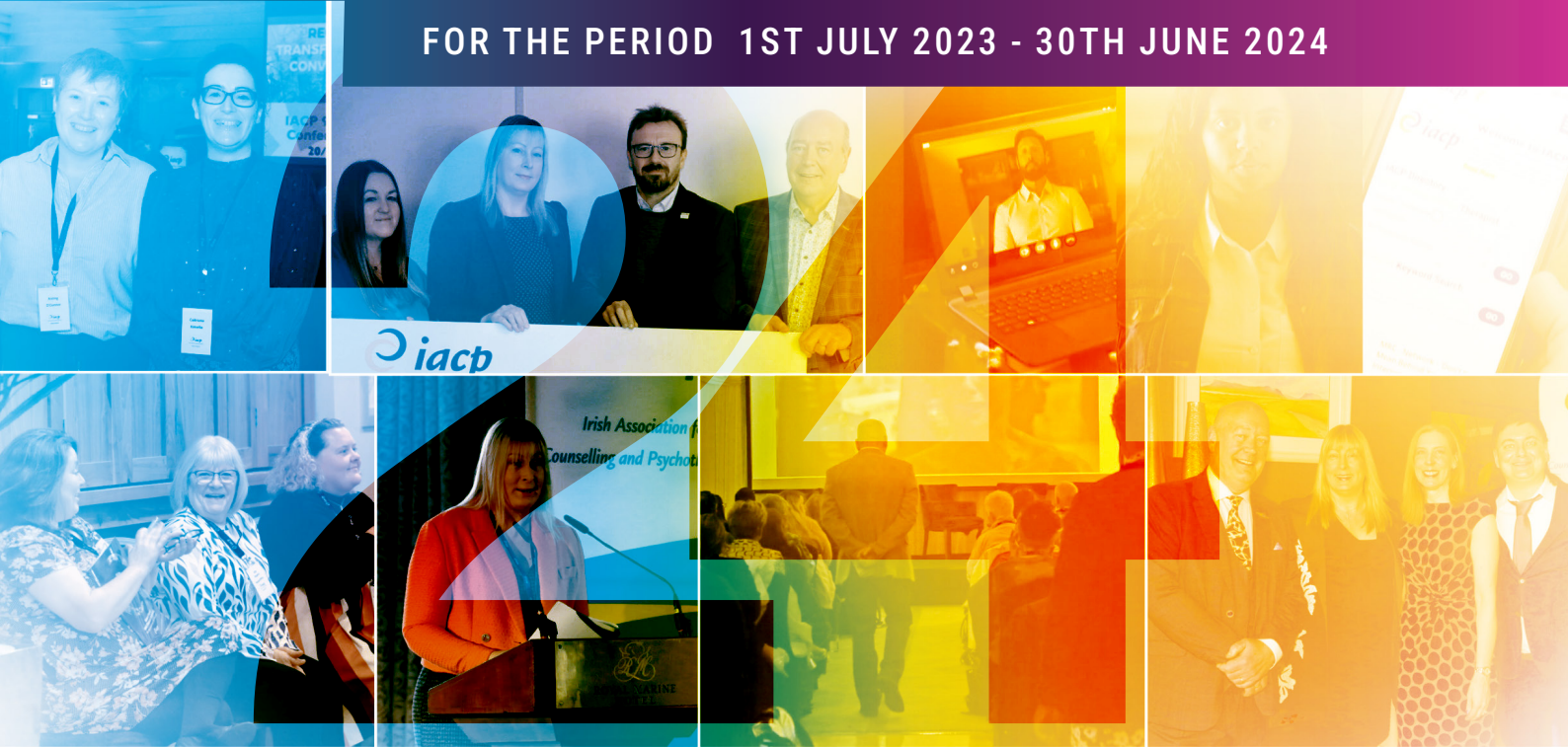




ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD 1ST JULY 2023 - 30TH JUNE 2024



IRISH ASSOCIATION FOR COUNSELLING AND PSYCHOTHERAPY



IACP's course assessors attend the Course Providers meeting in July to review the course criteria and assessment process (L-R) Anne Marie Lyons, Jean Prior, Carmel Schulmeister and Hannah Furey, Accreditation Supervisor & Data Protection Officer.



Séamus Sheedy at the IACP Accreditation Ceremony - 2024



Pat Hughes, former Member Care Officer receives a bouquet of flowers from Operations Manager Carol Murray to mark her retirement from the IACP



The IACP staff Nicole Mac Dermott, CEO Lisa Molloy, Iwona Blasi and Wayne Tobin at the Knowledge Exchange and Reflection: The 7th Counselling and Psychotherapy Conference in Trinity College Dublin



Mandatory Reporting Training member event



IACP Staff Team Building Day 2024 in the Royal Marine Hotel Dún Laoghaire

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IACP Values

These underlying values guide our work:

- *Act with integrity and work professionally and ethically*
- *Encourage and embrace equality, diversity, and inclusion*
- *Value the IACP community*
- *Set high standards for the organisation and our members*
- *Operate in a trustworthy, respectful, and transparent manner*
- *Commitment to excellence in our work*



Message from your Cathaoirleach and CEO



Dear Members,

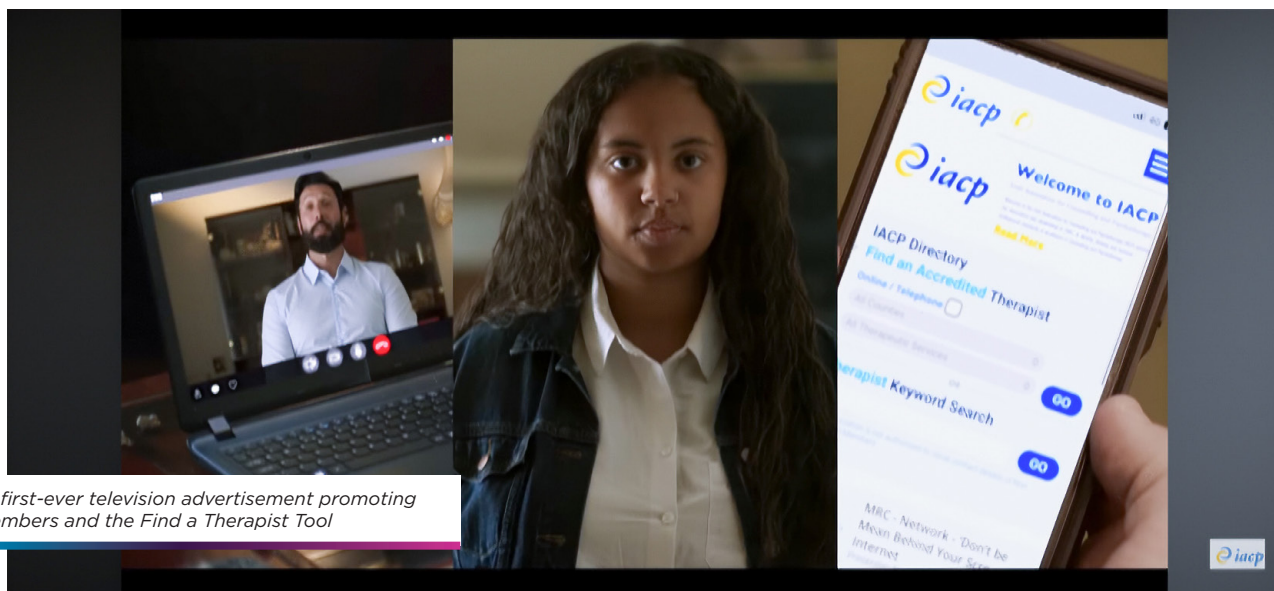
We are honoured to present to you the Irish Association for Counselling and Psychotherapy Board of Directors' Annual Report and Financial Statements from 1st July 2023 to 30th June 2024.

The IACP and our members are committed to the highest professional and ethical standards in the counselling and psychotherapy field. We have seen strong and steady membership growth, the IACP is the largest professional

body for counsellors and psychotherapists in Ireland with more than 6,000 members in the various categories as of 30th June 2024.

The past year has been a time of continued development in the advancement of the professions of counselling and psychotherapy, some notable accomplishments include: The airing of the IACP's first-ever television commercial on RTÉ, including a prime-time advertising slot on the Late Late Show and Virgin Media One promoting our members and the value of therapy through an integrated *Find a Therapist Tool* media campaign. This campaign resulted in a 140 percent increase in visits to the website compared to the same period previous year.

On the regulation front, after extensive consultation with our members the IACP submitted our response to the CORU Public Consultation: Stan-



IACP's first-ever television advertisement promoting our members and the Find a Therapist Tool

dards of Proficiency and Criteria for Education and Training Programmes for Counsellors and Psychotherapists in November.

Please see additional highlights and details from the past year below.

Highlights – 1st July 2023 to 30th June 2024

Member Support

Our members are the heart and soul of our organisation. The IACP supports members to work to the highest professional and ethical standards for the benefit and the protection of clients and therapists. As an organisation we provide opportunities for high-quality education, training, and professional development through meetings, conferences, and networking events.

For example, in June we joined with Dr Pól Bond, National Senior Lead for the Counselling Pilot, with the National Educational Psychological Service, Department of Education for a special session about how to apply to become a member of the School Counselling Pilot therapist panel. It was one of the many opportunities organised this year to help members enhance their careers. The IACP envisions that the role of school therapist will become a new and exciting career path and opportunity for

our members. Not only will counsellors and psychotherapists in schools meet the mental health needs of children and young people it will help further weave the profession into the fabric of school life and the wider community and create new jobs.

Also in June we announced some exciting new projects that will enhance our current extensive member benefits. The national office is embarking on the redevelopment of iacp.ie to improve the functionality and performance of our website for our members and the public seeking to find a therapist. The project will include upgrading the technology environment to ensure it meets today's infrastructure and security requirements. As a companion project to the website upgrade, our technology partner will build a new bespoke web-based smartphone IACP Membership App. It will provide access to benefits such as registering for events, updating member details, and CPD opportunities with just one tap.

Regarding member benefits, the IACP provides access to a wide range of high-quality CPD. More than 4,850 members have availed of these online courses completing 27,306 CPD hours for the reporting period, which is fantastic to see. Each year, we continue to deliver a minimum of 20 free online CPD points for members, plus 10 free online CPD Points for supervisors.

In April we hosted a fascinating day in Sligo for our 9th Annual Conference, 'Reclaiming Voices: Reshaping Therapeutic Dialogues Beyond Oppression', with the theme exploring colonialism in the counselling and psychotherapy context.

The idea for this conference evolved from a conversation at a meeting that we hosted with our international colleagues at last year's conference in Dún Laoghaire. Our partnerships with professional bodies from around the world are critical in moving our profession forward and sharing best practices and learnings.

It was the first time the annual conference and awards ceremony were held independently of the Annual General Meeting and we received some great feedback from members about the event.



Deputy Frank Feighan delivers welcoming remarks at the IACP's 9th Annual Conference held in Sligo

“A fantastic day. Excellent choice of speakers, incredibly well run and super venue.”

“Everything about the whole conference was exceptional and of very high quality and standard.”

“Always Excellent conference with a wonderful felt-sense of familial community. Well done, all!”

Partnerships/Stakeholder Engagement

The IACP are active members of the International Association for Counselling. Over the last year we have participated in regular meetings of the IAC Europe group and have contributed to the development of its policies. As part of this group, we serve on the Political Advocacy Working

Two student and pre-accredited members events were held during the year with presentations from the accreditation team on the membership journey process as well as long-standing members sharing their own stories. Accreditation clinics were hosted in Sligo and Dublin in April. The clinics facilitate members to avail of one-to-one assistance with their accreditation questions.

group and have met with EU political representatives to advocate for the profession on an international level. We’re also members of the Advocacy Working Group, focusing on bringing in high professional standards and government regulation of the counselling field across all European countries. We are proud to support IAC’s position that counselling is a human right.

The spring was a particularly active season for the Accreditation Department. A surprise wintery storm didn’t stop the annual newly accredited member and supervisor ceremony from being celebrated in the Royal Marine Hotel in Dún Laoghaire on 1st March.

We had the honour of representing the IACP at the IAC’s Counselling Around the World: Promoting Well-being and Resilience in Individuals and Communities. Our community of counselling met in Naples, Italy, from the 28th to 30th June 2024. Lisa, who was recently appointed



Newly accredited members and supervisors with their certificates at the ceremony in March 2024

to the IAC Europe interim leadership team presented with her colleagues on the progress of the regulation of counselling across Europe.

On 26th April 2024 after a process of cordial and detailed negotiations, the Board of IACP and the Governing Body of IAHIP announced the ratification of a new Memorandum of Understanding (MOU) pertaining to the mutual



CEO Lisa Molloy presenting as part of the IAC Europe Interim Leadership Team in Naples, Italy

authorisation of our accredited supervisors. This new MOU between our two organisations came into effect on the 1st July 2024.

In March, we met with the Psychological Society of Ireland's CEO at the IACP office to discuss current trends in the field and future opportunities for collaboration.

In July 2023, The 7th Annual Counselling and Psychotherapy Conference Knowledge, Exchange and Reflection hosted by DePaul University, Chicago, University of Holy Cross, New Orleans, and the IACP was held at Trinity College Dublin. The day featured eight presentations from the USA and seven from IACP members. American therapists and our members presented on the latest counselling and psychotherapy developments.

In September 2023 we were delighted to meet with CEO Fintan Foy and Dr Diarmuid Quinlan of the Irish College of General Practitioners. It was a productive meeting to share progress on one another's priorities and to discuss potential partnerships.

On World Heart Day 29th September 2023 the IACP and Cardiac Risk in the Young Ireland teamed up to encourage families of young people living with an inherited cardiac condition and families who have suffered, or are at risk of, a sudden cardiac death (SCD) to avail of mental health support services including counselling.

Lobbying/Outreach

Our lobbying and communications outreach efforts increase awareness of the IACP's mission and our priorities with the Government, the public, and members. Our targeted media campaigns promote the benefits of counsel-



Closing panel at the Knowledge Exchange and Reflection: The 7th Counselling and Psychotherapy Conference organised in Trinity College Dublin



CEO of the Irish College of General Practitioners Fintan Foy with CEO Lisa Molloy

ling and psychotherapy to all through strategic messaging and engagement.

We continue to advocate for our members on several fronts including ensuring that mental health receives the funding it needs as a basic human right, further expanding the counselling

in schools programme to every school in Ireland, and asking for the state regulation process to be accelerated.

In March we filed a comprehensive VAT submission with the Minister for Finance seeking equity of treatment and parity of esteem for mental health professionals delivering psychotherapy and counselling services, with others who deliver physical health care.

Extending the VAT exemption to counsellors and psychotherapists has been a priority for the IACP for many years and has been central to our lobbying efforts as part of our pre-budget submissions and meetings with elected officials.

Thank you to all of the members who have brought this important submission to the attention of Government officials and your representatives in the Oireachtas by using our customised online tool asking for the VAT issue to be raised in the Dáil. We were encouraged to receive a positive communication from Minister of State for Mental Health and Older People Mary Butler, acknowledging the VAT inequity and advising that her office is following up with the Minister for Finance.



World Heart Day 2023 partnership with Cardiac Risk in the Young and the IACP

On 30th November 2023, the IACP submitted a comprehensive submission on the CORU draft Standards of Proficiency and Criteria for Education and Training Programmes, separate documents for both the Counselling and the Psychotherapy registers.

The IACP has been calling for the regulation of the psychotherapy and counselling professions for many years and views this as essential in order to protect clients and the public. Regulation will also safeguard the interests of our members as well as enhancing the reputation of and trust in the profession. We were advised that the Registration Board received a significant amount of documentation to review and given the nature of this work it is not possible for CORU to identify specific timelines at this stage. However, following its review activity, CORU will communicate the next steps in the process to all interested parties.

As mentioned the IACP's *Find a Therapist Tool* national television, radio, and online integrated advertising campaign spotlighted our highly qualified and accredited members

and ran in the summer and autumn 2023. The campaign cumulated with the advert airing on the popular Late Late Show during a coveted timeslot.

Campaign Impact and Results

RTÉ, 18th - 24th Sept: More than 2.3 million viewings of 20 spots over seven days.

Digital Media: 240,069 impressions on Spotify exceeding our target of 200,000.

Website Activity

26,729 website hits during the TV and radio campaign compared with 11,116 in the same period in 2022, an increase of an impressive 140 percent.

Social Media: Nearly 500,000 views of the IACP YouTube Ad (the highest number for an IACP video so far).

The ads, online content, and videos connected people looking for someone to talk to with the *Find a Therapist Tool* on IACP.ie to locate an accredited counsellor/psychotherapist.



Board of Directors 2023-2024: (standing) Caroline Kehoe, Eamon Fortune, Edward Boyne, Leas-Cathaoirleach Jade Lawless, Gael Kilduff, Marie McDonagh, Andrew Harbourn-Thomas. (seated) Cathaoirleach Séamus Sheedy, Christopher Place, Elizabeth O'Driscoll, and Liam Neville

We are very proud of this campaign, and know it has been hugely beneficial for both IACP members and the general public.

Research

We have continued to develop the research function within the IACP and we're proud to promote the innovative research being carried out by our members in the field.

Last year, the Research Committee launched its inaugural half-day research conference, an annual free CPD event in June with a guest speaker and two IACP Members presenting their research. We had great feedback from attendees and are delighted to add a new annual event to the IACP calendar.

A Full Member Survey was conducted this year with our partner B&A. As always we had a terrific response from our members and we

appreciate your time sharing your feedback and experiences with us. The data and insights help improve our member strategy and services.

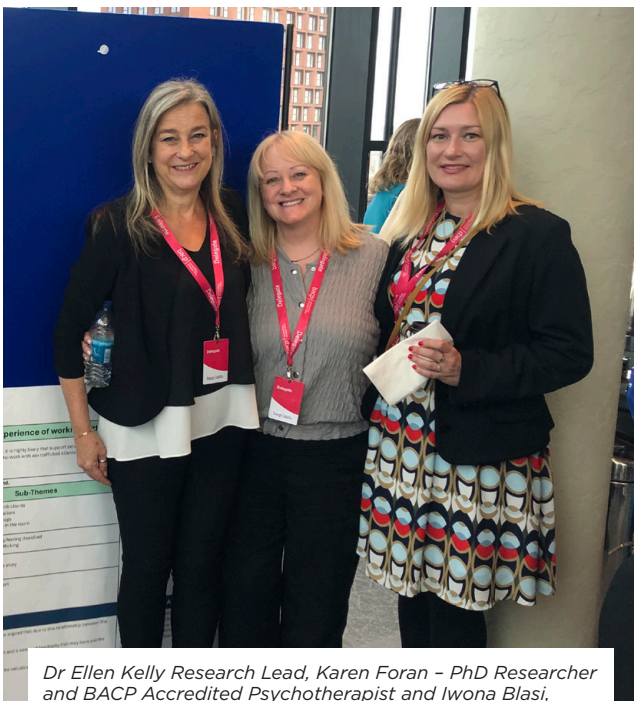
In closing we wish to thank our members for your loyalty and for choosing to be part of the IACP community. The impact of the many contributions of our members, their talents, perspective, and expertise is immeasurable and is directly linked in with the association's success and valued by the Board of Directors and the national office staff.

Our research confirms what we already know that access to counselling and psychotherapy improves people's lives and the IACP is here to support our members to best care for their clients and promote mental health services as an integral and essential part of the country's overall healthcare.

A special thank you to our 118 member volunteers who serve on the IACP's 10 committees, five working groups, and eight regional committees. We truly appreciate the countless hours that you so willingly donate to furthering the mission of the IACP. Thank you for the great contributions all of you have made to the counselling and psychotherapy field.

We look forward to seeing you at the hybrid Annual General Meeting on Friday 18th October in Dún Laoghaire or online for those wishing to utilise that option.

Until then let's take time to reflect on and celebrate the achievements that have been accomplished this year and renew our energies for the work needed to continue our mission.



Dr Ellen Kelly Research Lead, Karen Foran – PhD Researcher and BACP Accredited Psychotherapist and Iwona Blasi, Innovation and Development Manager, at the BACP Research Conference

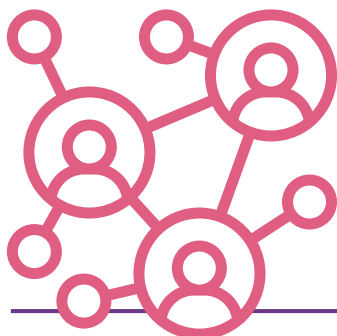
Kind Regards,

Séamus Sheedy

Séamus Sheedy
Cathaoirleach

Lisa Molloy
Lisa Molloy
CEO

IACP Social Media Update



LINKEDIN
3.8K - 6.2K - 7.6K
2021 2023 2024
FOLLOWERS



FACEBOOK
3.6K - 4.6K - 5.5K
2021 2023 2024
FANS



INSTAGRAM
1.4K - 2.6K - 3K
2021 2023 2024
FOLLOWERS



X formerly twitter

2.2K - 2.6K - 2.7K
2021 2023 2024
FOLLOWERS




Numbers, Impressions and Reach in this period

OVER
11K
NEW
FOLLOWERS

OVER
500K
POST IMPRESSIONS

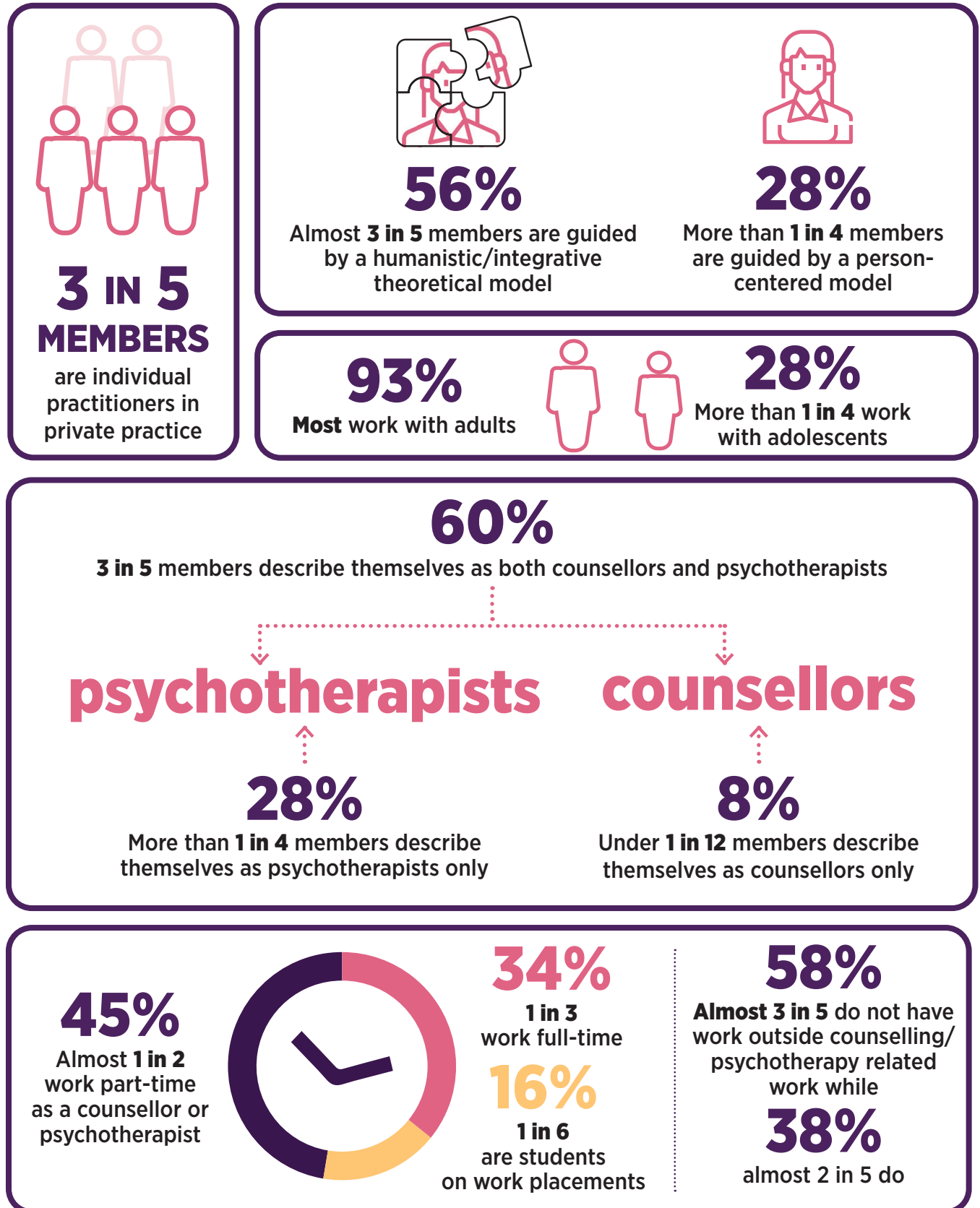
OVER
400K
USERS PAGE AND
PROFILE REACH

Find a Therapist Tool Ad Campaign


NEARLY
500K
YOUTUBE VIEWS

IACP Full Member Survey – May to June 2024

COUNSELLING/PSYCHOTHERAPY WORK



REFERRALS



61%

3 in 5 are word of mouth referrals

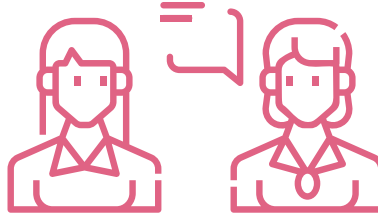
34%

1 in 3 are GP referrals

29%

1 in 3 are referrals from other organisations

COUNSELLING/PSYCHOTHERAPY PROVISION



59%

3 in 5 members provide counselling/psychotherapy only or mostly face-to-face an increase of **19%** since 2021

35%



More than **1 in 3** provide a mixture of face-to-face and online services



JUST 6%

work mostly or only via telephone/online

87%

OF MEMBERS

are increasingly satisfied with how they are providing counselling/psychotherapy – almost **9 in 10** are totally or largely satisfied

CLIENTS ISSUES

Most prevalent client presenting issues are



MORE THAN 1 in 2

Anxiety



MORE THAN 2 in 5

Issues relating to family



ALMOST 2 in 5

Stress/panic difficulties
Relationship difficulties
Issues relating to loss

PANDEMIC IMPACT

OVER 84%

more than **4 in 5** feel anxiety has become more prevalent as a result of the Covid-19 pandemic and its impact

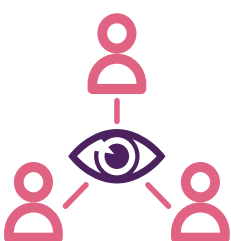
58%

Almost **3 in 5** feel that stress/panic difficulties have become more prevalent

56%

and relationship difficulties have become more prevalent

SUPERVISION



96% Avail of One-to-One Supervision

27% More than **1 in 4** avail of Group Supervision


19% Almost **1 in 5** avail of Peer Supervision

51% Attend One-to-One Supervision only or mostly Face-to-Face.

89%

Almost **9 in 10** are totally or largely satisfied with their current Supervisor (+5% on 2021)

CONTINUING PROFESSIONAL DEVELOPMENT




Slightly more than 7 in 10 are totally or largely satisfied with the development of the IACP online CPD portal

More than 2 in 3 say that they are totally or largely satisfied with the training content provided by the portal

45% have completed 6+ courses in the portal

69% would like a mixture of in-person and online for CPD events/training


PERCEPTIONS OF COUNSELLING/PSYCHOTHERAPY WORK SATISFACTION



OVER 9 in 10 agree they would like to see health insurers fund sessions

Decrease in agreement that many people and healthcare professional may be nervous about the area although the majority agree


Increase in members feeling the profession is valued in general. However they are less likely to agree the profession is well represented in the media



95%

Almost all members find their counselling/psychotherapy work largely or totally rewarding

THE FUTURE



71% in favour of regulation by CORU

-20% on 2021

71% feel regulation by CORU will be good for the profession


7% feel it would be bad

+21% since 2021 feel that regulation will be neither good nor bad

56% will register as Psychotherapists

6% will register as Counsellors

33% will register as both



FUNCTIONS OF THE

At least **8 in 10** members consider **every function** of IACP to be important going forward

MORE THAN 1 in 4 think that there are **social issues** that the IACP should have a stance on to **better serve our community** and contribute to societal wellbeing

72% believe that lobbying is **very important**

71% believe ensuring that counselling/psychotherapy is **properly portrayed by the media** and that **the benefits of counselling/psychotherapy are understood** by the general public are **very important**

IACP Staff August 2024

CEO



Lisa Molloy
Chief Executive Officer

Management Team



Carol Murray
Operations Manager



Iwona Blasi
Innovation & Development
Manager

Member Care



Sandra Matthews
Member Care Officer



Lia Wright
Member Care Officer

Regional Support



Liz Gannon
Regional Liaison Officer

Finance



Olivia Baxter
Finance Executive

Accreditation



Hannah Furey
Accreditation Supervisor
& Data Protection Officer



Jackie Jeanneret
Accreditation Officer



Kate Privett-Collins
Accreditation Officer

Garda Vetting



Carla Kiely
Garda Vetting Officer

Research



Ellen Kelly
Research Lead

Communications



Nicole Mac Dermott
Communications Supervisor



Wayne Tobin
Communications Officer

Executive Support



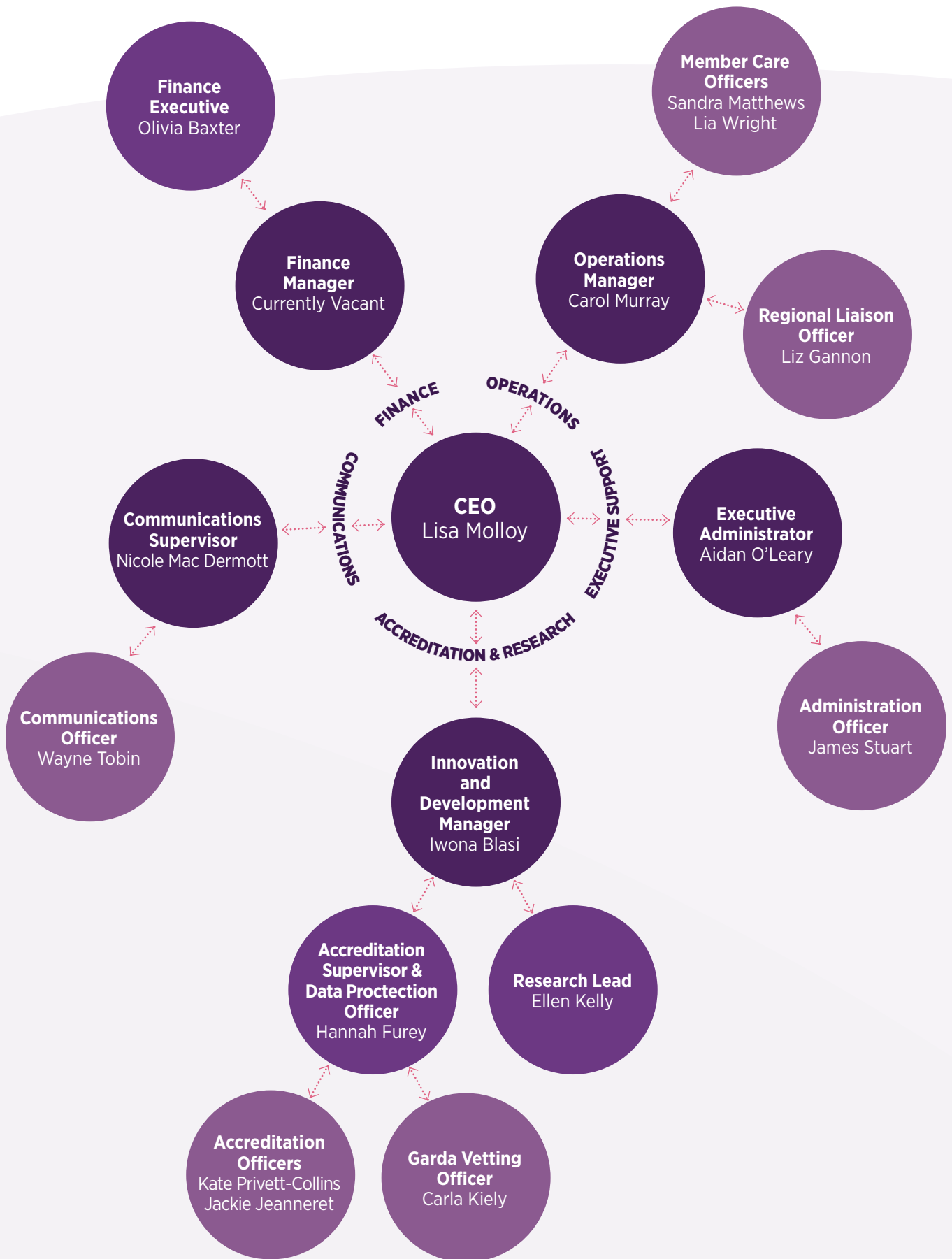
Aidan O'Leary
Executive Administrator

Complaints



James Stuart
Administration Officer

IACP Staff Organisation August 2024



Martin Ryan Dedication



The IACP team would like to dedicate this year's annual report to our dear colleague and friend Martin Ryan who sadly passed away in April 2024.

Martin was the IACP's Finance Manager for more than 13 years, he was part of the fabric of our organisation and we are devastated by his loss.

Martin's memory and legacy lives on through his family and friends and also through his lasting indelible contributions to the IACP.

May he rest in peace.

Do Not Stand At My Grave And Weep

by Mary Elizabeth Frye

Do not stand at my grave
and weep

I am not there. I do not sleep.

I am a thousand winds that blow.

I am the diamond glints on snow.

I am the sunlight on ripened
grain.

I am the gentle autumn rain.

When you awaken in the
morning's hush

I am the swift uplifting rush

Of quiet birds in circled flight.

I am the soft stars that shine at
night.

Do not stand at my grave and cry;

I am not there. I did not die.

IACP AGM 2024

Friday 18th October 2024

The Annual General Meeting (AGM) is a formal meeting of IACP members. The purpose of the AGM is to:

- Present the financial statements to members
- Report to members on the activities of the Board of Directors and Committees
- Ensure Board rotation and elections take place in an orderly fashion
- Consider and vote on Constitution changes and recommendations
- Consider any other topics as required by the Board
- Provide an opportunity to members to ask questions and provide feedback to the Board

Motions and Amendments

The IACP has a process by which Accredited and Pre-Accredited members can bring Motions and Amendments to the AGM for discussion by the wider membership.

- A Motion is a way to bring forward matters of policy or issues of concern to the AGM for debate by the wider membership.
- An Amendment is a proposal to change IACP's governing documents (Constitution, Byelaws and Regulations). These documents outline the rules for how the organisation operates.

The deadline for written proposals for motions and amendments, as well as nominations for the Board of Directors, was 4th July 2024. No motions, amendments, or nominations will be accepted off the floor on the day of the AGM.

Voting:

As per the IACP Constitution, 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.

Reminder: 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.

Except as otherwise indicated in the Bye Laws and Articles of Association or the Standing Orders, a simple majority on a show of hands plus count of proxies and online votes shall be deemed sufficient to carry a vote in respect of a Motion.

Proposed Amendments to the Constitution, Bye Laws and Regulations can be decided only by a vote of 75% majority of the members entitled to vote at an AGM (including proxy and online votes).

All elections to the Board of Directors shall be by simple majority vote.

A digital voting system will be used to facilitate voting by members who are attending the AGM online. Proxy voting may be used by members who are unable to attend either online or in person.

For more information about the AGM, please refer to Appendix 2.



IACP AGM 2024 - Motions

Motion 1 Proposed Amendment Title:

To create a new membership category called Academic Member.

To amend the Bye-laws (as amended October, 2019) as follows – adding section 1.10:

1.10 Academic Membership is available to those who hold current Accredited or Supervisor Membership in good standing who are engaged in Counselling and Psychotherapy Academic Activities meeting criteria laid down from time to time by the Board of Directors.

Proposed Amendment Rationale:

In our previous AGM, Kay Conroy, a long-time member, highlighted an inconsistency in our membership structure. Members who shift their focus to academic work, such as teaching future counsellors and psychotherapists, risk losing their membership if they no longer actively see clients. Consequently, they are forced into inactive or retired categories, or to lapse their membership altogether.

This motion proposes the creation of an Academic membership category. This category would enable accredited members and supervisors in good standing to transition to academic roles without the need to maintain active client caseloads.

This change would align IACP with global practices in the counselling and psychotherapy profession and foster the continued support and development of academic activities. Recognising the significant contributions of accredited members engaged in academic work, this new category would remove certain clinical requirements, such as supervision, while retaining their membership status. The Board would establish the criteria and requirements for transitioning to and from this category.

Academic members would not be permitted to practice with clients. Should an Academic member choose to resume an active client practice, they would resume their previous accredited category by meeting the criteria and requirements set forth by the Board of Directors.

Proposer: Andrew Harbourne-Thomas **Seconder:** Izabela Morris

Motion 2 **Proposed Motion Title:**

To allow pre-accredited members a choice to continue with their existing supervisors.

Proposed Motion Rationale:

Currently, graduate therapists moving to pre-accredited status must change supervisors upon qualifying, disrupting effective supervisory relationships. This rule particularly affects those who have developed a strong rapport with their supervisors during training.

We recommend removing the clause for pre-accredited therapists that disallows supervision by individuals who "were their supervisor at any stage of their training."

Allowing pre-accredited members a choice to continue with their existing supervisors offers several benefits. Firstly, continuity in supervision can enhance professional development, as the supervisor understands the supervisee's strengths and areas for growth. Secondly, a strong, pre-established supervisor-supervisee relationship can provide stability and support, crucial during the transition from training to professional practice.

Good relationships are the foundation of our work as counsellors, psychotherapists, and supervisors. Qualified professionals can remain objective while nurturing healthy working relationships.

This amendment respects the autonomy and professional judgment of pre-accredited members, allowing them to choose the best supervisory relationship for their needs. While maintaining high supervision standards is essential, the flexibility to continue with a trusted supervisor should not be overlooked.

Changing supervisor should be a choice, not a dictated rule. We urge the IACP to consider this amendment, which offers practical benefits of supervisory continuity.

Proposer: David Horan

Secunder: Maureen Raymond

Motion 3 **Proposed Motion Title:**

To amend the IACP's supervision rules to allow pre-accredited members choose a former personal therapist as their supervisor, provided there is a minimum six-month gap between therapy and supervision.

Proposed Motion Rationale:

We propose amending the IACP's supervision rules to allow pre-accredited members to choose a former personal therapist as their supervisor, provided there is a minimum six-month gap between therapy and supervision. Currently, pre-accredited members cannot choose their former therapist as a supervisor, which can hinder valuable supervisory relationships built on prior therapeutic interactions. We recommend removing the clause that disallows supervision by individuals who "were their personal therapist during training."

Removing this restriction offers several benefits. It enhances supervision quality by leveraging the supervisor's understanding of the supervisee's personal and professional journey, facilitating deeper professional growth. Continuity with a trusted supervisor from therapeutic to professional settings can provide stability during the critical transition from training to practice.

This proposal emphasises that both pre-accredited members and supervisors are qualified to differentiate between therapeutic and supervisory roles. Therapy focuses on personal growth, while supervision guides professional development and ethical practice. By maintaining a clear separation and introducing a time gap, we ensure supervisor objectivity, the integrity of both processes, and clarify that therapy has ended and supervision has begun.

This amendment respects the autonomy of pre-accredited members, allowing them to choose the most beneficial supervisory relationship while maintaining high supervision standards.

Proposer: David Horan

Seconded: Maureen Raymond

The IACP Board of Directors

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About the IACP Board of Directors:

The Board of Directors is responsible for the oversight of the IACP. The members of the Board are volunteers who give of their time to improve, protect and support the vision, mission and values of the IACP. Although they are volunteers, their role carries significant responsibility. In legal terms, the Board members are the trustees of the IACP. As per the Charities Act 2009, trustees are legally responsible for the ‘general control and management of the administration’ of the organisation. While trustees can delegate tasks, they cannot delegate accountability.



Nominations: Officers 2024-2025



Cathaoirleach – Jade Lawless

Jade is a chartered counselling psychologist and accredited member of the IACP with 17 years' experience in the field. Jade joined the IACP Board in 2018 where she has served two years as Treasurer and Chair of the IACP Finance & Risk Management Committee and two years as Leas Cathaoirleach. As a result, Jade has an in-depth understanding of the role of the IACP, member needs and issues facing the profession. Jade is invested in advocating for the profession and the membership.

Jade is the Academic Director in PCI College. This requires her to have strong credentials in Counselling & Psychotherapy regarding best practice and educational standards, along with demanding an awareness of Counselling & Psychotherapy approaches. Through this role and her work with IACP, Jade is well versed in CORU regulation and contributed significantly to the stakeholder feedback process. Jade is employed as a Counsellor/ Therapist within the HSE, more recently working within the trauma service, and consults as part of a Clinical Team within a residential care setting.

Jade remains highly motivated and energised to continue this work and she aims to continue to bring these characteristics forward in the role of Cathaoirleach on the Board of Directors.

Proposer Name:

Séamus Sheedy

Secunder Name:

Gael Kilduff



Leas-Cathaoirleach – Christopher Place

Chris Place is a dedicated psychotherapist and supervisor based in Galway city, where he runs a bustling practice committed to comprehensive mental health care. His practice includes a low-cost clinic, ensuring therapy is accessible to as many as possible. With years of experience, Chris combines evidence-based techniques with a deep understanding of the power of relationship and connection. His practice supports clients through their mental health journeys and serves as a training ground for aspiring therapists, reflecting his passion for mentoring and professional development.

Beyond the therapy room, Chris is an enthusiastic communicator of therapeutic ideas. He shares insights and knowledge through his popular podcast, TherapyTalks, where he explores various aspects of mental health, making therapy concepts accessible and engaging for a broader audience. His commitment to education extends to teaching roles, where he encourages students and professionals alike with his knowledge and enthusiasm.

Currently serving on the Board of IACP, Chris is eager to bring his skills and passion to the role of Vice Chair. He believes in the power of collaboration and innovation to advance the field of psychotherapy, advocating for enhanced support and resources for practitioners and clients across Ireland.

Proposer Name:

Jade Lawless

Secunder Name:

Gael Kilduff



Company Secretary – Andrew Harbourne-Thomas

Andrew is an accredited therapist with a full-time private practice in Dublin. Alongside this, he also serves as a consultant and coach in business change, having worked previously in product development, innovation, business change, and senior management in the technology sector.

Andrew is passionate about member organisations having served as a Director for three years and Chair of Mindfulness Ireland. Previously for seven years he served as Director and Company Secretary of the MBA Association. Through these experiences he has gained significant expertise in governance and strategy of member-focused organisations.

He is an active IACP Director and Company Secretary. Andrew serves on Finance and Risk Management, Ethics, and Volunteer Strategy Committees, supports the CPD Committee and previously on the Member Categories Working Group. Andrew consistently brings innovative practices, supporting membership.

His vision is for an engaged, member focused IACP that actively meets the challenges of CORU and developing viable professional pathways. He sees our role evolving to support therapists and advocate for change in our mental health system.

His journey with the IACP has cemented his belief in our innovative potential and the necessity for evolving strategy to meet the opportunities of regulation for the benefit of our members and the public.

Proposer Name:

Anne Devlin

Secunder Name:

Izabela Morris

Nominations: Board Members 2024-2025



Edward Boyne

A former IACP Secretary (1993-1995) and Cathaoirleach (1995-98). I have been involved more or less full-time in counselling and psychotherapy training for 30 years. I've been Treasurer of IACP for the past two years. I'm interested in contributing to IACP's resources and development in these changing times for the profession. I believe IACP should continue to embrace and encourage the best international standards of both counselling and psychotherapy training and accreditation and fulfil its potential in the years to come.

Proposer Name:

Caroline Kehoe

Seconder Name:

Janet Murray



Caroline Kehoe

Caroline is a fully accredited member of 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 the education sector and worked in a number of leadership, teaching and training roles in adult education and community development. Caroline has been a member of the Board of IACP for the last two years and continues to be interested and committed to continuing her work and bringing her experience and resources to the Board at this time. Caroline maintains a private practice in Dublin and works in training with students of psychotherapy.

Proposer Name:

Edward Boyne

Seconder Name:

Luci Gately



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 in the area of counselling and psychotherapy 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 more recent years, she expanded her practice to include supervision with a special interest in fostering reflective practice among therapists and guidance counsellors.

Driven by a desire to contribute to the broader counselling community, Gael has, for the last 15 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:

Colm Early

Secunder Name:

Margaret O'Connor



Liam Neville

Liam is a mental health professional with over 30 years of experience. Liam's foundation training: Psychiatric Nursing - a degree in Counselling & Psychotherapy. He furthered his knowledge by completing - Advanced Diploma in Trauma Management, Diploma in Supervision, and Diploma in Spirituality. Liam is completing a Masters in Bereavement, and he specialises in complex bereavement & developmental trauma for the past 20 years.

Since joining the Board, Liam has been part of the Supervisors Forum Organising Committee and a member of the Register and Strategies Working Group. Liam has attended a number of course provider's committee meetings to address issues on behalf of students and pre-accredited therapists.

Currently, Liam coordinates the HSE Sligo-Leitrim Traumatic Bereavement Service, and is Interim coordinator for the HSE- CIPC 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.

Liam previously served on the IACP West/North-West Committee for six years and was the previous Chairperson. His contributions include presenting motions at the IACP National AGMs, positively influencing the welfare of students, counsellors, and supervisors, and ultimately enhancing client welfare.

Proposer Name:

Liam Cannon

Seconder Name:

Margaret McGoldrick

IACP Awards Recipients 2024



Audrey Flanagan, Carl Berkeley Memorial Award



Jayne Leonard, Research Excellence Award



Gerard Meehan, Research Bursary Award



Blezzing Dada, the Public Inspiration Award



Breda Farrell, Dublin Regional Award



Anita Lynch, Midlands Regional Award



Kathleen Byrne, Northeast Regional Award



Clíodhna Ryan accepted the Southern Regional Award for Celine O'Callaghan



Liam Neville, West North West Regional Award



Ruth Curtis accepted the Southeast Region Award for Patricia Wilson



Michelle Caulfield, Western Region Award

Directors and Other Information

Directors

Séamus Sheedy
Jade Lawless
Edward Boyne
Eamon Fortune
Andrew Harbourne-Thomas
Caroline Kehoe
Gael Kilduff
Marie McDonagh
Liam Neville
Elizabeth O'Driscoll
Christopher Place

Company Secretary

Andrew Harbourne-Thomas

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

Azets Audit Services Ireland Limited
3rd Floor
40 Mespil Road
Dublin 4

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 2023/2024

Séamus Sheedy
Cathaoirleach

Attended 9 of 9 Board meetings



Jade Lawless
Leas Cathaoirleach

Attended 8 of 9 Board meetings



Edward Boyne
Treasurer

Attended 7 of 9 Board meetings



Damian Davy
Board Member

Attended 2 of 2 Board meetings



Eamon Fortune
Regional Director

Attended 9 of 9 Board meetings



Andrew Harbourne-Thomas
Company Secretary (from 10/11/23)

Attended 7 of 7 Board meetings



Ray Henry
Company Secretary (until 20/10/23)

Attended 1 of 2 Board meetings



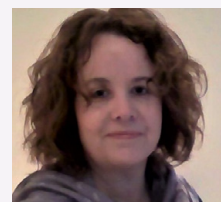
Angela Keaveney
Board Member

Attended 1 of 1 Board meetings



Caroline Kehoe
Board Member

Attended 6 of 9 Board meetings



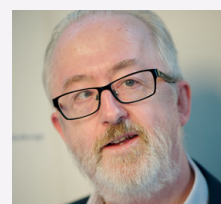
Gael Kilduff
Board Member

Attended 7 of 7 Board meetings



Peter Ledden
Board Member

Attended 2 of 2 Board meetings



Marie McDonagh
Board Member

Attended 7 of 7 Board meetings



Liam Neville
Board Member

Attended 9 of 9 Board meetings



Elizabeth O'Driscoll
Board Member

Attended 7 of 9 Board meetings



Christopher Place
Board Member

Attended 6 of 7 Board meetings

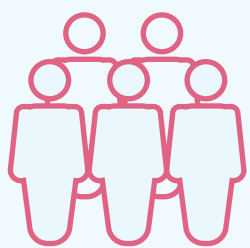


IACP Board Members' Meetings Attendance 2023/2024

Board Member	Friday 28/07/2023	Saturday 02/09/2023	Friday 10/11/2023	Friday 24/11/2023	Friday 15/12/2023	Friday 02/02/2024	Saturday 09/03/2024	Friday 26/04/2024	Saturday 15/06/2024
Séamus Sheedy	●	●	●	●	●	●	●	●	●
Jade Lawless	●	●	●	●	●	●	●	●	●
Edward Boyne	●	●	●	●	●	●	●	●	●
Eamon Fortune	●	●	●	●	●	●	●	●	●
Elizabeth O'Driscoll	●	●	●	●	●	●	●	●	●
Liam Neville	●	●	●	●	●	●	●	●	●
Caroline Kehoe	●	●	●	●	●	●	●	●	●
Andrew Harbourne-Thomas	●	●	●	●	●	●	●	●	●
Gael Kilduff	●	●	●	●	●	●	●	●	●
Christopher Place	●	●	●	●	●	●	●	●	●
Marie McDonagh	●	●	●	●	●	●	●	●	●
Damian Davy	●	●	●	●	●	●	●	●	●
Ray Henry	●	●	●	●	●	●	●	●	●
Peter Ledden	●	●	●	●	●	●	●	●	●
Angela Keaveney	●	●	●	●	●	●	●	●	●

● Attended
 ● Apologies
 ● Not on Board on this date

The IACP Board at a Glance

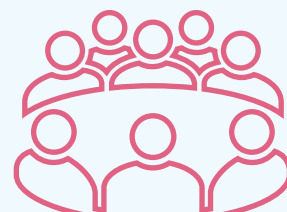


11
Elected Volunteer
Members

Cathaoirleach and
Leas-Cathaoirleach
elected at the 2022 AGM



9
Members Elected
at the 2023 AGM



9
Meetings held
01/07/2023 - 17/06/2024

An Induction session for new Board
members was held on 9/11/23

Governance training sessions for Board
members were held on 19/2/24 and 8/3/2024

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

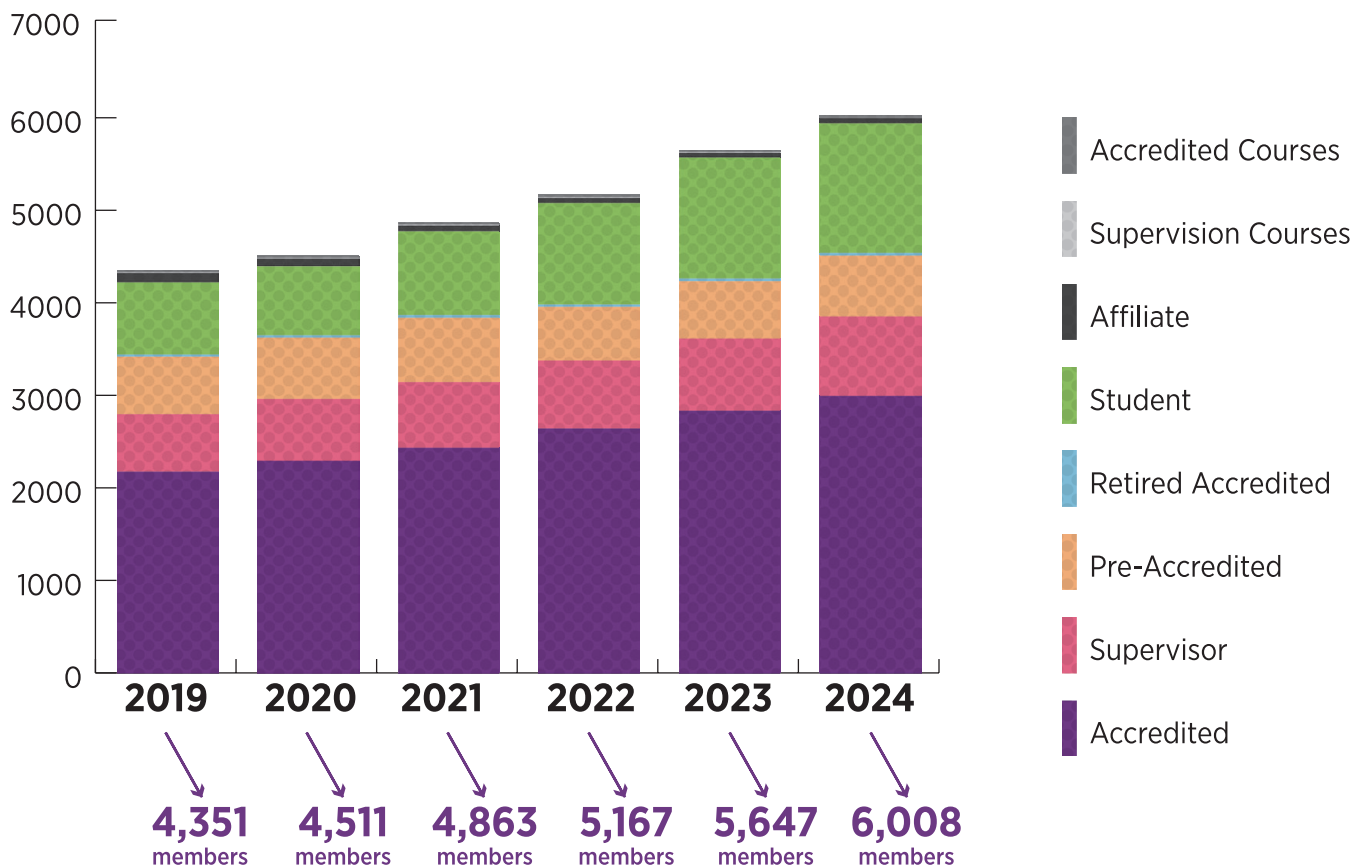
Ursula O'Farrell
1991 – 1995

Odette Thompson
1981 – 1991

IACP Membership

Membership Numbers at 30th June 2023

Category	2019	2020	2021	2022	2023	2024
Accredited	2,177	2,296	2,436	2,649	2,838	3,007
Supervisor	622	666	707	733	778	835
Pre-Accredited	620	661	693	579	620	658
Retired Accredited	22	26	28	24	27	32
Student	778	745	902	1,097	1,306	1,398
Affiliate	102	81	65	55	51	50
Supervision Courses	5	7	7	7	6	6
Accredited Courses	25	29	25	23	21	22
Total	4,351	4,511	4,863	5,167	5,647	6,008



IACP Operational Activities in 2023/2024

In General

Professional Standards

- 307 new accredited members.
- 100 new accredited supervisors.
- 3,083 completed annual re-accreditation applications.
- 1,576 completed Garda Vetting applications.
- Continued agreement on recognition of Accreditation between IACP and the British Association for Counselling and Psychotherapy.
- Continued agreement on recognition of Accreditation between IACP and the Australian Counselling Association.
- Continued agreement on mutual recognition of Accredited Supervisors between IACP and IAHIP and signing of the new agreement with IAHIP, commencing on and from 1st July 2024
- 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 and subsidised online CPD, including recorded training courses and events such as: Creative Approaches In Supervision: Mask Work, Introducing Couples Therapy – IACP, Knowledge Exchange and Reflection – Part 1 and Part 2, Art Therapy Techniques for Children & Adolescents, Mandatory Reporting Obligations Training, Sharpening the Lens - IACP Research Event 2023, Group Supervision for IACP Supervisors.
- Ongoing Review of the IACP Code of Ethics in consultation with members.
- Ongoing Review of the IACP CPD Policy in consultation with members.
- Ongoing review of the IACP Standards and Guidelines to work online and launch of the Working Therapeutically Online: Practice Guidelines and Competencies.
- Collaboration with AsIAm and Thriving Autistic 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.
- Continued development of the 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”.



Aidan O'Leary, Executive Administrator; Lisa Molloy, CEO; Séamus Sheedy, Cathaoirleach; and Board members: Christopher Place, Marie McDonagh, Andrew Harbourne-Thomas, and Gael Kilduff at the induction of the new Board of Directors meeting - 2023

- Ongoing engagement with the Data Protection Commission for the provision of Data Protection resources for members including online training.
- Updates to IACP's Subject Access Request policy as per best practice.
- Ongoing review of IACP's Data Protection Policy.
- The Ethical Advisor service 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.
- CARA Mentorship pilot programme.
- Numerous online and in person events including: Student and Pre-accredited members information evenings, Accreditation Ceremony, and other training events.
- Website refresh and development of members mobile web app. The national office is embarking on the redevelopment of IACP.ie to improve the functionality and performance of our website for our members and the general public seeking to find a therapist. The project will include upgrading the technology environment to ensure it meets today's infrastructure and security requirements. As a companion project to the website upgrade, our technology partner will build a new bespoke web-based smartphone IACP Membership App. It will provide access to benefits such as registering for events, updating your details, and CPD opportunities.

Public Relations/Organisational Profile:

- The first-ever IACP TV advertisement aired on the RTÉ Late Late Show and on Virgin Media.
- Active involvement and membership of Mental Health Reform's Policy Working Group.
- Participation attendance at international events, policy briefings, report launches and the Wheel Summit to promote ongoing networking allowing for positive opportunities with relevant stakeholders.
- Greater collaboration and meetings with similar organisations in the space at local, national and international level boosting our organisational profile as evidenced in our LinkedIn profile growth in this period.
- Active and growing social media presence arising from social media content plans resulting in heightened member engagement through the use of our multiple platforms.
- 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.
- Regional media campaign to promote annual conference award recipients and regional award press releases along with the Carl Berkeley Memorial Award and Research Award, securing considerable media coverage of the awards to date.
- Numerous articles written by members of the IACP media panel and placed in various newspapers and websites.



Filming for the Guidelines for Counsellors and Psychotherapists to work in a neuro-affirmative way with Autistic Adult clients CPD training programme

- Pre-Budget Submission Campaign 2024 including significant member engagement with elected officials via our bespoke online platform.
- VAT submission to the Minister for Finance.
- Engagement with CORU - IACP Submission to CORU on Draft Standards of Proficiencies
- School counselling – ongoing engagement with the Department of Edu-

cation including an online information session for members on mastering the application process for the counselling in primary schools pilot.

- 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, ICP, IAHIP, PSI, Mental Health Reform, Mental Health Ireland, Alcohol Action Ireland, Addiction Counsellors of Ireland, and many more.



Leas Cathaoirleach Jade Lawless, Dr Sheila Gilheany, CEO of Alcohol Action Ireland, and Lisa Molloy CEO at an event organised between the IACP, AAI and the Addiction Counsellors of Ireland held in November 2023

- Joint Conference with ACI and AAI.
- Joint Conference with University of Holy Cross, New Orleans and DePaul University, Chicago in July 2023.

Corporate Governance

- In Ireland, the standards for good governance of organisations like the IACP are set by the Charities Regulator. The Charities Regulator maintains the Charities Governance Code, which sets the minimum standards required to effectively manage and control a charitable organisation.
- According to the Charities Governance Code, good governance involves putting in place systems and processes to ensure that an organisation achieves its charitable objectives with integrity and is managed in an effective, efficient, accountable and transparent way. These standards are set out under six key principles and an array of demonstrable practices and actions.

- The IACP is happy to report that we are fully compliant with the Charities Governance Code. We will continue to report our compliance each year in our Annual Report.

CARA Mentorship Programme

Mentorship is a proven means to build networks and harness the experience of professionals. This is also a way for IACP to foster loyalty amongst our membership which will be vital following the introduction of statutory regulation. This is the reason why the IACP started the Cara Mentorship Programme Pilot in 2023, to support members who may be recently qualified and/ or are missing a sense of connection, community, and engagement to the wider IACP network.

Cara Mentorship Programme is a voluntary mentor/mentee relationship with a more experienced IACP member. Members interested in volunteering as a mentor must hold at least three years post-accreditation experience and should offer their support for approximately one year, with five to 10 phone calls/meetings.

Mentor - Areas covered:

- Business advice
- Marketing advice
- Networking/Sharing information and experiences

Feedback from a CARA mentor:

“My colleague and I had a number of mentoring sessions throughout this year and decided to have our last session in January 2024. I greatly enjoyed this and if the project moves past the pilot stage - I am more than happy to put myself forward and link with a new person and mentor them.”

Feedback from a CARA mentee:

“Joining this mentorship programme has been an extremely beneficial experience both on a personal and professional level. I hope this programme continues offering support to new therapists as they navigate the challenges that lie ahead.”

Regional Committees

The Regional Committees build a sense of community by contributing significantly to the growth and cohesion of the IACP by promoting collaboration, knowledge-sharing, and the enhancement of the professional landscape for all members.

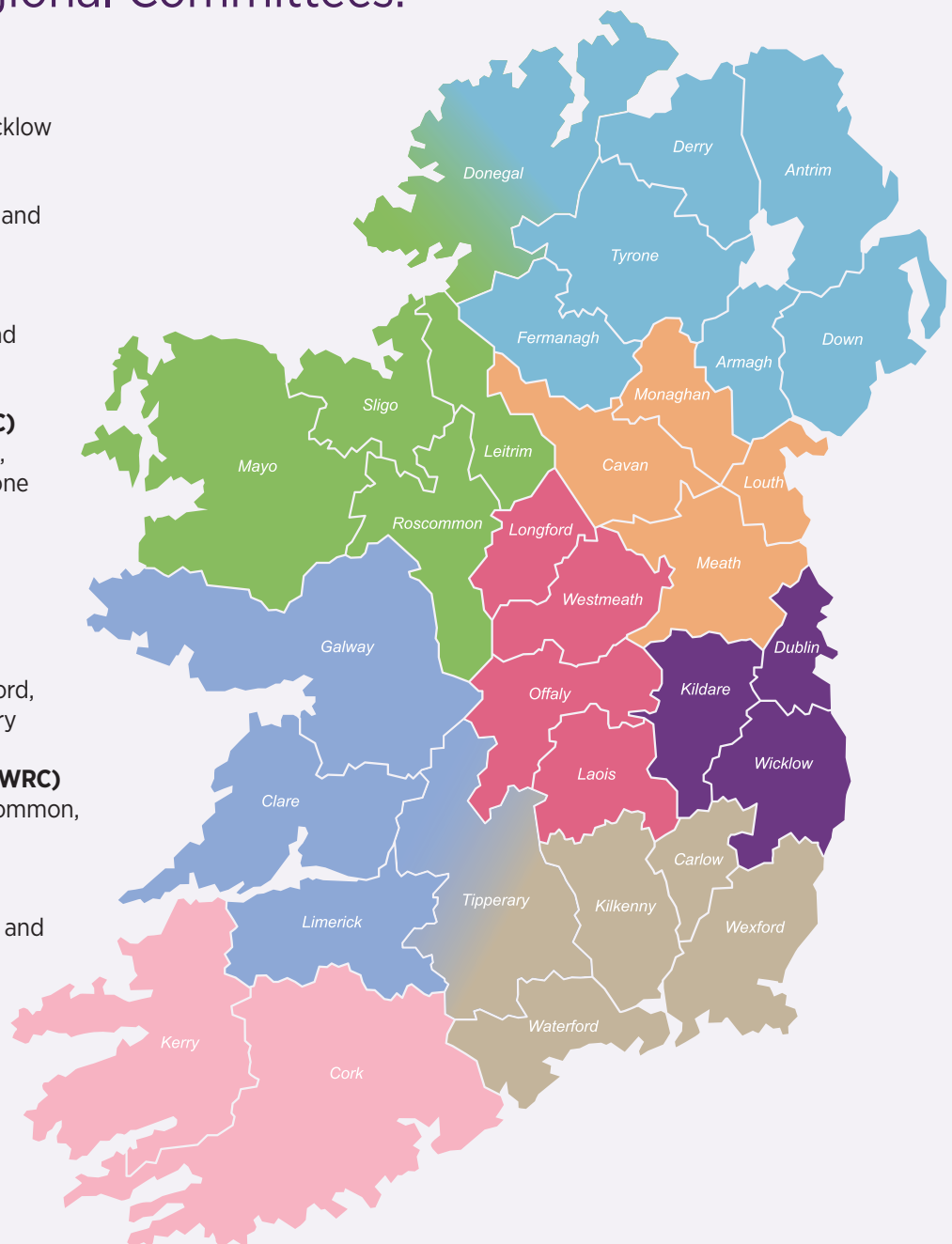
The committees provide invaluable opportunities through networking, continuing professional development sessions, and various meetings throughout the year.

Our Regional Director is Board member Eamon Fortune and he is the communication pathway between the Board and the regions, helping to provide important insights from our volunteers.

Representatives from all of the regions meet twice a year at the national meetings to share experiences, exchange ideas, and address common issues. The face-to-face format fosters meaningful discussions and strengthens the sense of unity across 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 - 01/07/23 to 30/06/24

	Dublin	Midlands	Northeast	Northern Ireland	South East	Southern	West North West	Western
No of Meetings	6	11	9	1	9	6	6	9
No of events	7	8	5	3	8	7	6	6
No of Members	10	7	11	5	10	9	8	7

Regional Committee Members - 01/07/23 to 30/06/24

Dublin	Midlands	North East	Northern Ireland
Róisín Ní Cheallaigh (Chair)	Ciaran Marcus Whyte (Chair)	Jim Hutton (Chair)	Briege Reynolds (Chair)
Breda Farrell (Chair 17/01/20 to 29/01/24)	Sinéad Keenan	Linda Breathnach	Louise Foy (Chair 19/02/19 to 21/02/24)
Janette Murphy	Louise Yourell	Robert Coyle	Donna McHugh
Chiara Antolovi	Kathy Harrison	Stacie Halligan	Imelda O'Donnell
Tony Dunne	Catherine Kerwin	Julie Crone	Kevin Bailey
Donal Swift	Frank Larkin	Thomas Tate	
Helen Hughes	Katrina Jones	Sinead Crawley	
Cathal Young		Kim Lennard	
Deimante Jaugaite		Bernadette King	
Wesley Smith		Karen Savage	
		Thomas O'Riordan	

South East	Southern	West North West	Western
Dawn O'Brien (Chair 14/03/18 to 17/01/24)	Olive O'Riordan (Chair)	Liam Neville (Chair)	Andrew Paul Murphy (Chair)
Ruth Curtis (Chair)	Clíodhna Ryan	Dr Michael Shane McGuire	Briedge McCarney Joyce
Laura Greene	Melissa Cournane	Michelle Fahy	Janette Casey
Aisling Mac Carthy	Barbara Devaney	Ursula Gilrane	Mary Synnott
Glen Johnson	Gill Cormack	Peter Kelly	Mary Ellen Ni Chéidigh
Evelyn Waters	Celine O'Callaghan	Jodi McCaffrey	Bernadette Assumpta Kilmartin
William Egan	Collette Twomey	Paula Whyte	Declan Brady
Rosemary Chaney	Con Walsh	Maura Conway	Margaret Tierney
Susanne Lodola	Kym Kenny		Sarah Lloyd
Martina Doyle	Caroline Flahive		
Maria O'Brien	Pat Dermody		
	Breda O'Sullivan		



North East Regional Committee Meeting – Pictured L-R Denise Wogan, Kim Lennard, Robert Coyle, Jim Hutton (NERC Chair), Lisa Molloy, CEO and Eamon Fortune, Regional Director



Dublin Regional Committee AGM - Helen Hughes, Chair Róisín Ní Cheallaigh, Cathaoirleach Séamus Sheedy, and Regional Director Eamon Fortune



The National Regional Committee Meeting in the Sligo Park Hotel in September 2023

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, Tom Meade, and Chris Murphy.

Meetings held: 11

Complaints Committee

The Complaints Committee examines complaints made by clients of IACP accredited and pre-accredited members. 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 2023 – June 2024	
Complaints Received	41
Complaints Admitted	7
Complaints Returned*	34
Complaints Withdrawn	5
Complaints Upheld	9

*Figure includes misdirected concerns and inadmissible complaints (i.e. where the complainant is not a client of an IACP member).

As part of its commitment to maintaining high standards in complaint handling and ensuring committee members are well equipped to perform their roles effectively, during this year much emphasis was placed on training and professional development. The IACP national office facilitated a training day and further training in data protection. The participation of the committee members in these activities has had a number of benefits in enhancing the efficiency and effectiveness of the IACP complaints resolution process as well as:

- Improving the quality of service provided to both parties in a complaint.
- Ensuring that practices are aligned with current best practice within legal and ethical standards.
- Strengthening the committee’s overall capability in handling a diverse range of complaints.

Colm Early (Chair), Mary Johnston (Vice-Chair), Pauline Tallon-Collins, Stephanie Finan, Mary Hilliard, Tony Murphy (Extern), Nancy St. John, Patricia Toal, Margaret Dunne.

Meetings held: 11

CPD Committee

The committee continues to play an important role in upholding professional standards by ensuring compliance with the IACP’s CPD Policy, principally through the Annual CPD Audit. 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 Committee is currently in the process of reviewing the CPD Policy and has held member consultations over the past year.

Margaret Plunkett (Chair), Linda McGuire, Martina McNamara, Elizabeth Tynan and Patricia Ashe.

Meetings held: 7



At a CPD Committee meeting reviewing CPD Policy (L- R) Martina McNamara, Patricia Ashe, Elizabeth Tynan, Kate Privett-Collins, Hannah Furey, Margaret Plunkett, Andrew Harbourne-Thomas (facilitator)

Editorial Committee

The Editorial Committee is responsible for sourcing and editing articles for the IACP's quarterly professional journal, The Irish Journal of Counselling and Psychotherapy, meeting approximately every six weeks. The committee operates a rotating system amongst members for the role of editor for each issue.

The committee seeks to provide relevant content, reflective of the diversity within the counselling and psychotherapy community in Ireland. Articles that offer readers; insights which enhance clinical practice, original research, and those which provoke reflection on wider issues such as social, cultural and philosophical topics relevant to counselling and therapy are welcomed. The IJCP features a wide range of articles including: practitioner perspectives, academic/research pieces, book reviews, poems, and more.

After eight years of service, former Editor-in-Chief/Chair Mike Hackett stepped down from the committee during this reporting period. The committee would like to especially thank Mike for his many and memorable contributions to the IJCP over the years.

Eve Menezes Cunningham (Editor-in-Chief/Chair February 2024 to present), Mike Hackett (Editor-in-Chief/Chair January 2016 to February 2024), Jayne Leonard, Hugh Morley, Kaylene Petersen, Ciaran Whyte, Rosie Woolfson, and Hamza Mahoney, and Nicole Mac Dermott, Communications Supervisor.

Meetings held: 8



The IACP Editorial Committee meeting in the Aisling Hotel Dublin in February 2024 L-R Jayne Leonard, Rosie Woolfson, Eve Menezes Cunningham, Mike Hackett, Wayne Tobin, Communications Officer, and Ciaran Whyte

Equality, Diversity, and Inclusion Committee

The Equality, Diversity and Inclusion 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.

During the past year the EDIC attended to a healthy and growing volume of correspondence, reports, and enquiries featuring matters concerning our committee's brief. At the request of the Board, the committee submitted a draft EDI policy document for approval which is currently being finalised.

As the most recently established sub-committee of the IACP the committee initiated formal communications and links with several of the existing sub-committees including the Editorial Committee for the Irish Journal of Counselling & Psychotherapy recently securing a regular, EDIC contributory presence in future editions; attending all meetings of the Professional Practice Sub-Committee, and establishing a bi-annual meetings with IACP Course Providers. The Accreditation Committee has requested our contribution to matters pertaining to EDI in membership accreditation.

The Irish
**Journal of Counselling
and Psychotherapy**

formerly Éisteach • Volume 23 • Issue 3 • Autumn 2023



How is suicide risk assessed and managed among Ireland's third-level students and young adults?

Also in this issue:

Living Melodies: Modes of Therapeutic Resonance

The Impact of Humour on Clients in Psychotherapy

One Step Forward Two Steps Back - Alcohol Legislation

Irish Association for Counselling and Psychotherapy



The Irish
**Journal of Counselling
and Psychotherapy**

formerly Éisteach • Volume 23 • Issue 4 • Winter 2023



Is talk cheap? A review of health professional regulation in the context of an Irish register for counselling and psychotherapy

Also in this issue:

Altered State? An Exploration of the Views of Psychotherapists in Ireland Towards the Therapeutic Use of Psychedelics

The preparedness of therapists for working with refugees and asylum seekers

Reclaiming Sexual Empowerment after Childhood Sexual Abuse

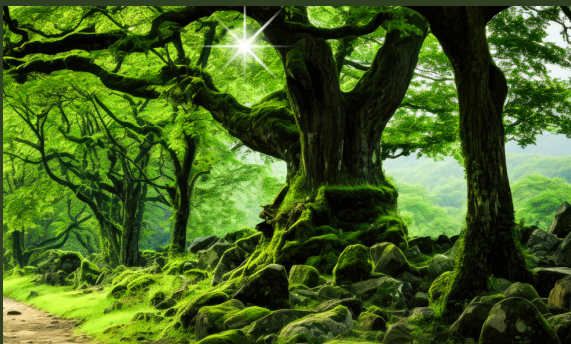
What is it like to have ADHD?

Irish Association for Counselling and Psychotherapy



The Irish
**Journal of Counselling
and Psychotherapy**

formerly Éisteach • Volume 24 • Issue 1 • Spring 2024



An exploration of therapists' experience of and use of grounding techniques in their work with developmental trauma in adults in Ireland

Also in this issue:

Ceremonial cacao as a therapeutic tool in psychotherapy

Depression in patients with coronary artery disease: The need for a multidisciplinary approach

Navigating consent: Legal implications and considerations for professional practice

Irish Association for Counselling and Psychotherapy



The Irish
**Journal of Counselling
and Psychotherapy**

formerly Éisteach • Volume 24 • Issue 2 • Summer 2024



Talking taboos: An exploration of therapists' experiences of spirituality within therapeutic practice

Also in this issue:

Are they 'invisible children' in an 'invisibly violent system'? A qualitative exploration of service providers' experiences working with children seeking international protection in Ireland

"You are not the person who knows most about this in the room": An exploration of the experiences of trainee therapists working with autistic adult clients

Wounded healers: An exploration of psychotherapists' experiences using the Intergenerational EMDR protocol in adults with childhood trauma

Honouring Iwá Brwne - a titan of Irish mental health's best practice

Irish Association for Counselling and Psychotherapy



The EDIC participated in both panel discussions at this year's Annual Conference in Sligo and held an online introductory EDI open evening for the general membership. The committee initiated an EDI Reading List for Course Providers with plans to expand this to an Omni-Media Resource model, available to all members via the planned upgrading and expansion of the IACP website. The EDIC is currently engaged in organising the inaugural EDIC Conference, featuring 12 speakers covering comprehensive aspects of EDI.

Jim Hutton (Chair - January 2024- Present), Gillian Fagan (Chair - April - December 2023), Ravind Jeawon (Vice-Chair) Anita Furlong, Ejiro Ogbevoen, Ishita Upadhyaya Sangra, Alan Kavanagh, Dearbhail Redington, and Báirbre Kelly.

Meetings held: 7

Ethics Committee

The Ethics Committee formulates and monitors the IACP Code of Ethics and Practice. The committee raises issues relating to the implementation of the Code and also 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 the 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.

Ethical Advisor: Marie Comerford Kealy

Meetings held: 6

Finance and Risk Committee

This committee is responsible for examining all financial aspects of the association's business and making recommendations to the Board of Directors. It is also tasked with identifying, examining, and reporting risk to the Board, so that it can act in a responsible and timely manner. The Committee meets at least six times per year but may meet more often if required.

Members: Edward Boyne (Treasurer), Lisa Molloy (CEO), Finance Manager, Andrew Harbourne-Thomas, and Noel O'Callaghan.

Meetings held: 7

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, Jim Hutton, 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 and psychotherapy profession to the benefit of the practitioners and the public, as well as to develop strategic thinking about the IACP research policy and activity.

The committee continued to host initiatives to aid the further development of a research function and the promotion of a research culture, including:

- Research Journal Club - members are invited to read and discuss a research paper along with presentations in the area. This is a quarterly free CPD event.

- Research Video Resources
- Research Issues document - an introduction to research specific related issues such as where to find research papers, the meaning of peer reviewed research papers, conducting research and related policies, with links to key helpful resources.
- Research Glimpses - published research papers that have been impactful for Research Committee members are shared. A small piece with reflections on the research paper is provided.
- Research Journey: Path to Publication – members who have had their research papers published write about their journey, sharing why they became interested in a topic, how they approached the publication process, the moments of surprise or disappointment, perseverance and how they felt at the end of the process.
- Research Conference – planning of the second online Research Conference for September 2024. An annual free CPD event.

The committee also adjudicated on the IACP Research Awards, devised a new Undergraduate Research Excellence Award, advised on research proposals, made recommendations on research related matters, advised on a Member Survey, and worked in sub-groups to roll out the Research Strategy goals.

Aisling O'Connor (Chair: October 2023 – June 2024) Caitriona Kinsella (Vice Chair: October 2023 – June 2024) Cólín Ó Braonáin (Chair: July 2023 – October 2023), Mou Sultana (Vice Chair: July 2023 – October 2023), Geraldine Sheedy, Kathy Keane, Izabela Morris, Monta Ramina, Lesley-Ann Martin, Laura Maybury, Barbara Moore, Kevin Bailey, and Dr Ellen Kelly.

Meetings held: 8

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, Blanaid McDonnell, Eamon Boland and Ann-Marie Murphy.

Meetings held: 5

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: 8



Supervision Committee meeting June 2024 L-R - Ann-Marie Murphy, Brian Conlon, John Delany, Patrick Harraghy, Jackie Jeanneret, Accreditation Officer and Eamon Boland

IACP Working Groups

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. Meetings held: 1

Strategy and Registers Sub-group

The group was established in 2022 by the Board of Directors to discuss strategy and the role of IACP in light of the upcoming state regulation of the profession. In 2023-24, the group coordinated the IACP response to CORU's Public Consultation on its Draft Standards of Proficiency and Criteria for Education and Training Programmes for Counsellors and Psychotherapists. The work of the sub-group in this period also included

planning for new IACP member benefits as well as liaising with the HSE and CORU.

Members: Séamus Sheedy (Chair), Jade Lawless, Edward Boyne, Ray Henry, Peter Ledden, Liam Neville, Lisa Molloy, CEO, and Iwona Blasi, Innovation & Development Manager.

Number of meetings: 3

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.

The working group conducted consultation regarding volunteering experiences and is currently reviewing all feedback received.

Consultation included two meetings with regional representatives, seeking feedback regarding volunteering experience.

Members: Philip Brennan, Eamon Fortune, Andrew Harbourne-Thomas, Séamus Sheedy, Pauline Tallon Collins, Lisa Molloy, CEO, Iwona Blasi, Innovation & Development Manager, and Liz Gannon, Regional Liaison Officer.

Number of meetings: 3



Caitlín-Mary Murphy-Hester, Imelda O'Donnell, Breda Lynch, Michael Daly, Jacqueline Moloney, Megan Paula King, and Nora Tiernan attending the IACP Accreditation Ceremony

Strategic Plan 2021 – 2025

The IACP Strategic Plan 2021 – 2025 outlines a range of specific key actions that will contribute to making the IACP and the profession stronger, and support members in making a smooth transition to state regulation. Under six strategic objectives, this strategy document outlines 35 key indicators and 36 specific targets to grow the value of IACP membership.

IACP Strategic Objectives for 2021 - 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

The progress of these strategic objectives is monitored annually through the organisation's business planning process. A wide array of activities have been achieved under each of the strategic targets and there are many more plans for the remainder of 2024 and into 2025. This year, the Board of Directors will carry out a formal evaluation of the progress of the Strategic Plan. In 2025, the consultation process for the next Strategic Plan will commence.

Looking to the Future: IACP and State Regulation

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 other supports for members in their professional lives.

It is important to note that it is not the role of the regulator to advocate for counselling and psychotherapy, advise members of employment opportunities, networking events, research developments, 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 inside back cover.



Irish Association For Counselling And Psychotherapy
Company Limited by Guarantee
(A company limited by guarantee, without a share capital)

Treasurer's Report for the period 1st July 2023 to 30th June 2024

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Treasurer's Report

Edward Boyne, Treasurer, presents the financial results of IACP for the period 1st July 2023 to 30th June 2024

In General

The Finance and Risk Management committee continued to meet regularly during the year, all meetings during 2023/24 being a combination of in-person and remote. The committee met seven times during 2023/24. We have updated in 2024 our Business Continuity Plan as well as the IACP Reserves Policy, and how they interact with each other.

The 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 that IACP systems remain as secure as always.

The accounts included in this Annual Report are for the period 1st July 2023 to 30th June 2024. Azets Audit Services Ireland Limited [previously PKF O'Connor, Leddy and Holmes Limited] completed the recent audit on these accounts and also provided advice to the 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 the IACP is to ensure the stability of the programs, and 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 the 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 the 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 – the IACP currently have monies invested in a 5-year Irish Life Fund, which is shown in our financial statements in 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.

Investment

As reported in our financial statements last year, the balance on this long-term investment account at year-end, 30th June 2023 was €508,955. There has been a significant increase in the value of this fund during the year and the IACP continue to monitor the fund.

Our year-end balance in this account was €541,044 (at 30th June 2024). The funds were due to mature in January 2024, and the IACP decided to leave funds with current fund managers for the time being. The IACP will seek advice on these funds prior to January 2025 to determine investment strategy for the next five years.

This current year gain is shown in the accounts in the "Statement of Financial Activities", under the heading "Net gains/(losses) on investments." This is a long-term investment and so any actual gain or loss will only be realised when the term is completed.

Capital Expenditure

IT upgrades (hardware) - €2,651 (most of this was technology and hardware upgrades for the Board and staff members). Old equipment that had been fully written down and had no value, has been scrapped over the last number of years and has been accounted for through disposal in these accounts.

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 deficit for the year, after providing for depreciation, amounted to €14,809 (2023 – surplus €73,681).

At the end of the year the company has assets of €2,951,819 (2023 - €2,998,922) and liabilities of €877,600 (2023 - €909,894).

The net assets of the company have reduced by €14,809.

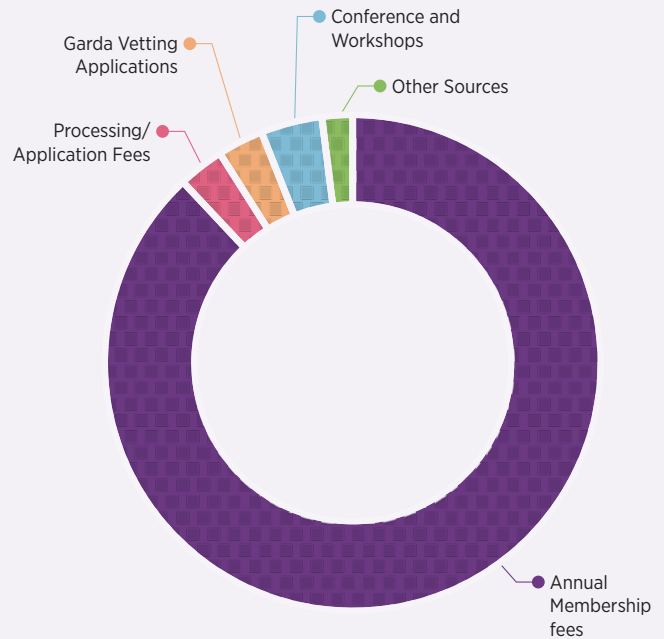
Financial Statements – Trading Overview

The Financial Statements for the 12 months to 30th June 2024 were prepared by our Finance Team and were audited by Azets Audit Services Ireland Limited, Statutory Audit Firm.

Income

Income Summary (as at 30th June 2024)

	2024	As % of total	2023	As % of total
Annual Membership fees	1,552,239	88%	1,431,373	87%
Processing/ Application fees	59,055	3%	107,324	6%
Garda Vetting Applications	50,130	3%	25,920	2%
Conference and Workshops	61,129	4%	51,959	3%
Other sources	30,908	2%	31,719	2%
	1,753,461		1,648,295	



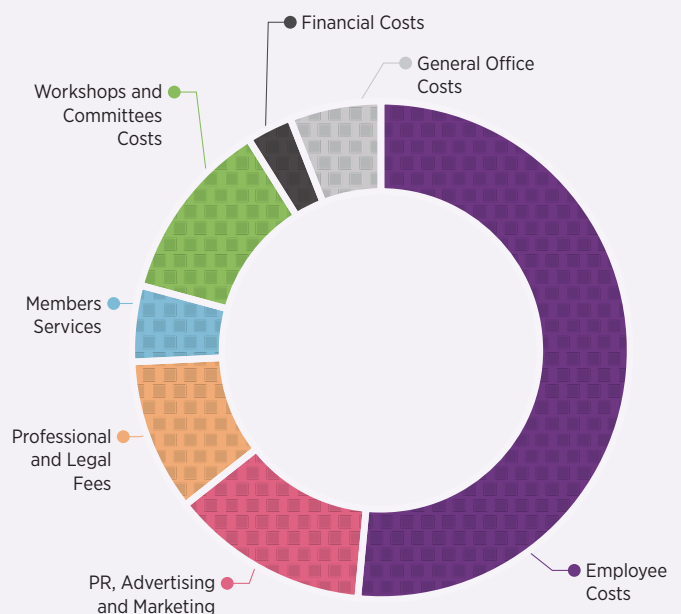
Expenditure

Total expenditure in this period amounted to €1,800,359 (2023 - €1,575,518).

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 2024)

	2024	As % of total	2023	As % of total
Employee Costs	886,030	51%	773,165	50%
PR, Advertising and Marketing	225,488	13%	215,219	14%
Professional and Legal Fees	178,085	10%	110,364	7%
Members other services	78,928	5%	145,803	10%
Workshop, Committee & AGM/ Conference Costs	214,792	12%	138,948	9%
Financial Costs	47,358	3%	45,688	3%
General Office Costs	113,473	6%	109,586	7%
	1,744,154		1,538,773	



Directors' Report and Financial Statements for the financial year ended 30th June 2024

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Directors' Report

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 30 June 2024.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Irish Association For Counselling and Psychotherapy Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The company is a company limited by guarantee not having a share capital.

Mission, Objectives and Strategy

Mission Statement

A registered charity, the IACP is the largest association for the counselling and psychotherapy profession in Ireland and represents 5,976 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.

Structure, Governance and Management

Structure

The IACP is governed by a volunteer board. The current Board of Directors comprises eleven members including four officer positions: Cathaoirleach, Leas-Cathaoirleach, Company Secretary, and Treasurer. All current members were elected at the AGM in 2023, except for the Cathaoirleach and Leas-Cathaoirleach, who were each elected for a two-year term at the AGM in 2022.

The Board held nine meetings in the period 1st July 2023 – 30th June 2024. Six of these meetings had a hybrid format, while one was conducted

virtually and two were held in person. For details of meeting attendance, please see the separate table on page 31 of this report.

Governance

During this period, Ray Henry, Company Secretary, as well as Damian Davy, Peter Ledden, and Angela Keaveney retired from the Board, while four new members were elected: Andrew Harbourne-Thomas, Gael Kilduff, Marie McDonagh, and Christopher Place. We would like to express thanks to all members of the Board, 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.

Financial Review

The results for the financial year are set out on page 11 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the company had gross assets of €2,951,819 (2023 - €2,998,922) and gross liabilities of €877,600 (2023 - €909,894). The net assets of the company have decreased by (€14,809).

Financial Position

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. The IACP currently have monies invested in a 5-year Irish Life Fund, which is shown in our financial statements in this report.

Reserves Position and Policy

The purpose of the Reserves Policy of IACP Ltd. is to ensure the stability of the programs & training, employment and ongoing operations of the association, and to allow it to fulfil its mission statement. The Designated Reserve is intended

to provide an internal source of funds for situations such as a sudden and large increase in expenses, unanticipated loss of revenue, or any expenditure associated with unplanned closure of the organisation. Designated Reserves are not intended to replace a permanent loss of funds or to eliminate any current year budget gaps. It is the intention of IACP for Designated Reserves to be held on secure deposit and to be used for the purpose(s) as described above.

A second Designated Reserve has been set up to specifically provide for large items of expenditure of strategic importance, and these will be decided at Board level on an annual basis at the time of budget approval.

Principal Risks and Uncertainties

CORU is Ireland's multi-profession health regulator. Their role is to protect the public by promoting high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals. CORU was set up under the Health and Social Care Professionals Act 2005 (as amended). It is made up of the Health and Social Care Professionals Council and the Registration Boards, one for each profession named in our Act. CORU currently regulates Physiotherapists and CORU has indicated that Counsellors are to be regulated in the coming years. The company is in constant contact with the Department of Health and Finance in relation to upcoming regulation and other matters that affect members.

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.

Although the effects of regulation cannot be fully determined, the Board of Directors are confident that IACP will emerge strong and well-funded through this period of change. 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.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

- Ray Henry – (Resigned 20 October 2023)
- Andrew Harbourne-Thomas – (Appointed 20 October 2023)
- Jade Lawless
- Liam Neville
- Christopher Place – (Appointed 20 October 2023)
- Marie McDonagh – (Appointed 20 October 2023)
- Eamon Fortune
- Peter Ledden – (Resigned 20 October 2023)
- Séamus Sheedy
- Caroline Kehoe
- Elizabeth O'Driscoll
- Angela Keaveney – (Resigned 24 August 2023)
- Edward Boyne
- Gael Kilduff – (Appointed 20 October 2023)
- Damian Davy – (Resigned 20 October 2023)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretaries who served during the financial year were;

- Andrew Harbourne-Thomas – (Appointed 10 November 2023)
- Ray Henry – (Resigned 20 October 2023)

Approved by the Board of Directors on 14 September 2024 and signed on its behalf by:



Séamus Sheedy
Director

Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Irish Association For Counselling and Psychotherapy Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

The Auditors

The auditors, Azets Audit Services Ireland Limited have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at First Floor, Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin.



Jade Lawless
Director

Directors' Responsibilities Statement

For the financial year ended 30 June 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable 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", applying Section 1A of that Standard, issued by the Financial Reporting Council. 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 net income or expenditure 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 and 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 operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

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 net income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be 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 as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 14 September 2024 and signed on its behalf by:



Séamus Sheedy
Director



Jade Lawless
Director

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 company financial statements of Irish Association For Counselling and Psychotherapy Company Limited by Guarantee ('the Charity') for the financial year ended 30 June 2024 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the 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", applying Section 1A of that Standard and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with 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 2024 and of its deficit for the financial 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 re-

sponsibilities under those standards are further described below 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 the 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.

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 course of 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' Annual Report is consistent with the financial statements;
- in our opinion, the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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' Annual 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 complied with by the charity. 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 set out on page 7, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that 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 going concern and using the going concern basis of accounting unless they either intend to liquidate the company or to cease operations, or have 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 the 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 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 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
AZETS AUDIT SERVICES IRELAND LIMITED
3rd Floor, 40 Mespil Road, Dublin 4

14 September 2024

STATEMENT OF FINANCIAL ACTIVITIES

for the financial year ended 30 June 2024

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Income							
Charitable activities							
Professional body activities	4.1	1,642,279	109,185	1,751,464	1,561,597	86,575	1,648,172
Investments	4.2	1,997	-	1,997	123	-	123
Total Income		1,644,276	109,185	1,753,461	1,561,720	86,575	1,648,295
Expenditure							
Charitable Activities	5.1	1,693,511	106,848	1,800,359	1,507,984	67,534	1,575,518
Net gains/(losses) on investments	8	32,089	-	32,089	904	-	904
Net Income (expenditure)		(17,146)	2,337	(14,809)	54,640	19,041	73,681
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		(17,146)	2,337	(14,809)	54,640	19,041	73,681
Reconciliation of funds:							
Total funds beginning of the year	18	1,958,582	130,446	2,089,028	1,903,942	111,405	2,015,347
Total funds at the end of the year		1,941,436	132,783	2,074,219	1,958,582	130,446	2,089,028

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 14 September 2024 and signed on its behalf by:

Séamus Sheedy

Séamus Sheedy
Director

Jade Lawless

Jade Lawless
Director

SUMMARY INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 30 June 2024

	Statement of Financial Activities	2024	2023
		€	€
Gross income	Unrestricted funds	1,644,276	
	Restricted funds	109,185	
		1,753,461	1,648,295
Net gains/(losses) from fixed asset disposals	Unrestricted funds	32,089	
		32,089	904
Total income		1,785,550	1,649,199
Total expenditure		(1,800,359)	(1,575,518)
Net income/(expenditure)		(14,809)	73,681

The company has no recognised gains or losses other than the results for the financial year. The results for the financial year have been calculated on the historical cost basis.

Approved by the Board of Directors on 14 September 2024 and signed on its behalf by:

Séamus Sheedy

Séamus Sheedy
Director

Jade Lawless

Jade Lawless
Director

BALANCE SHEET

as at 30 June 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	11	521,191	527,302
Current Assets			
Debtors	12	92,290	38,577
Investments	13	541,044	508,955
Cash at bank and in hand	14	1,797,294	1,924,088
		2,430,628	2,471,620
Creditors: Amounts falling due within one year	15	(877,600)	(909,894)
Net Current Assets		1,553,028	1,561,726
Total Assets less Current Liabilities		2,074,219	2,089,028
Funds			
Restricted funds		132,783	130,446
General fund (unrestricted)		1,941,436	1,958,582
Total funds	18	2,074,219	2,089,028

Approved by the Board of Directors on 14 September 2024 and signed on its behalf by:

Séamus Sheedy

Séamus Sheedy
Director

Jade Lawless

Jade Lawless
Director

STATEMENT OF CASH FLOWS

for the financial year ended 30 June 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		(14,809)	73,681
Adjustments for:			
Amount written back on investments		(32,089)	(904)
Depreciation		17,956	18,709
Interest receivable and similar income		(1,997)	(123)
Gains and losses on disposal of fixed assets		-	2,735
		(30,939)	94,098
Movements in working capital:			
Movement in debtors		(53,713)	(19,265)
Movement in creditors		(32,294)	182,755
Cash (used in)/generated from operations		(116,946)	257,588
Cash flows from investing activities			
Interest received		1,997	123
Payments to acquire tangible assets		(11,845)	(5,876)
Receipts from disposal of tangible assets		-	334
Net cash used in investment activities		(9,848)	(5,419)
Net (decrease)/increase in cash and cash equivalents		(126,794)	252,169
Cash and cash equivalents at the beginning of the year		1,924,088	1,671,919
Cash and cash equivalents at the end of the year	14	1,797,294	1,924,088

Approved by the Board of Directors on 14 September 2024 and signed on its behalf by:

Séamus Sheedy

Séamus Sheedy
Director

Jade Lawless

Jade Lawless
Director

NOTES TO THE FINANCIAL STATEMENTS

as at 30 June 2024

1. GENERAL INFORMATION

Irish Association For Counselling and Psychotherapy Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the company is First Floor, Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin which is also the principal place of business of the company.

Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

The Company has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the company has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the company for the financial year ended 30 June 2023 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", applying Section 1A of that Standard.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used in a particular area or for particular purposes. Such purposes are within the overall objectives of the company.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the company is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the company.

Income from charitable activities

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.

Expenditure

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 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.

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.

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.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, 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

Investments

Current asset investments are stated at the lower of cost and net realisable value.

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the company from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the company has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

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 income and expenditure account in the period to which they relate

Research and development

Research expenditure is written off to the income and expenditure account in the financial year in which it is incurred.

Research expenditure is written off to the income and expenditure account in the financial year in which it is incurred. Development expenditure is written off in the same financial year unless the directors are satisfied as to the technical, commercial and financial viability of individual projects. In this situation, the expenditure is deferred and amortised over the period from which the company is expected to benefit.

3. 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.

4. INCOME

4.1 CHARITABLE ACTIVITIES

	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
Charitable activities:				
Income from charitable activities	1,642,279	109,185	1,751,464	1,648,172

4.2 INVESTMENTS

	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
Investments	1,997	-	1,997	123

5. EXPENDITURE

5.1 CHARITABLE ACTIVITIES

	Direct Costs €	Other Costs €	Support Costs €	2024 €	2023 €
Expenditure on charitable activities	547,470	-	1,252,889	1,800,359	1,575,518

Included in direct costs are all costs associated with increasing the membership numbers within the company. These costs include advertising and marketing, journals and CPD courses, conferences, workshops and committee costs.

5.2 SUPPORT COSTS

	Charitable Activities €	2024 €	2023 €
Staff welfare and training	37,432	37,432	18,854
Management meetings	877	877	2,363
Rates and service charges	50,553	50,553	33,715
Social welfare costs	81,330	81,330	69,579
Wages and salaries	730,804	730,804	651,149
Auditor's remuneration	9,000	9,000	8,235
Pension costs	36,464	36,464	33,584
Professional fees	109,163	109,163	76,121
Bank charges	29,402	29,402	26,980
Legal costs	44,051	44,051	22,676
General office costs	103,857	103,857	107,390
Depreciation	17,956	17,956	18,709
Charitable donations	2,000	2,000	-
	1,252,889	1,252,889	1,069,355

All staff costs, support services and costs associated with maintaining the Head Office are included in support costs.

6. ANALYSIS OF SUPPORT COSTS

	2024 €	2023 €
Staff welfare and training	37,432	18,854
Management meetings	877	2,363
Rates and service charges	50,553	33,715
Social welfare costs	81,330	69,579
Wages and salaries	730,804	651,149
Auditor's remuneration	9,000	8,235
Pension costs	36,464	33,584
Professional fees	109,163	76,121
Bank charges	29,402	26,980
Legal costs	44,051	22,676
General office costs	103,857	107,390
Depreciation	17,956	18,709
Charitable donations	2,000	-
	1,252,889	1,069,355

7. NET INCOME

	2024 €	2023 €
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	17,956	18,709
(Surplus)/deficit on disposal of tangible fixed assets	-	2,735
Research and development		
- expenditure in current financial year	19,763	28,512
Auditor's remuneration:		
- audit services	9,000	8,235

8. VALUE ADJUSTMENTS IN RESPECT OF INVESTMENTS

	2024 €	2023 €
Value adjustments in respect of current asset investments	(32,089)	(904)

9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2024	2023
	Number	Number
Administration	17	16

	2024	2023
	€	€
The staff costs comprise:		
Wages and salaries	730,804	651,149
Social security costs	81,330	69,579
Pension costs	36,464	33,584
	848,598	754,312

The number of higher paid employees are as follows:

	2024	2023
	€	€
€60,000 - €70,000	-	-
€70,001 - €80,000	-	-
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-
€100,001 - €110,000	-	1
€110,001 - €120,000	1	-
	1	1

10. INTANGIBLE FIXED ASSETS

	Development
	Costs
	€
Cost	
At 30 June 2024	16,021
Provision for diminution in value	
At 30 June 2024	16,021
Net book value	
At 30 June 2024	-

11. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer equipment €	Total €
Cost				
At 1 July 2023	625,352	80,682	85,203	791,237
Additions	-	9,194	2,651	11,845
Disposals	-	-	(46,405)	(46,405)
At 30 June 2024	625,352	89,876	41,449	756,677
Depreciation				
At 1 July 2023	106,392	77,366	80,177	263,935
Charge for the financial year	12,507	2,719	2,730	17,956
On disposals	-	-	(46,405)	(46,405)
At 30 June 2024	118,899	80,085	36,502	235,486
Net book value				
At 30 June 2024	506,453	9,791	4,947	521,191
At 30 June 2023	518,960	3,316	5,026	527,302

12. DEBTORS

	2024 €	2023 €
Trade debtors	35,771	6,290
Other debtors	6,052	-
Prepayments	50,467	32,287
	92,290	38,577

13. INVESTMENTS

	2024 €	2023 €
AIB Life	541,044	508,955

14. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash and bank balances	1,298,981	1,427,773
Cash equivalents	498,313	496,315
	1,797,294	1,924,088

15. CREDITORS

	2024 €	2023 €
Amounts falling due within one year		
Trade creditors	45,898	142,705
Taxation and social security costs	18,324	17,322
Other creditors	7,962	719
Accruals	38,318	24,292
Deferred Income	767,098	724,856
	877,600	909,894

16. 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.

	2024 €	2023 €
Pension costs amounted to	€36,464	€33,584

17. RESERVES

	Funds €	Unrestricted Designated Reserve 1 €	Unrestricted Designated Reserve 2 €	Total €
At the beginning of the year	1,172,207	750,000	166,821	2,089,028
(Deficit)/Surplus for the financial year	(14,809)	-	-	(14,809)
At the end of the year	1,157,398	750,000	166,821	2,074,219

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. The Board of Directors have extended the initial period by a further three years due to the impact Covid-19 had on these promotional activities.

Restricted Reserves:

The restricted reserves at the year end are in relation to the processing fee income stream of the organisation.

18. FUNDS

18.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 July 2022	1,903,942	111,405	2,015,347
Movement during the financial year	54,640	19,041	73,681
At 30 June 2023	1,958,582	130,446	2,089,028
Movement during the financial year	(17,146)	2,337	(14,809)
At 30 June 2024	1,941,436	132,783	2,074,219

18.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 July 2023 €	Income €	Expenditure €	Transfers between Funds €	Balance 30 June 2024 €
Restricted funds					
Restricted	130,446	109,185	106,848	-	132,783
Unrestricted funds					
Unrestricted General	1,958,582	1,644,276	1,661,422	-	1,941,436
Total funds	2,089,028	1,753,461	1,768,270	-	2,074,219

19. STATUS

The company is a company limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

20. RELATED PARTY TRANSACTIONS

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 2024, total director expenses amounted to €23,039 (2023: €18,965).

21. POST-BALANCE SHEET EVENTS

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

22. 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.

	2024	2023
	€	€
Salaries and other short-term benefits	303,313	272,434
Pension costs	18,041	18,869
	321,354	291,303

23. INCOME

The income for the year has been derived from charitable activities detailed below.

	2024	2023
	€	€
Subscriptions/Member fee	1,552,239	1,431,373
Processing fee	109,185	133,244
Conference/Workshops	61,129	51,959
Journal Advertising	16,428	20,982
Other income	12,483	10,614
	1,751,464	1,648,172

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

24. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 14 September 2024.

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement for the financial year ended 30 June 2024

	2024 €	2023 €
Income		
Subscriptions / Members fee	1,552,239	1,431,373
Processing fee	109,185	133,244
Conference / Workshops	61,129	51,959
Other income	12,483	10,614
Journal advertising	16,428	20,982
	1,751,464	1,648,172
Expenses		
Wages and salaries	730,804	651,149
Social security costs	81,330	69,579
Staff defined contribution pension costs	36,464	33,584
Staff welfare and training	37,432	18,854
Rates and service charges	50,553	33,715
Workshop and annual expenses	113,575	58,057
Eisteach Journal - printing & postage	112,174	113,152
Printing, postage and stationery	11,299	11,851
Advertising	113,314	102,068
Consultancy - course accreditation	12,236	1,620
Research expenditure	19,763	28,512
Legal	44,051	22,676
Professional fees	112,798	77,832
Auditor's/Independent Examiner's remuneration	9,000	8,235
Bank charges	29,402	26,980
Committee expenses	101,217	80,891
General office costs	113,473	109,585
Subscriptions	3,652	3,029
Special project fund	47,866	102,705
Surpluses/deficits on disposal of tangibles	-	2,735
Depreciation	17,956	18,709
Charitable donations	2,000	-
	1,800,359	1,575,518
Miscellaneous income and changes in investments		
Bank interest	1,997	123
Amounts written back on investments	32,089	904
	34,086	1,027
Net (deficit)/surplus	(14,809)	73,681

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Appendix 1:

Standing Orders for General Meetings

CHAIR

The Cathaoirleach shall take the chair. In the absence of the Cathaoirleach, the meeting shall elect a Chairperson from among those present.

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.

Motions to challenge the Chairperson's ruling shall only be deemed carried if supported by two thirds of those present and voting.

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

Members as defined in the Articles of Association, may vote at General Meetings. Members may vote in person, or by proxy.

Those Members present shall have their attendance registered/noted.

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.

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.

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.

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

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.

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.

The Chairperson shall note speaking times and inform each speaker if/when their allocated time has expired.

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.

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.

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

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.

Every amendment shall be relevant to the motion under consideration.

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.

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.

Speeches on any proposed amendment to a motion must be directly related to it.

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 2023

Friday 20th October

Hybrid Meeting:	Royal Marine Hotel, Dún Laoghaire and Zoom
Start of Meeting:	2:00 pm
Chairperson:	Séamus Sheedy, IACP Cathaoirleach
Opening:	The Cathaoirleach opened the Annual General Meeting, welcomed all in attendance and went through the agenda for the day.
Minutes of the 2022 AGM and Matters Arising	There were no matters arising. The minutes were adopted as drafted on the proposal of Martina McNamara and seconded by Karen Ward.

Elections

The Cathaoirleach explained the process and rules for voting in the Board of Directors election. The roles of Cathaoirleach and Leas-Cathaoirleach were not up for election, as these were elected for a two-year term at the 2022 AGM.

The ballot papers were collected and removed to a private room to be counted along with the online votes by IACP staff. The count was overseen by the Operations Manager and one non-voting member of IACP.

The Annual Reports and Financial Statements of the Company

The Company Secretary Report was presented by the Company Secretary, Ray Henry. The re-appointment of IACP Auditors PFK O'Connor Leddy & Holmes Ltd. was approved on the proposal of Philip Brennan and seconded by Edward Boyne.

The CEO, Lisa Molloy, welcomed everybody and presented the CEO Report. The Treasurer, Edward Boyne, then presented the Treasurer's report as contained within the Annual Report.

Following the reports, the Audited Financial Statements were proposed by Kevin Gallagher and seconded by Philip Brennan.

Following this, a Questions and Answers session was held. Kay Conroy raised a point in relation to Membership Categories, questioning the suitability of the label "Inactive" for all members not currently seeing clients.

Election Results

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

Edward Boyne, Eamon Fortune, Andrew Harbourne-Thomas, Caroline Kehoe, Gael Kilduff, Marie McDonagh, Liam Neville, Elizabeth O'Driscoll, Christopher Place.

Motions

There were no motions submitted to the AGM.

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....

www.iacp.ie