●	●	●	●	●	●
Peter Ledden	●	●	●	●	●	●	●	●
Geraldine Looney	●	●	●	●	●	●	●	●
Liam Neville	●	●	●	●	●	●	●	●
Elizabeth O'Driscoll	●	●	●	●	●	●	●	●



Attended

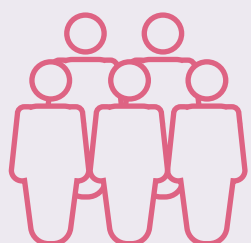


Apologies



Not on Board on this date

## The IACP Board at a Glance



**11**  
Elected Volunteer  
Members

**10**

Members  
Elected at the  
2022 AGM



Cathaoirleach and  
Leas-Cathaoirleach  
elected at  
the 2022 AGM



**8**

Meetings held since  
01/07/2022 - 17/06/2023

# Directors' Report

---

The Directors present their report and the audited financial statements for the year ended 30th June 2023.

## Principal Activity

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

A registered charity, the IACP is the largest association for the counselling and psychotherapy profession in Ireland and represents 5,647 members in Ireland. The IACP accredits individual members at Accredited and Supervisor levels, as well as hosting Student and Pre-Accredited Members. The 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 of Directors comprises eleven members; four officers – Chair, Vice-Chair, Company Secretary, and Treasurer – and eight ordinary members. All current members were elected at the AGM in 2022, with the exception of the Company Secretary, who was elected for a two-year term at the AGM in 2021.

The Board held eight meetings in the period 1st July 2022 – 30th June 2023. Seven of these meetings had a hybrid format, while one was

conducted virtually. For details of meeting attendance, please see the table on the previous page.

During this period, Bernie Hackett, Chair, and Geraldine Looney retired from the Board, while two new members were elected: Caroline Kehoe and Angela Keaveney.

We would like to express thanks to all members of the Board of Directors, both current and past members. All members of the Board participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated.

We look forward to working together in 2024 as we continue our important work in raising and maintaining the standards of the counselling and psychotherapy professions for the benefit and in the interests of safeguarding the public.

### **Principal risks and uncertainties facing IACP and our plans for mitigating these risks:**

- The existence of COVID-19 presents risks for the IACP. These risks can be financial and non-financial in nature. The Board of Directors, in collaboration with the Finance & Risk Management Committee, have assessed the effects of the pandemic on the financial performance and financial position of the association. They have also looked at any assumptions made in relation to values of assets, liabilities, income, expenses and cash flows. As part of the risk management process, both committees have looked at actions to mitigate the impact of the pandemic. However, our Directors have not identified any material risks to our operations and financial stability for 2023/24.

- 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**

Although the medium-term effects of COVID-19 cannot be fully determined, the Board of Directors are confident that IACP will emerge strong and well-funded after this pandemic. They are of the view that the organisation will continue to be able to operate as normal into the coming years.

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**

While COVID-19 has created additional challenges for IACP, at the time of approving the financial statements, the directors consider that the balance sheet has not been impacted on by events since the year end and as a result no adjustment

has been made to the financial statements for the year ended 30th June 2023.

### **Auditors**

The auditors, PKF O'Connor, Leddy and Holmes Limited, Statutory Audit Firm, 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.

### **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.

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 2022/23.

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

Signed on behalf of the board



**Séamus Sheedy**

Director

21st September 2023



**Jade Lawless**

Director

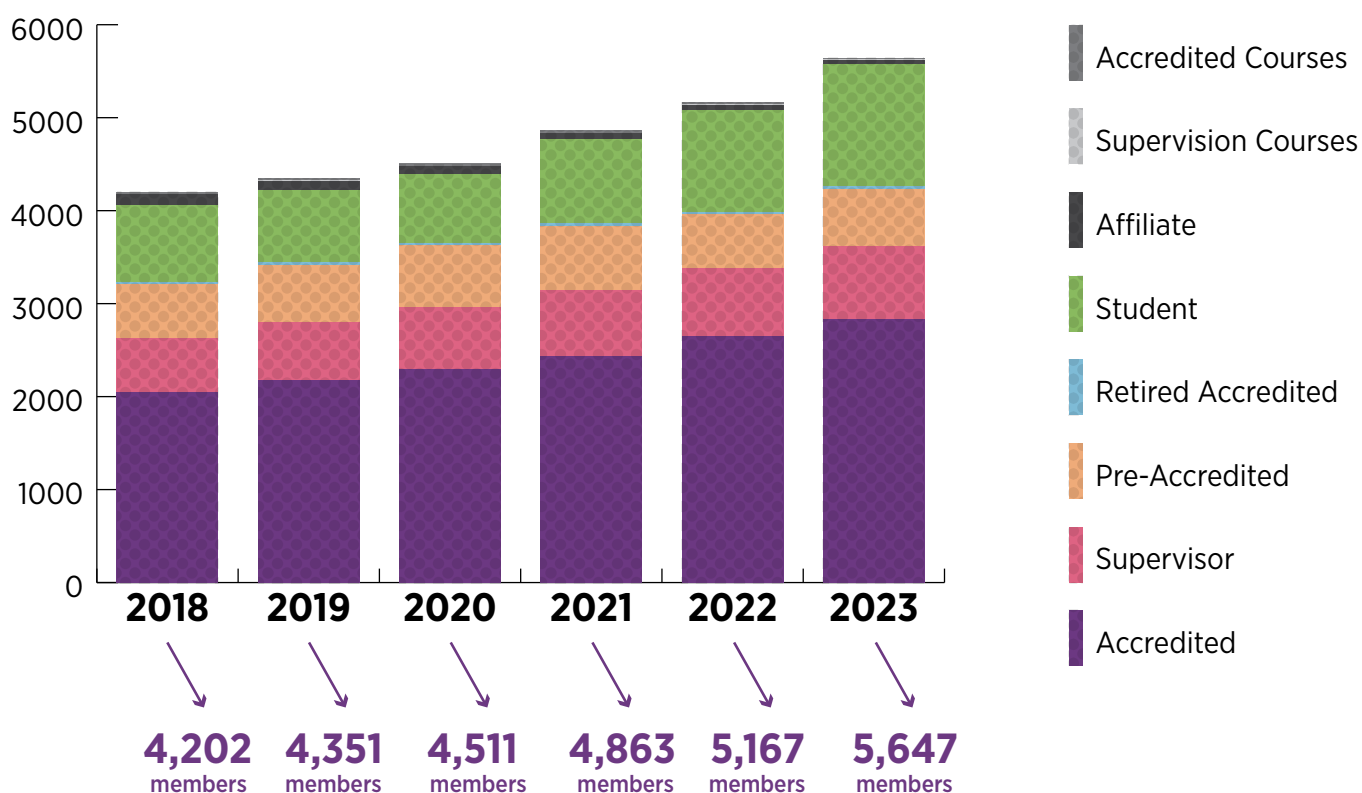
21st September 2023



# IACP Membership

## Membership Numbers at 30th June 2023

Category	2018	2019	2020	2021	2022	2023
<b>Accredited</b>	2,048	2,177	2,296	2,436	2,649	2,838
<b>Supervisor</b>	576	622	666	707	733	778
<b>Pre-Accredited</b>	591	620	661	693	579	620
<b>Retired Accredited</b>	15	22	26	28	24	27
<b>Student</b>	824	778	745	902	1,097	1,306
<b>Affiliate</b>	119	102	81	65	55	51
<b>Supervision Courses</b>	3	5	7	7	7	6
<b>Accredited Courses</b>	26	25	29	25	23	21
<b>Total</b>	<b>4,202</b>	<b>4,351</b>	<b>4,511</b>	<b>4,863</b>	<b>5,167</b>	<b>5,647</b>



# IACP Awards Recipients 2022



*The late James O'Connor recipient of the Public Inspiration Award with IACP Cathaoirleach Séamus Sheedy*



*Eamon Fortune recipient of the Western Regional Award*



*Linda Breathnach recipient of the North East Regional Award*



*Neil O'Connor recipient of the Research Excellence Award*



*Liam Cannon recipient of the Carl Berkeley Memorial Award with IACP CEO Lisa Molloy*



*William Egan recipient of the South East Regional Award*



*Tom Meade recipient of the Southern Regional Award*



*Séamus Sheedy recipient of the Midlands Regional Award*



*Maureen Levy, Dublin Regional Award recipient*



*Liam Neville collecting the West/North West Award on behalf of Kate Bree*

# Treasurers Report

---

## Edward Boyne, Treasurer, presents the financial results of IACP for the period 1st July 2022 to 30th June 2023

### **In General**

The Finance & Risk Management committee continued to meet regularly during the year, all meetings during 2022/23 being a combination of in-person and remote. The committee met 7 times during 2022/23. We have updated in 2023 our Business Continuity Plan as well as the IACP Reserves Policy, and how they interact with each other.

IACP have continued to invest resources during the past year on a number of key areas, such as – staff recruitment, staff training, compliance training and providing online and in-person CPD to members, as well as funding important updates for both hardware and software to support and ensure IACP systems remain as secure as always.

The accounts included in this Annual Report are for the period 1st July 2022 to 30th June 2023. PKF O'Connor, Leddy and Holmes Limited completed the recent audit on these accounts and also provided advice to IACP where required. Financial Management

The Board of Directors are happy to report that the Association's finances continue to be 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.

### **Key IACP Policies**

#### **Reserves Policy**

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

The purpose of the Reserves Policy of IACP is to ensure the stability of the programs & training,

employment and ongoing operations of the association, and to allow it to maintain our values and fulfil the IACP mission statement. The Reserves Policy is implemented in tandem with the other governance and financial policies of IACP and is intended to support the goals and strategies contained in these policies and in the current IACP Strategic Plan – 2021 to 2025.

The reserves of IACP are intended to provide financial security for the association, in recognition of risks that we have identified, and to maintain our services, to our members and the public, through these risks – Regulation by CORU being a key risk identified.

The IACP Reserves Policy is reviewed regularly, and was approved by our current board on 28th July 2023. The full policy is on our website - <https://iacp.ie/iacp-company-information>

#### **Risk Management Policy & Risk Register**

The IACP and the board of directors take our responsibility in managing risk very seriously. There is a risk management policy in place as well as a risk register. Risk is a standing item on the agenda for each finance & risk committee meeting, with key risks being regularly reviewed. These risks, and procedures to mitigate them, are reported to the board.

The purpose of our risk management policy is to provide guidance regarding the management of risk to support the delivery of sustainable objectives, protect staff and association assets and ensure financial sustainability for the long-term.

#### **Investment Policy**

The IACP investment policy document details the association's decision making when considering making investment decisions. These can



include bank deposit accounts as well as other types of fund investments – IACP currently have monies invested in a 5-year Irish Life Fund, which is shown in our financial statements in the this report.

The purpose of the policy is to set forth the standards and guidelines governing the investment and management of the Association’s financial assets. This policy is intended to comply fully with company law regulations and any provisions of the Charities Acts.

Our ethos in relation to investing is that funds shall be invested in products that satisfy the ethical requirements of the Association, as determined by the Board – restrictions can be placed on specific territories or industries.

The Association will ordinarily seek low-risk investments for its funds, invested with financial institutions that have a credit rating of A+ or higher. However, the Board may, at its annual review, re-evaluate any current and future investments for the purposes of seeking a higher return, notwithstanding the higher risk attached. The Finance & Risk Management Committee will be responsible for evaluating risk on behalf of the Board, and then making recommendations to the Board based on this evaluation. The Board of Directors have overall responsibility for the investment of the Association’s funds. This policy was last reviewed on 14th September 2021.

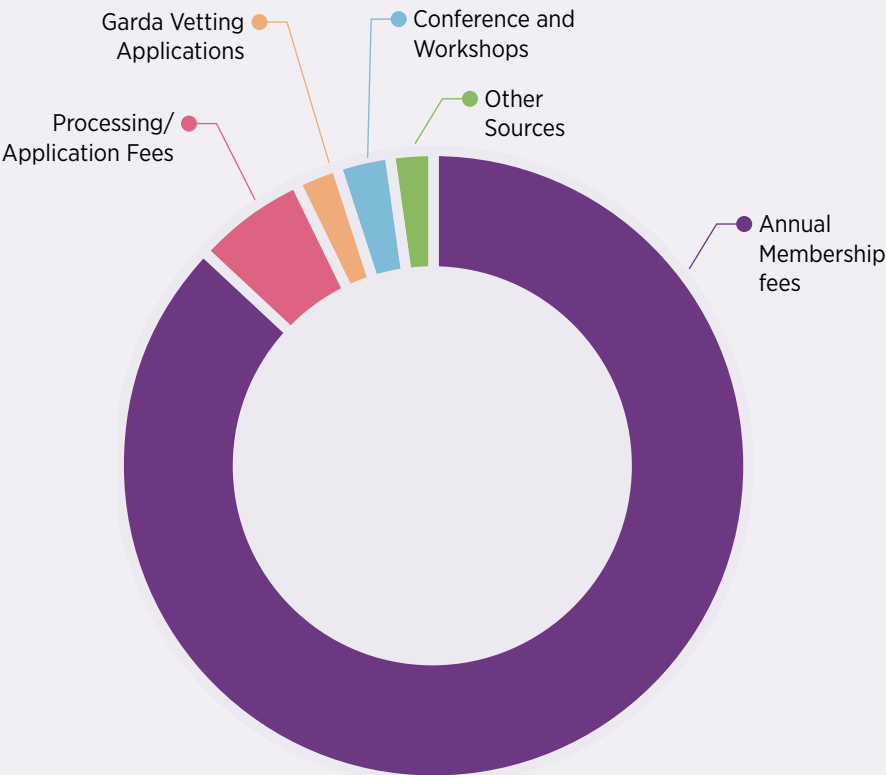
# Financial Statements – Trading Overview

The Financial Statements for the 12 months to 30th June 2023 were prepared by our Finance Manager and were audited by PKF O’Connor, Leddy and Holmes Limited, Statutory Audit Firm.

## Income

Income Summary (as at 30th June 2023)

	2023	As % of total	2022	As % of total
Annual Membership fees	1,431,373	87%	1,217,612	85%
Processing/Application fees	107,324	6%	122,364	9%
Garda Vetting Applications	25,920	2%	20,877	1%
Conference and Workshops	51,959	3%	56,590	4%
Other sources	31,719	2%	14,911	1%
	1,648,295		1,432,354	





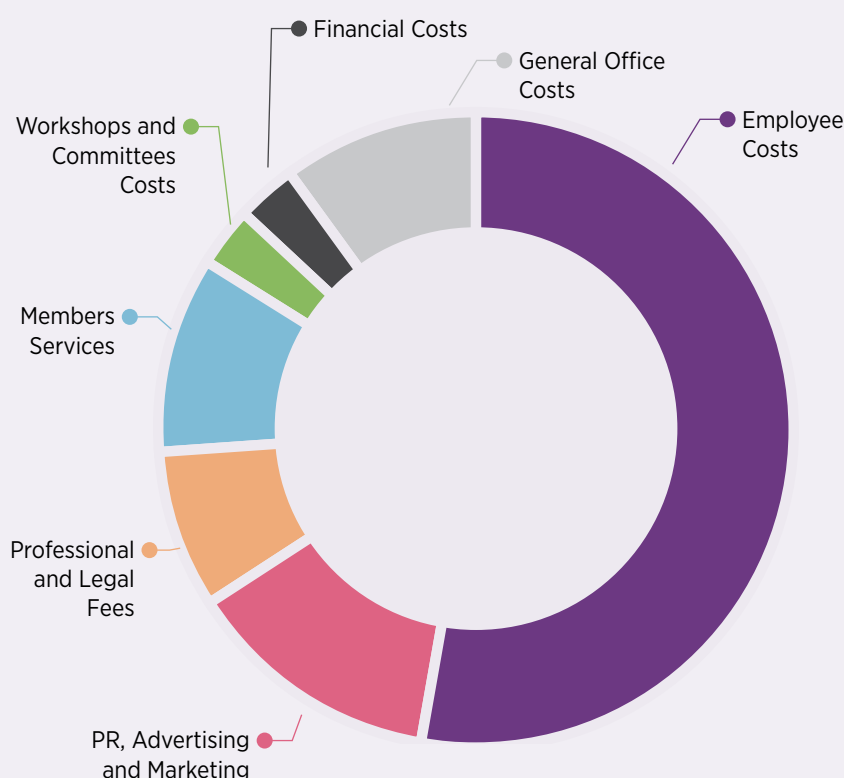
## Expenditure

Total expenditure in this period amounted to €1,575,518 (2022 - €1,292,183).

Summary of main expenditure categories below (a full breakdown of costs can be found in the notes to the accounts)

### Expenditure Summary (as at 30th June 2023)

	2023	As % of total	2022	As % of total
Employee Costs	<b>773,206</b>	<b>53%</b>	687,204	55%
PR, Advertising and Marketing	<b>197,927</b>	<b>13%</b>	122,481	10%
Professional and Legal Fees	<b>110,241</b>	<b>8%</b>	116,942	9%
Members Services	<b>147,041</b>	<b>10%</b>	132,138	11%
Workshops and Committees Costs	<b>41,470</b>	<b>3%</b>	29,762	2%
Financial Costs	<b>48,718</b>	<b>3%</b>	46,075	4%
General Office Costs	<b>154,210</b>	<b>10%</b>	112,182	9%
	<b>1,472,813</b>		<b>1,246,784</b>	



## Investment

As reported in our financial statements last year, the balance on this long-term investment account at year-end, 30th June 2022 was €508,051. There has been a modest increase in the value of this fund during the year and IACP continue to monitor the fund.

Our year-end balance in this account was €508,955 (at 30th June 2023). The fund is due to mature in Jan 2024, and IACP will take advice on these funds prior to this date.

This current year 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 5 years, and so any actual gain or loss will only be realised when the term is completed.

## Capital Expenditure

IT upgrades (hardware) - €6,590 (most of this was technology and hardware upgrades for board and staff members).

The IACP will continue to invest in technology during the following financial year, to ensure continuity of service for members as well as to ensure the safety of our staff and volunteers.

## Financial Results

The surplus for the year, after providing for depreciation, amounted to €73,681 (2022 - €108,983).

At the end of the year the company has assets of €2,998,925 (2022 - €2,742,486) and liabilities of €909,897 (2022 - €727,139).

The net assets of the company have increased by €73,681.

# IACP Operational Actives in 2022/2023

---

## In General

### Professional Standards

- 328 new accredited members.
- 114 new accredited supervisors.
- 2793 completed annual re-accreditation applications.
- 751 completed Garda Vetting applications.
- Review of Supervision Contract Guidelines.
- Continued agreement on recognition of Accreditation between IACP and the British Association for Counselling and Psychotherapy (BACP).
- Continued agreement on recognition of Accreditation between IACP and the Australian Counselling Association.
- Continuation of the IACP's course assessment and monitoring process for Professional Training and Supervision Courses.
- Continuation of strong stakeholder engagement with IACP Accredited Courses by facilitation of course providers' meetings.
- Provision of free online CPD, including recorded training courses and events such as: Supervising Students and Pre-Accredited Therapists (3CPD); IACP, Holy Cross and DePaul University Conference 2022 recordings (5CPD); Marketing Your Private Practice (8CPD); Let the Voices be Heard! Part 1 (4CPD) and Let the Voices be Heard! Part 2 (5CPD).
- Review of the IACP Code of Ethics in consultation with members.
- Review of the IACP CPD Policy in consultation with members.
- Ongoing review of the IACP Standards and Guidelines to work online and development of the Working Therapeutically Online: Practice Guidelines and Competencies.
- Collaboration with AsIAM, Thriving Autistic and Middletown Autism regarding development of the "Guidelines for Counsellors and Psychotherapists to work in a neuro-affirmative way with Autistic Adult clients" and a CPD training programme to support the guidelines.
- Working group established to develop an IACP Volunteer Strategy to support and give recognition to our volunteer members.
- Continued collaboration with sector bodies group in relation to the new Tusla Child Abuse Substantiation Procedure that has replaced the former "Policy and Procedures for Responding to Allegations of Abuse and Neglect".

### Public Relations/Organisational Profile:

The IACP has been lobbying for counselling and psychotherapy through schools for many years and it was one of our priorities for the Pre-Budget Submission 2023. We were delighted by the Government announcement of the €5 million investment in the primary school programme of counselling supports for children. We are so proud of the key role we played as an organisation advocating for this pilot scheme over the years. The pilot for counselling in primary schools will commence this autumn in seven counties and we have been working closely with the Department of Education in the recruitment of our members to these ground-breaking roles.

- Participation in the Roundtable Discussion on Mental Health Supports in Schools and Tertiary Education in Leinster House including an IACP organised meeting of all presenting organisations before the roundtable.



- Integrated advertising campaign promoting the Find a Therapist Tool on iacp.ie. Radio advertisements debuted in June on Today FM and RTÉ 2FM. The first ever IACP TV advertisement will air on Virgin Media and RTÉ later this summer and autumn.
- Attendance at policy briefings and report launches promoting networking and allowing for positive PR opportunities with public representatives and other relevant stakeholders.
- Greater collaboration and meetings with similar organisations in the space at local, national and international level boosting our organisational profile (6336 LinkedIn Followers).
- Active and growing social media presence arising from social media content plans resulting in heightened member engagement through the use of 5 platforms including a members only Facebook group which has grown by 200+ participants in this period.
- Increased media coverage appearing in the Irish Independent, the Irish Times, the Examiner, Journal.ie, Breakingnews.ie, Sunday Business Post, the Sunday Times and many more newspapers, websites, and national and local radio.

- Media training delivered to staff and board members to further develop our communications strategy and enhance the IACP media presence and engagement.
- Heightened local media coverage following of the annual conference – Of the 10 press releases issued, 7 were covered in at least one media outlet and all award recipients had their name appear in a publication (print or digital) at least once.
- Numerous articles written by members and placed in various newspapers/websites as part of the IACP media panel.
- Meetings with Senators and TDs including Spokespeople on Mental Health.
- Pre-Budget Submission Campaign 2023.
- The Governance Code for Community, Voluntary, and Charitable organisations (CVC Code) was originally launched in 2012 and has become standard for excellent practice in corporate governance for non-profit organisations.

In 2018 the Charities Regulatory Authority (CRA) took on responsibility for establishing and maintaining corporate governance standards for charities and published a new Charities Governance Code (The Code), with compliance for all charities required by 2021.

The IACP is happy to report that we are fully compliant with The Code. We will continue to report our compliance each year in our annual report to members.



## Regional Committees

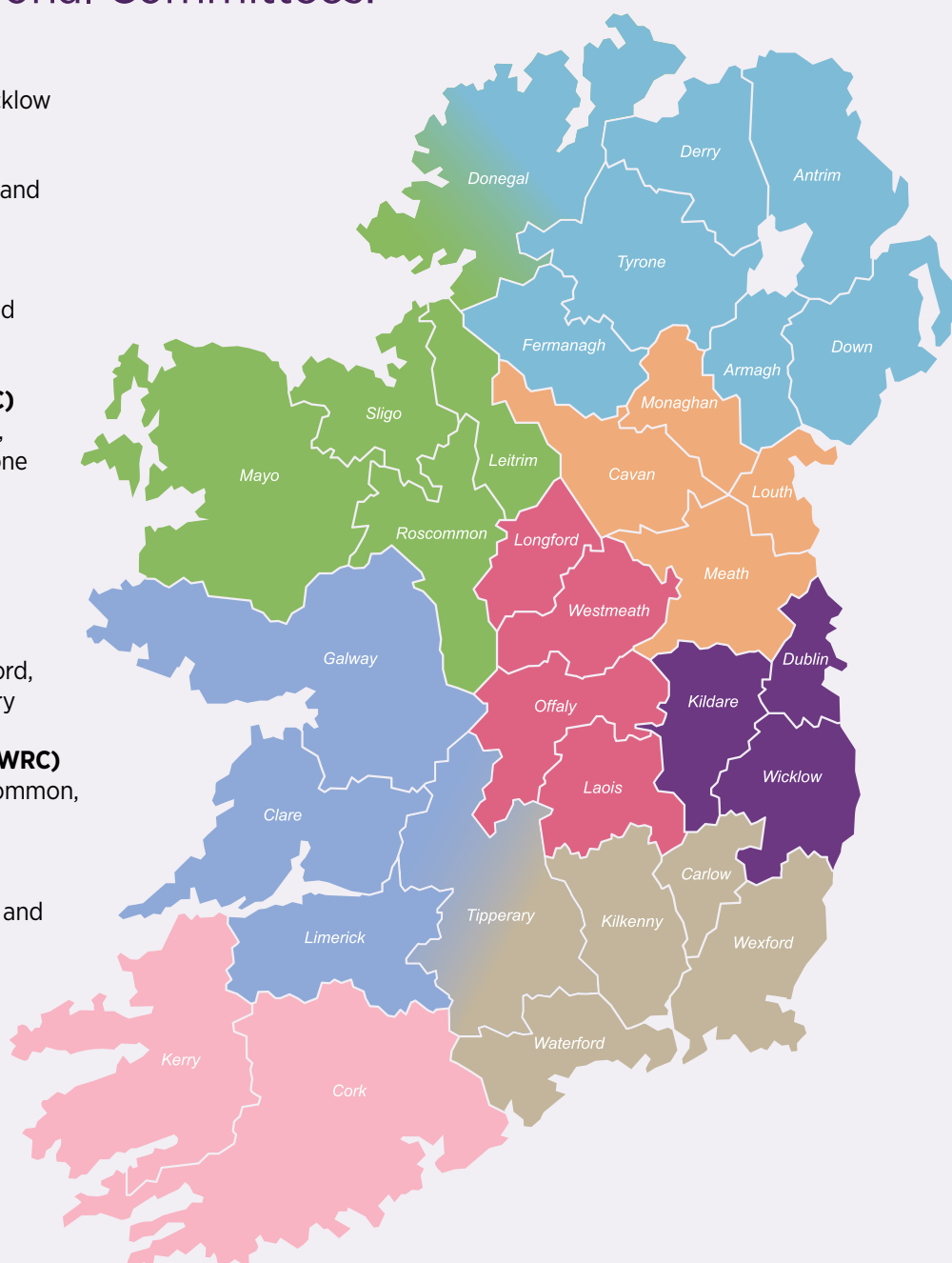
The Regional Committees provide invaluable networking sessions to their members as well as CPD sessions and AGMs. The committees provide members with a means to share positive experience/feedback with their fellow members. Our Regional Director is Eamon Fortune – a member of the Board of Directors – the Regional Director provides a communication pathway

between the BOD and the RCs. The RCs come together twice a year at the National Regional Committee meetings, the last two meetings were held in person.

These meetings allow for the sharing of experiences, ideas and issues that may arise across the regions.

### The IACP Regional Committees:

- **Dublin (DRC)**  
Dublin, Kildare and Wicklow
- **Midlands (MRC)**  
Laois, Longford, Offaly and Westmeath
- **North East (NERC)**  
Cavan, Louth, Meath and Monaghan
- **Northern Ireland (NIRC)**  
Antrim, Armagh, Down, Fermanagh, Derry, Tyrone and Donegal
- **Southern (SRC)**  
Cork and Kerry
- **South East (SERC)**  
Carlow, Kilkenny, Wexford, Waterford and Tipperary
- **West/North West (WNWRC)**  
Donegal, Leitrim, Roscommon, Sligo and Mayo
- **Western (WRC)**  
Clare, Galway, Limerick and Tipperary





## Regional Committees Overview as of 30th June 2023

	Dublin	Midlands	North East	Northern Ireland	South East	Southern	West North West	Western
<b>No of Meetings</b>	7	13	7	5	9	7	8	8
<b>No of events</b>	4	8	5	2	8	5	8	8
<b>No of Members</b>	7	7	6	5	8	11	8	6

## Regional Committee Members as of 30th June 2023

Dublin	Midlands	North East	Northern Ireland
Breda Farrell (Chair)	Ciaran Marcus Whyte (Chair)	Jim Hutton (Chair)	Louise Foy (Chair)
Chiara Antolovi	Laura Bourke	Sinead Crawley	Donna McHugh
Tony Dunne	Amy Drea	Stacie Halligan	Monica McParland
Helen Hughes	David Keane	Brid McGowan	Imelda O'Donnell
Sinead Larkin	Sinéad Keenan	Sarah McNamara	Briege Reynolds
Janette Murphy	Catherine Kerwin	Thomas Tate	
Róisín Ní Cheallaigh	Anita Lynch		

South East	Southern	West North West	Western
Dawn O'Brien (Chair)	Olive O'Riordan (Chair)	Liam Neville (Chair)	Andrew Paul Murphy (Chair)
Ruth Curtis	Gill Cormack	Mary Casey	Pauline Bradley
Laura Greene	Melissa Cournane	Michelle Fahy	Janette Casey
Aisling Mac Carthy	Barbara Devaney	Ursula Gilrane	Briedge McCarney Joyce
Louise Power	Christine Kennedy	Peter Kelly	Mary Ellen Ni Chéidigh
Evelyn Waters	Celine O'Callaghan	Anne Lynch	Bernadette Assumpta Kilmartin
William Egan	Marie O'Mahony	Michael Shane Maguire	Tara Jane O'Connor
Rosemary Chaney	Margaret Payne	Paula Whyte	
	Clíodhna Ryan		
	Kym Kenny		
	Collette Twomey		

# IACP Committees

## 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.

Martina McNamara Chair, Martin Buckley, Paul Loughlin, Linda McGuire and Chris Murphy. Meetings held: 12

## Complaints Committee

The Complaints Committee examines complaints made by clients of IACP accredited and pre-accredited members, and accredited courses. Complaints are examined and processed in accordance with the IACP Complaints Procedure and with reference to the IACP Code of Ethics and Practice. The Committee formulates responses to both parties and adjudicates on sanctions where appropriate.

### Complaints July 2022 to June 2023

Complaints Received	28
Complaints Admitted	16
Complaints Returned	12*
Complaints Withdrawn and closed	7
Complaints Upheld and Closed	2

\*(Examples where a complaint may be returned: non-member, complaint not in committee's remit, non-client)

The committee members wish to acknowledge the significant contribution of long-serving member and former Chair, Christine May. Wishing Christine the very best for all future endeavors as she steps down from the committee.

Colm Early (Chairperson), Mary Johnston (Vice-Chair), Pauline Tallon-Collins, Stephanie Finan, Mary Hilliard, Christine May, Blanaid McDonnell, Tony Murphy (Extern), Nancy St. John, and Patricia Toal. Meetings held: 11

## CPD Committee

The Committee continues to play an important role in upholding professional standards by checking compliance with IACP's CPD Policy, principally through the Annual CPD Audit. Members selected to participate in the CPD Audit are either done by random sample or when otherwise requested by the Accreditation Department. Members are then asked to submit CPD Logs for the previous 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 profession. The CPD Committee has undertaken the review of the IACP CPD Policy, including member consultation and this work is ongoing.

Margaret Plunkett (Chair), Linda McGuire, Martina McNamara and Elizabeth Tynan. Meetings held: 6

## Editorial Committee

The Editorial Committee is responsible for sourcing and editing articles in the IACP professional journal "The Irish Journal for Counselling and Psychotherapy". Meets once every six weeks.

Mike Hackett (Chair), Eve Menezes Cunningham, Hamza Mahoney, Hugh Morley, Annette Murphy, Kaylene Petersen and Nicole Mac Dermott. Meetings held: 9

## Equality, Diversity, and Inclusion Committee

The Equality, Diversity and Inclusion (EDI) Committee supports the achievement of the IACP's core value in encouraging and embracing EDI. The Committee works to formulate IACP Policy and Procedures relating to EDI as well as promoting and communicating EDI principles. The committee is currently working on a number of projects, including the development of an IACP Equality, Diversity and Inclusion Policy and reading lists for course providers and practitioners. This year saw the Committee's first event for IACP Members – the Committee looks forward to facilitating more EDI events in the coming year.

Gillian Fagan (Chair), Jim Hutton (Vice-Chair), Anita Furlong, Ravind Jeawon, Ejiro Ogbevoen and Dil Wickremasinghe. Meetings held: 8

## Ethics Committee

The Ethics Committee formulates and monitors the IACP Code of Ethics and Practice. Raises issues relating to the implementation of such codes and advises and comments on ethical issues.

The committee's work includes fielding members' ethical enquiries with an aim to monitor and interpret the present IACP Code of Ethics and Practice and make recommendations as required and together with Ethical Advisor - provide an ethical lens to the IACP and its members.

The committee started the review of the IACP Code of Ethics and Practice and conducted member consultation in relation to the current Code of Ethics. The Ethics Committee rotates their chair every meeting so there is no formal chairperson. The committee invited an external consultant to support the review. The Ethical Advisor also attends the meetings and supports the Code of Ethics review process.

Members: Michael Dayton, Heike Felzmann, Andrew Harbourne-Thomas, Anna Taaffe, and Holly Smith. Meetings held: 6

## Professional Practice Sub Committee

This committee develops 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 and is an integral part of the clinical and decision-making processes of the IACP. The function of the PPSC is to discuss issues in detail that might arise from other committees or from the general membership and to advise the Board.

Patrick Harraghy Chair, Phillip Brennan, Muriel Hogan, Martina McNamara, Anne Marie Murphy, Chris Murphy, Margaret Plunkett and Elizabeth Tynan. Meetings held: 6

## Research Committee

The Research Committee's aim is to aid the promotion of evidence-based practice and practice-based evidence in the counselling/psychotherapy profession to the benefit of the practitioners and the public, as well as to develop strategic thinking about IACP research policy and activity.

The Committee launched a host of new initiatives in line with the IACP's Research Strategy - to aid the further development of a research function and the promotion of a research culture across the organisation. These initiatives include:

- A Research Journal Club, in which IACP members are invited to read and discuss a research paper in counselling/psychotherapy. This is a quarterly free CPD event, facilitated by members of the Committee.
- Research Video Resources, hosted under the Research Tab on the IACP website, with current and former Committee Chairs introducing research and researching research.
- A Research Issues document, including an introduction to research specific related issues such as where to find research papers, the meaning of peer reviewed research papers, conducting research, as well as an introduction to research related policies, with links to key helpful documents and resources. Hosted as a downloadable PDF in the Members Area - Research Corner.
- Research Glimpses, in which published research papers that have been illuminating for Research Committee members in terms of their counselling/psychotherapy practice are shared. A small piece with reflections on the research paper is provided by the Committee member who selected the paper. This appears every second month in the Members Area Research Corner.
- Research Event – a half day research conference, facilitated by members of the Research Committee with an invited keynote speaker along with two other IACP member speakers presenting fresh research in counselling/psychotherapy. An annual free CPD event.

The Committee also adjudicated on the IACP Research Awards, advised on research proposals, made recommendations on research related matters, advised on a general public survey, and worked in sub-groups to roll out the Research Strategy goals.

Cóilín Ó Braonáin (Chair), Mou Sultana (Vice Chair), Kathy Keane, Caitriona Kinsella, John Lalor, Izabela Morris, Aisling O'Connor, Geraldine Sheedy, Kevin Stevenson and Ellen Kelly. Meetings held: 9

### **Supervision Committee**

The Supervision Committee has been instrumental in dealing with supervision-related queries for the membership as well as clarifying roles and responsibilities for supervisors and supervisees.

The Committee continues to work with the Professional Practice Sub-Committee to develop and bring clarity to IACP's requirements in the area of supervision.

Patrick Harraghy (Chair), Philip Brennan, Brian Conlon, Maggie Cox, John Delany, Muriel Hogan and Annemarie Murphy. Meetings held: 6

### **Supervisor Forums Organising Committee**

The Supervisor Forums Organising Committee provides professional development, support, and networking needs of IACP Accredited Supervisors throughout the country and to develop an ongoing system to meet these needs.

The committee normally meets about four times yearly but due to our goal to put new structures in place we met more often over the last year. We are

currently developing a system where the regions will take responsibility for organizing CPD in their respective regions with the support of the SFOC.

Patrick Harraghy (Chair), Pauline Bradley, Philip Brennan, Anne Burke, Shane Cannon and Pat Dermody. Board Representative: Liam Neville. Meetings held: 7

## **IACP Working Groups**

### **Member Services:**

- IACP Online CPD Portal on Therapy Academy and provision of online CPD Offerings – both free and subsidised.
- The Ethical Advisor service is provided by IACP member and supervisor, Marie Keal. Help is available to members with ethical questions. Particularly complex queries may require further consultation with the Ethics Committee.
- EBSCO Research Portal available to members including research articles and Psychology e-Book Collection.
- Continued subsidised workshops to members.
- CARA Mentorship pilot programme.



*The IACP hosted a stakeholder gathering at Buswells Hotel for participants of the Roundtable Discussion on Mental Health Supports in Schools and Tertiary Education*



- Numerous online and in person events including: Student and Pre-accredited Members Information Evenings, Accreditation Ceremony, and other online training events.
- Continuation of membership cards and their benefits. Our membership card offers members not only official recognition of their IACP membership but also the benefit from a wide range of savings nationwide with the Countdown Card. Featured discounts currently include: Apple, 3 Mobile, Dublin Zoo, Vision Express, Eurocamp and Hotelopia.
- Lobbying on behalf of members on key issues such as VAT exemption, funding for counselling within schools, tax relief for medical expenses and a range of health-related benefits under the PRSI system to include counselling and psychotherapy.
- Promotion of members nationally on radio, television and in the press.
- Production of a national radio and TV commercial highlighting the IACP online Find a Therapist Tool. The adverts promote the expertise, skills, and the therapeutic services of our accredited members.
- Social media presence and promotion of members and the benefits of counselling and psychotherapy.

### **Motion Review Panel**

The Motion Review Panel reviews all proposals for Motions or Amendments submitted for the AGM. The Panel works with proposers to help clarify anything in the Motions or Amendments that is unclear or ambiguous. The Panel works to produce composite Motions where there is more than one submission in the same area. The aim is to ensure that the Motions and/or Amendments are clearly communicated to Members of IACP and that there is a clear issue to vote on.

The panel also reviews motions and amendments for potential breaches of company, competition, or other law, and/or potential to expose the directors of the IACP to legal or criminal liability.

Members: Cathaoirleach, Leas-Cathaoirleach, Company Secretary, CEO, Finance Manager, and the IACP Solicitor. No motions were received this year, so the panel did not meet. Meetings held: 0

### **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.
- Active involvement as members of the International Association for Counselling.
- Continued stakeholder engagement with a range of key bodies e.g. HSE, CORU, PSI, Mental Health Reform, Mental Health Ireland, Alcohol Action Ireland, Addiction Counsellors of Ireland, and many more.
- Joint Conference with University of Holy Cross, New Orleans and DePaul University, Chicago: Counselling, Recovery, Professional Growth, and Personal Self-Care.

### **Strategy and Registers Sub-group**

The group was established in 2022 by the Board of Directors, to discuss the upcoming state regulation and impact on IACP and to establish the strategy for the coming years in relation to the role of the IACP post regulation.

Members: Séamus Sheedy (Chair), Jade Lawless (Vice Chair), Edward Boyne, Iwona Blasi, Ray Henry, Peter Ledden, Lisa Molloy, Liam Neville and Aidan O'Leary.

### **Volunteer Strategy Working Group**

Volunteer Strategy Working Group was established by IACP Board as per IACP Strategic Plan Objective 5: Embrace the IACP Community and nurture Member Connection, to implement key indicator: Recognition and support of IACP Volunteers through various Volunteer initiatives and development of IACP volunteer strategy.

Members: Philip Brennan, Eamon Fortune, Andrew Harbourne-Thomas, Christine May, Séamus Sheedy, Trish Toal, Iwona Blasi, Liz Gannon, and Lisa Molloy

# IACP Strategic Objectives for 2023 - 2025



**Strong representation of IACP Members by effective lobbying strategies and engagement with key IACP stakeholders**



**Ensure Development and Provision of high-quality Training, Education and CPD reflecting Members' needs**



**Ensure Development of IACP Research Strategy and Activities**



**Provide Highest Quality Service and Professional Standards**



**Embrace the IACP Community and nurture Member Connection**



**Support IACP Members with the transition to state regulation**

## IACP Aims 2023/2024 and Beyond:

The IACP will continue 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 further promotion of counselling and psychotherapy. It will also allow us to put a greater emphasis on promoting the delivery of continuous professional development programmes and courses and additional member supporting functions. Our Strategic Plan 2021 – 2025 outlines a range of specific key actions that the Board of Directors has identified as important in parallel with the ongoing regulatory process.

This strategy document outlines several developments that are planned for the upcoming years

and several new objectives that will add further value to membership. When implemented, the strategy and its key actions will contribute to making the IACP and the profession stronger, and support members in making a smooth transition to state regulation.

It is not the role of the regulator to advocate for counselling and psychotherapy, advise you of employment opportunities, networking opportunities, CPD and other benefits of professional body membership.

The IACP will continue to represent counsellors and psychotherapists, to support, advocate, and represent your interests and provide you with a range of benefits which are outlined on the next page.

# Benefit Highlights of IACP Membership

---

- Represents members' interests before government and the regulator
  - Sets the gold standard for continuing education & professionalism for the counselling and psychotherapy profession
  - Free 20 CPD hours per year plus 10 free supervisor specific CPD points with membership
  - Access to a range of additional CPD training at a discounted rate
  - Reduced rate professional insurance: IACP negotiated professional indemnity insurance schemes
  - Quarterly circulation of the Irish Journal for Counselling and Psychotherapy, the leading periodical journal for the practise of counselling and psychotherapy in Ireland
  - Lobbying government to support and protect members' interests and to invest in counselling and psychotherapy
  - Ethical Advisor service available to members free of charge
  - Online Find a Therapist Tool and telephone information service
  - Promotion of the benefits of counselling and psychotherapy to the public and the media
  - Proactively engaging with organisations who provide counselling and psychotherapy services to promote employment opportunities for members where possible
  - Access to free research resources e.g. EBSCO database, Psychology e-Books Collection and Research Journal Club
  - Opportunities to grow and enhance your professional skills by becoming volunteers across numerous roles:
    - Board of Directors
    - Central and Regional Committees
    - Media Panel
  - Access to quality IACP events
    - AGM
    - Annual Conference
    - Partner conferences
    - Regional networking events
  - Member-specific internal communication channels such as Basecamps and the IACP private members only Facebook and LinkedIn groups
  - Being part of a highly professional and engaged community of professionals
- And much more....





*Ellen Kelly, Mick Cooper and Séamus Sheedy at the BACP Research Conference*



*Ravind Jeawon, IACP Equality, Diversity and Inclusion Committee member, speaking at our Student and Pre-accredited Evening*



*Lisa Molloy, Séamus Sheedy, and Jade Lawless attending the Oireachtas Roundtable Discussion.*



*Mary Lou McDonald and Nicole Mac Dermott at the Sinn Féin Youth Mental Health Policy Document Launch*



*Members of the Ethics Committee and IACP staff Hannah Furey, William Kennedy, Andrew Harbourne-Thomas and Heike Felzmann review the IACP Code of Ethics and Practice*



*The National Regional Committee Meeting in Tullamore April 2023.*



# Directors' Responsibilities Statement

---

## For the year ended 30 June 2023

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



**Séamus Sheedy**

Director

21st September 2023



**Jade Lawless**

Director

21st September 2023

# Independent Auditor's Report

---

to the members of Irish Association for Counselling and Psychotherapy Company Limited by Guarantee

## Report of 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 2023 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 2023 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

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### 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.

#### **Keith Doyle**

for and on behalf of

PKF O'Connor, Leddy and Holmes Limited  
Statutory Audit Firm  
Century House  
Harold's Cross Road  
Dublin 6W

Date: 28th September 2023



# STATEMENT OF FINANCIAL ACTIVITIES

as at 30 June 2023

	Notes	Restricted Funds 2023 €	Unrestricted Funds 2023 €	Total 2023 €	Total 2022 €
<b>Income</b>					
Charitable Activities	5	86,575	1,561,597	1,648,172	1,432,230
Investment Income	5	-	123	123	124
<b>Total Income</b>		<b>86,575</b>	<b>1,561,720</b>	<b>1,648,295</b>	1,432,354
<b>Expenditure On</b>					
Charitable Activities	6	67,534	1,507,984	1,575,518	1,292,183
<b>Total Expenditure</b>		<b>67,534</b>	<b>1,507,984</b>	<b>1,575,518</b>	1,292,183
<b>Net Income</b>		<b>19,041</b>	<b>53,736</b>	<b>72,777</b>	140,171
Other gains and losses	8	-	904	904	(31,188)
<b>Net movement</b>		<b>19,041</b>	<b>54,640</b>	<b>73,681</b>	108,983
<b>Reconciliation of funds</b>					
Total funds brought forward	16	111,405	1,903,942	2,015,347	1,906,364
Movement in reserves	16	-	-	-	-
<b>Total funds carried forward</b>	<b>16</b>	<b>130,446</b>	<b>1,958,582</b>	<b>2,089,028</b>	2,015,347

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 2023

	Notes	2023 €	2022 €
<b>Non-Current Assets</b>			
Intangible assets	11	-	-
Property, plant and equipment	12	527,304	543,205
		<b>527,304</b>	543,205
<b>Current Assets</b>			
Receivables	13	38,577	19,312
Cash and cash equivalents	21	1,924,089	1,671,918
Financial assets	22	508,955	508,051
		<b>2,471,621</b>	2,199,281
<b>Payables: Amounts falling due within one year</b>	<b>14</b>	<b>(909,897)</b>	(727,139)
<b>Net Current Assets</b>		<b>1,561,724</b>	1,472,142
<b>Total Assets less Current Liabilities</b>		<b>2,089,028</b>	2,015,347
<b>Funds of the Organisation</b>			
Designated Reserves	16	916,821	869,526
Unrestricted Reserves	16	1,041,761	1,034,416
Restricted Reserves	16	130,446	111,405
<b>Funds of the Organisation</b>		<b>2,089,028</b>	2,015,347

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

**Approved by the board on 21st September 2023 and signed on its behalf by:**

*Séamus Sheedy.*  
**Séamus Sheedy**  
 Director

*Jade Lawless*  
**Jade Lawless**  
 Director

**STATEMENT OF CASH FLOWS**

for the year ended 30 June 2023

	Notes	2023 €	2022 €
<b>Cashflows from operating activities</b>			
Surplus for the year		73,681	108,983
Adjustments for:			
Fair value gains and losses		(904)	31,188
Finance income		(123)	(124)
Depreciation		18,100	21,800
Surplus/deficit on disposal of property, plant and equipment		3,677	(150)
		94,431	161,697
<b>Movements in working capital:</b>			
Movement in receivables		(19,265)	11,266
Movement in payables		182,758	92,459
<b>Cash generated from operations</b>		<b>257,924</b>	<b>265,422</b>
<b>Cashflows from investing activities</b>			
Interest received		123	124
Payments to acquire property, plant and equipment		(5,876)	-
Receipt on disposal of property, plant and equipment		-	150
Net cash used in investment activities		(5,753)	274
<b>Cash flows from financing activities</b>			
Designated reserve spend in year		-	-
Net increase in cash and cash equivalents		252,171	265,696
Cash and cash equivalents at beginning of financial year		1,671,918	1,406,222
<b>Cash and cash equivalents at end of financial year</b>	<b>21</b>	<b>1,924,089</b>	<b>1,671,918</b>

## NOTES TO THE FINANCIAL STATEMENTS

as at 30 June 2023

### 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 2022 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).

#### Income

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: -

	<b>Restricted 2023 €</b>	<b>Unrestricted 2023 €</b>	<b>Total 2023 €</b>	<b>Total 2022 €</b>
<b>Charitable Activities</b>				
Subscriptions/Member Fee	-	1,431,373	<b>1,431,373</b>	1,217,612
Processing Fee	86,575	46,669	<b>133,244</b>	143,241
Conference/Workshops	-	51,959	<b>51,959</b>	56,590
Journal Advertising	-	20,982	<b>20,982</b>	13,272
Other income	-	10,614	<b>10,614</b>	1,515
	<b>86,575</b>	<b>1,561,597</b>	<b>1,648,172</b>	1,432,230
<b>Investment Income</b>				
Bank Interest	-	123	<b>123</b>	124
	-	123	<b>123</b>	124
	<b>86,575</b>	<b>1,561,720</b>	<b>1,648,295</b>	1,432,354

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 Psycho-therapy through education, training and accreditation.

## 6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Expenditure	Restricted 2023 €	Unrestricted 2023 €	Total 2023 €	Total 2022 €
Wages and Salaries	52,448	598,701	<b>651,149</b>	574,414
Social welfare costs	-	69,579	<b>69,579</b>	62,159
Pension Costs	2,070	31,514	<b>33,584</b>	35,299
Staff training & expenses	-	18,853	<b>18,853</b>	16,415
Rent & rates	-	33,716	<b>33,716</b>	24,237
Workshop & annual expenses	-	58,057	<b>58,057</b>	79,178
Committee Expenses	-	80,891	<b>80,891</b>	51,855
Consultancy – course Accreditation	809	812	<b>1,621</b>	1,849
Printing, postage, and stationery	1,013	10,838	<b>11,851</b>	12,241
Membership cards	-	-	-	15,869
Eisteach Journal – printing & postage	-	113,152	<b>113,152</b>	85,803
Advertising & public Relations	-	102,067	<b>102,067</b>	68,590
Research Costs	-	28,512	<b>28,512</b>	27,229
Legal Costs	-	22,676	<b>22,676</b>	6,777
Professional Fees	-	77,832	<b>77,832</b>	81,529
Bank charges	-	26,980	<b>26,980</b>	24,426
General office costs	10,635	98,951	<b>109,586</b>	91,604
Subscriptions	-	3,029	<b>3,029</b>	3,059
Profit/loss on disposal of tangibles	559	2,176	<b>2,735</b>	-150
Auditor's remuneration	-	8,235	<b>8,235</b>	8,000
Depreciation	-	18,708	<b>18,708</b>	21,800
Special Project Fund	-	102,705	<b>102,705</b>	-
<b>Total Charitable expenditure</b>	<b>67,534</b>	<b>1,507,984</b>	<b>1,575,518</b>	1,292,183

In 2022, €1,575,518 of the total expenditure on charitable activities incurred, €67,534 was to restricted funds and €1,507,984 was to unrestricted funds.



## 7. OPERATING SURPLUS

	2023 €	2022 €
<b>Operating surplus is stated after charging/(crediting):</b>		
Depreciation of property, plant and equipment	<b>18,708</b>	21,800
Auditors Remuneration	<b>8,235</b>	8,000

## 8. OTHER GAINS AND LOSSES

	2023 €	2022 €
<b>Fair value gains and losses are as follows:</b>		
Unrealised Investment (loss)/gain	<b>904</b>	(31,188)

## 9. EMPLOYEES

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

	2023 Number	2022 Number
Administration	<b>16</b>	15

The number of higher paid employees are as follows:

	2023 Number	2022 Number
€60,000 - €70,000	-	-
€70,001 - €80,000	-	-
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-
€100,001 - €110,000	<b>1</b>	1

The aggregate remuneration comprised of:

	2023 €	2022 €
Wages and salaries	651,149	574,414
Social insurance Costs	69,579	62,159
Pension Costs	33,584	35,299
	<b>754,312</b>	671,872

## 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:

	<b>2023</b>	2022
	<b>€</b>	€
Salaries and other short-term benefits	272,434	251,750
Pension costs	18,869	17,469
	<b>291,303</b>	269,219

The directors serve on the board in a voluntary capacity and received no fees or remuneration for their time spent carrying out these duties, which are reimbursed by the company for travel and subsistence costs they incur while carrying out their duties. During 2023, total director expenses amounted to €18,965 (2022: €12,132).

## 11. INTANGIBLE FIXED ASSETS

	<b>Website Costs</b>	<b>Total</b>
	<b>€</b>	€
<b>Cost</b>		
At 1 July 2022	16,021	16,021
Additions	-	-
At 30 June 2023	16,021	16,021
<b>Provision for diminution in value</b>		
At 1 July 2022	16,021	16,021
Charge for year	-	-
At 30 June 2023	16,021	16,021
<b>Carrying amount</b>		
At 30 June 2023	-	-
At 30 June 2022	-	-

## 12. PROPERTY, PLANT AND EQUIPMENT

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer Equipment €	Total €
<b>Cost</b>				
At 1 July 2022	<b>625,352</b>	<b>88,461</b>	<b>79,273</b>	<b>793,086</b>
Additions	-	-	5,876	5,876
Disposals	-	(7,779)	-	(7,779)
At 30 June 2023	<b>625,352</b>	<b>80,682</b>	<b>85,149</b>	<b>791,183</b>
<b>Depreciation</b>				
At 1 July 2022	93,885	80,349	75,647	<b>249,881</b>
Charge for the year	12,507	1,726	4,475	<b>18,708</b>
On disposals	-	(4,710)	-	<b>(4,710)</b>
At 30 June 2023	<b>106,392</b>	<b>77,365</b>	<b>80,122</b>	<b>263,879</b>
<b>Carrying amount</b>				
At 30 June 2023	<b>518,960</b>	<b>3,317</b>	<b>5,027</b>	<b>527,304</b>
At 30 June 2022	531,467	8,112	3,626	543,205

## 13. RECEIVABLES

	2023 €	2022 €
Trade receivables	<b>6,290</b>	1,889
Taxation	-	1,728
Staff Wages Payable	-	91
Prepayments	<b>32,287</b>	10,504
Accrued Income	-	5,100
	<b>38,577</b>	19,312

## 14. PAYABLES

	2023 €	2022 €
<b>Amounts falling due within one year</b>		
Trade payables	<b>142,705</b>	48,251
Taxation	<b>17,322</b>	15,467
Other payables	<b>722</b>	82
Accruals	<b>24,292</b>	5,290
Deferred Subscription Revenue	<b>724,856</b>	658,049
	<b>909,897</b>	727,139

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 €33,584 (2022 - €35,299).

## 16 RESERVES

	Restricted Reserves	Unrestricted Reserves	Unrestricted Designated Reserve 1	Unrestricted Designated Reserve 2	Total
	2023 €	2023 €	2023 €	2023 €	2023 €
At 1 July 2022	111,405	1,034,416	600,000	269,526	<b>2,015,347</b>
Surplus for period	19,041	54,640	-	-	<b>73,681</b>
Transfer in the year	-	(150,000)	150,000	-	-
Transfer in the year	-	102,705	-	(102,705)	-
At 30 June 2023	130,446	1,041,761	750,000	166,821	<b>2,089,028</b>

### 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 Associations 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 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. In 2022 the Board of Directors extended the initial period by three years due to the impact COVID-19 had on these promotional activities.



### Restricted Reserves

The restricted reserves as at 30 June 2023 are in relation to the processing fee income stream of the organisation.

## 17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds €	Designated funds €	Unrestricted Funds €	Total 2023 €
<b>Cost</b>				
Tangible Fixed Assets	-	-	527,304	527,304
Current assets	130,446	916,821	1,424,354	2,471,621
Current liabilities	-	-	(909,897)	(909,897)
At 30 June 2023	<b>130,446</b>	<b>916,821</b>	<b>1,041,761</b>	<b>2,089,028</b>

## 18. CAPITAL COMMITMENTS

The company had no material capital commitments at the year-ended 30 June 2023.

## 19. CONTINGENT LIABILITIES

The company had no material contingent liabilities for the year ended 30 June 2023.

## 20. EVENTS AFTER END OF REPORTING PERIOD

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

## 21. CASH AND CASH EQUIVALENTS

	2023 €	2022 €
Cash and bank balances	1,427,773	1,175,131
Cash equivalents	496,316	496,787
	<b>1,924,089</b>	<b>1,671,918</b>

## 22. FINANCIAL ASSETS

	<b>Listed Investments 2022 €</b>	Listed Investments 2021 €
<b>Cost or valuation</b>		
Opening balance	<b>508,051</b>	539,239
Unrealised (loss)/gain	904	(31,188)
Closing balance (market value)	<b>508,955</b>	508,051

## 23. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 21st September 2023.

# Appendices

A close-up photograph of a person's hand holding a black pen, poised to write on a spiral-bound notebook. The notebook is open, showing a blank page. The hand is wearing a silver ring on the ring finger. The background is a solid dark purple color.

## Appendix 1:

# Standing Orders for General Meetings

---

### CHAIR

1. The Cathaoirleach shall take the chair. In the absence of the Cathaoirleach, the meeting shall elect a Chairperson from among those present.
2. The Chairperson has the responsibility for conducting the meeting in accordance with these Standing Orders and the Association's Bye Laws and Articles of Association. The Bye Laws and Articles of Association shall take precedence over the Standing Orders in the event of any dispute or inconsistency between same, and the Articles of Association shall take precedence over the Bye Laws in the event of any dispute or inconsistency between same.
3. Motions to challenge the Chairperson'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 (AOB) shall be notified to the Chairperson at least 14 days in advance of the meeting. The Chairperson shall decide whether such item(s) can be discussed at the meeting or whether such item(s) should be an agenda item for discussion at the next/future meeting.

### VOTING

5. 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 have their attendance registered/noted.
7. At AGMs, voting may be taken only on the motions that were detailed in the relevant AGM Annual Report, about which the Members have been given due notice as per the Constitution. At EGMs, voting may only be taken on the motions that were detailed in the relevant EGM 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 Chairperson or requested by a Member.
  - c. By secret ballot for election of Members to the Board of Directors.
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 carry a vote.
10. In the case of a tied vote, the Chairperson, but no other Member, shall have a second, or casting vote.

### Speaking to Motions at General Meetings

11. Members shall where possible stand while speaking and commence by announcing their name. All speakers shall address their remarks to the Chairperson. The Chairperson 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.
12. Proposers of motions or amendments shall be allowed to speak uninterrupted for a maximum of five minutes, and subsequent speakers for up to three minutes each.
13. The Chairperson shall note speaking times and inform each speaker if/when their allocated time has expired.



14. Members speaking in response to proposers of motions can address the following matters only:
  - 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);
  - d. Objections to the motion.
15. 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.
16. 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 Chairperson. 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

17. No motion or amendment to a motion 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.
18. Every amendment shall be relevant to the motion under consideration.
19. After votes have been taken on each succeeding amendment, the surviving proposition shall be put to the vote as the final motion, and if carried it shall become a resolution of the meeting.
20. Discussion of a proposed amendment to a motion may be terminated as follows: If the Chairperson is of the reasonable opinion that there is no progress or consensus on the item under discussion then he/she can call a vote to determine whether the discussion on said item should continue or be terminated.
21. Speeches on any proposed amendment to a motion must be directly related to it.
22. If the proposed amendment to a motion is carried, the original motion shall be deemed disposed of, and if the proposed amendment is lost, then discussion shall be resumed on the original motion.

8 February 2003 Ronny Swain  
Reviewed March 2010.  
Margaret Chambers, Cathaoirleach  
Shane Kelly, Professional Services Manager

Revised Edition was adopted by the AGM March 2013.

This Revised Edition was adopted by the AGM October 2019.

## Appendix 2:

# Minutes of The IACP Annual General Meeting October 2022

---

### Friday 14th October, Galway Bay Hotel

**Start of Meeting:** 2:00 pm

**Chairperson:** Bernie Hackett, IACP Cathaoirleach

**Opening:** Bernie Hackett, Cathaoirleach opened the Annual General Meeting, welcomed all in attendance and went through the Agenda for the day.

**Minutes of the 2021 AGM and Matters Arising** There were no matters arising. The minutes were adopted as drafted on the proposal of Edward Boyne and seconded by Christine May.

### The Annual Report and Financial Statements of the Company

The Company Secretary Report was presented by Ray Henry, Company Secretary. The re-appointment of IACP Auditors PFK O'Connor Leddy & Holmes Ltd. was approved on the proposal of Patrick Dermody and seconded by Rosaleen Dodson.

The CEO, Lisa Molloy, welcomed everybody and presented the CEO Report.

The Treasurer, Jade Lawless, introduced herself, thanked the Finance Manager, the Finance and Risk Management committee, and fellow board members. Jade presented her Treasurer's report as contained within the Annual Report.

Following this, a Questions and Answers session was held.

Following the Questions and Answers section, the Audited Financial Statements were proposed by Eileen Kennedy and seconded by Denis Buckley.

### Elections:

Bernie Hackett, Cathaoirleach, explained the rules and guidelines around voting for the Board of Directors election (Ray Henry remained as Company Secretary for the second year of his 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 one non-voting member of IACP.

### Election Results:

The following members were elected to the Board of Directors of IACP:

Séamus Sheedy as Cathaoirleach, Jade Lawless as Leas-Chathaoirleach, Edward Boyne, Damian Davy, Eamon Fortune, Angela Keaveney, Caroline Kehoe, Peter Ledden, Liam Neville, and Elizabeth O'Driscoll as Directors.

# Motions

## Motion 1

That the IACP Memorandum and Articles of Association (known henceforth as the IACP Constitution) and the Bye-Laws is hereby amended by the addition to paragraph 12.4 which is underlined below:

*A member who is appointed Cathaoirleach in their sixth year on the Board of Directors shall be allowed continue for another year in order to fulfil that role for a two-year term.*

*A member who is appointed Leas Cathaoirleach in their sixth year on the Board of Directors shall be allowed continue for another year in order to fulfil that role for a two-year term. In addition, they shall be eligible for election to the position of Cathaoirleach and if appointed, may serve for an additional term as Cathaoirleach. These are exceptions to the maximum period specified in paragraph 12.1 and 12.5.*

**Proposed by:** Elizabeth O'Driscoll  
**Seconded by:** Eamon Fortune

**Result** – The motion was carried  
.....

## Motion 2

*The IACP engage with insurance providers to determine the type of insurance that is needed for psychotherapists and counsellors in the present day.*

**Proposed by:** Olive Cross  
**Seconded by:** Karen Murphy

**Result** – The motion was not carried  
.....

## Motion 3

*That the IACP direct a review of the sections of the Supervision Policy Document which pertain to the period of Pre-Accreditation to ensure good supervisory governance, clarity, and accountability.*

*Note: The word \*Agency refers to the organisation/group/service with whom the Pre-accredited Member is accruing hours to qualify for IACP accreditation.*

**Proposed by:** Patricia Ashe  
**Seconded by:** Maura Dunne

**Result** – The motion was carried  
.....

## Motion 4

*That the IACP undertakes to make the services of a suitably experienced Barrister (or other similarly qualified legal expert) available as a source of advice and counsel to IACP members to support them in their work with adult clients who report incidences of coercive control, sexual assault and trauma. This assistance is proposed particularly in relation to Therapists' reporting obligations.*

*Such support could provide clarity, instruction and assistance to the membership who encounter adult sexual assault and trauma in the course of their client work.*

*This legal counsel could also advise on suitable training in this area for the IACP membership.*

**Proposed by:** Maura Davis  
**Seconded by:** Kevin Gallagher

**Result** – The motion was not carried  
.....

## Motion 5

*The Board of Directors seek Members' support for the IACP to enter into an accreditation recognition agreement with the National Counselling Society (NCS) in the United Kingdom, equivalent to the accreditation recognition agreement currently in place with the British Association for Counselling and Psychotherapy (BACP).*

**Proposed by:** Damian Davy

**Seconded by:** Peter Ledden

**Result** - The motion was not carried

.....

## Motion 6

*That motion number 7 passed at the 2021 AGM is hereby rescinded:*

***MOTION 7:***

*That the IACP adopt a policy where they expect charitable organisations providing counselling and who are funded by the HSE are encouraged to pay their psychotherapists and counsellors the same rates of pay being offered to sessional and full time employed psychotherapists and counsellors in the HSE.*

**Proposed by:** Jade Lawless

**Seconded by:** Séamus Sheedy

**Result** - The motion was carried

.....

## Motion 7

*The IACP rescind the change to the IACP Course Criteria point 6.4 and remove the addition of the new sentence applied in 2021 at the request of the course providers and without the vote of the membership: "Students cannot receive payment directly for client work from the client during training."*

**Proposed by:** Olive Cross

**Seconded by:** Karen Murphy

**Result** - The motion was not carried

.....

## Motion 8

*Implementation of Motions Carried at IACP AGM.*

- 1. Motions agreed and "Passed" by the membership at National AGM's to be implemented to validate the voice of members.*
- 2. Motions to be enacted within a year of the Motion been passed.*

*However*

- 3. If legal opinion is required, this to be sought independently at the screening stage to safeguard the integrity of the Organisation.*

**Proposed by:** Liam Neville

**Seconded by:** Ursula Gilrane-McGarry

**Result** - The motion was not carried

.....

## Motion 9

*The IACP offer an on line version of the IACP Journal to the membership who agree to receive in this way.*

**Proposed by:** Olive Cross

**Seconded by:** Karen Murphy

**Result** - The motion was withdrawn

.....



The Irish

# Journal of Counselling and Psychotherapy

formerly Éisteach • Volume 22 • Issue 3 • Autumn 2022



- The Cold Kiss
- The Useless Therapist
- Promoting Affirmative Grief
- Male Gender Role Conflict
- Trust

## Being with Vulnerability



Irish Association for Counselling and Psychotherapy

The Irish

# Journal of Counselling and Psychotherapy

formerly Éisteach • Volume 22 • Issue 4 • Winter 2022



- A simulated interview with Fritz Perls: Part 1 – Benefits of living in the moment
- Psychedelics, used responsibly and with proper caution, will be for psychiatry what the microscope is for biology or the telescope is for astronomy
- Hikikomori – a sociocultural mental health phenomenon: An examination of the research on extreme social isolation
- Rising rates of psychopathology and the changing ecology of childhood
- Pre Menstrual Dysphoric Disorder (PMDD): A brief overview

## Time



Irish Association for Counselling and Psychotherapy

The Irish

# Journal of Counselling and Psychotherapy

formerly Éisteach • Volume 23 • Issue 1 • Spring 2023



- Childlessness as a springboard for post-traumatic growth
- A simulated interview with Fritz Perls: Part 2 – The process of therapy sessions
- Working therapeutically with clients taking psychotropic medication: Is it a help or hindrance?
- An exploration of the role of neuroscience and neuroimaging in the psychodynamic approach
- Working with gender dysphoria in young people

## Pathways in practice



Irish Association for Counselling and Psychotherapy

The Irish

# Journal of Counselling and Psychotherapy

formerly Éisteach • Volume 23 • Issue 2 • Summer 2023



## Does nutrition have a place in the therapy room?

### Also in this issue:

A simulated interview with Fritz Perls: Part 3 – Final pearls from Perls

Facing the world that materialist science leads us towards

Online therapy and the challenges of maintaining the therapeutic frame

The making of me – a therapist's personal experience of gender transitioning

We need to abandon the practice of 'free therapy'

Irish Association for Counselling and Psychotherapy



# IACP Cathaoirligh 1981 – Present

**Séamus Sheedy**

2022 – Present

**Bernie Hackett**

2020 – 2022

**Ray Henry**

2017 – 2020

**Eugene McHugh**

2017 – 2017

**Moira Sharkey**

2015 – 2017

**Bernadette Darcy**

2014 – 2015

**Séamus Sheedy**

2012 – 2014

**Ray Henry**

2010 – 2012

**Margaret Chambers**

2009 – 2010

**Gilford D’Souza**

2007 – 2009

**Claire Missen**

2005 – 2007

**Dr Damian Davy**

2003 – 2005

**Alan O’Dwyer**

2001 – 2003

**Patricia Kennedy**

1998 – 2001

**Edward Boyne**

1995 – 1998

**Ursula O’Farrell**

1991 – 1995

**Odette Thompson**

1981 – 1991

# Notes





**[www.iacp.ie](http://www.iacp.ie)**