



2021

ANNUAL REPORT AND FINANCIAL STATEMENTS

**For the period ended
30th June 2021**



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MESSAGE FROM CATHAOIRLEACH AND CEO



Dear Member,

Thank you for taking the time to read the Board of Directors' Report and Financial Statements for 2020 – 2021.

We will spare you another mention of an “unprecedented year”, but it certainly has been challenging. So many new words and concepts have entered our world over the past year, it has been difficult to stay abreast of everything.

Once again, we would like to praise the dedicated work of our Board of Directors. Furthermore, we'd like to commend our members and staff for their on-going flexibility when faced with modifying their lives to the restrictions.

The restrictions have not caused us to slow in our profile-raising of the IACP. Last summer we launched our Look After Yourself Campaign. The aim of the campaign was to encourage young men between the age of 25 – 34 to seek therapy. We were very happy to have secured the services of street artist Joe Caslin, who created a mural – that is still partially visible – in Dublin City Centre. We also were supported by our ambassadors Dublin GAA's Philly McMahon and Shane Carthy. The campaign was a huge success and we'd like to thank all IACP members and staff that contributed to its success.

We recently launched our Find a Therapist campaign; the goal of this campaign was to put a friendly face on the IACP and increase web traffic to our nationwide directory. The campaign featured members of our media panel, Joe Heffernan MIACP, Majella Kennedy MIACP, Stella McCole MIACP, and Emma Murphy MIACP. Furthermore, this campaign secured the appearance of Joe Heffernan and Liz Quish MIACP– on separate occasions – on the Today Show on RTE 1.

As part of our profile raising for the IACP, we hosted our first public event in many years. Marking the celebration of the IACP's 40th Anniversary it was an on-line event. Emceed by Blindboy Boatclub, Essential Conversations with IACP featured panels on Body Positivity, Diversity and Inclusion, Parenting, and Sports. We'd like to thank Emma Murphy, Dil Wickremasinghe, Margaret Parkes and Phil Gormley for their moderation of the panels. We'd also like to thank our panellists – of which there are too many to name in this message. The Essential Conversations with IACP event's panels are available to watch in the Members' Area of iacp.ie.

Most recently, we launched our Strategic Plan for 2021 – 2025, this document describes our vision, strategic objectives, strategic approach, and the key performance indicators of success. The process will improve our relevance, influence, diversity, service offering and impact. We formed this Strategic Plan through an in-depth consultation process involving: our members, IACP Subcommittees and Regional Committees, the Board of Directors, and staff, which helped us test and refine our ideas. We express our sincere thanks to all of those who contributed to developing IACP's new vision. The Strategic Plan can be viewed in its entirety on iacp.ie.

We'd like to thank our Regional Director Eamon Fortune for being that vital link between our invaluable Regional Committees and the Board of Directors. Eamon has been a great source of support for the Regions during this very challenging year. We'd also like to thank our Regional Committees for all their work in keeping our regional events up and running thanks also to the Board Committees for all of their work in reviewing policies to support members in dealing with the effect of the pandemic. It is vital, especially in times like this for our members to have access to high-quality CPD content. This last year the Board of Directors approved the further addition of over 20 hours of CPD content and 10 hours of Supervisor specific content to be made available to IACP Members, free of charge, via the CPD Portal in the Members' Area.

We hope that you will enjoy this year's conference and AGM, it is unfortunate that we cannot attend the events in person again this year, but we're extremely hopeful that next year we will meet you personally.

Kind Regards,



Bernie Hackett
Cathaoirleach

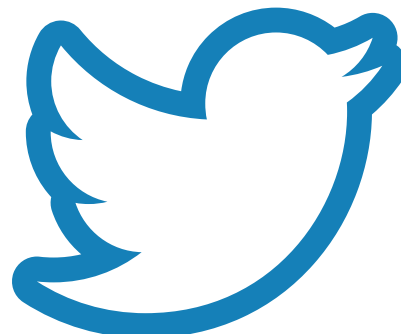


Lisa Molloy
CEO

IACP BY NUMBERS



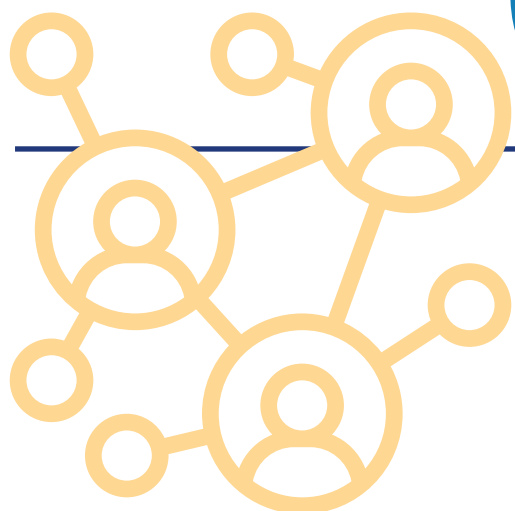
TWITTER
1.8K-2.2K
FOLLOWERS



FACEBOOK
3.3K-4K
FANS



INSTAGRAM
859-1.4K
FOLLOWERS



LINKEDIN
2.4K-3.8K
FOLLOWERS



IRISH ADULTS AND THEIR MENTAL HEALTH DURING LOCKDOWN – ONE YEAR IN

Covid-19 General Public Mini-Survey March 2021

The significant increases in stress, anxiety, depression and loneliness seen in April 2020 compared with 2019 were maintained, and heightened further in March 2021

Stress and anxiety are the most prevalent mental health issues in March 2021



7 IN 10 IRISH ADULTS HAD FELT STRESSED
AND ALMOST 2 IN 3 HAD FELT ANXIOUS IN THE PREVIOUS 2 WEEKS – EITHER OFTEN OR SOMETIMES

Irish Adults are feeling stress, depression and loneliness more often in March 2021 than in April 2020



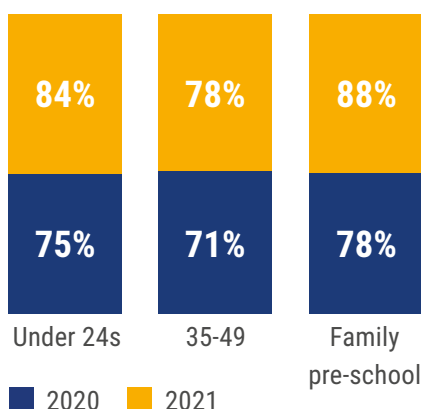
STRESS



DEPRESSION



LONELINESS



Increases in stress (often/sometimes) are most noticeable in the youngest age cohort, in the 35-49 age cohort and for parents with pre-school aged children

Under 24s: 75% 2020 | 84% 2021 (+9%)

35-49: 71% 2020 | 78% 2021 (+7%)

Family pre-school: 78% 2020 | 88% 2021 (+10%)



3 IN 4 IRISH ADULTS

SAY THE PANDEMIC AND RELATED RESTRICTIONS HAVE CAUSED STRESS/TENSION TO BE HEIGHTENED FOR THEM

GENERAL IMPACT



95% OF MEMBERS

HAVE HAD THEIR WORK
AFFECTED BY THE PANDEMIC
IN SOME WAY

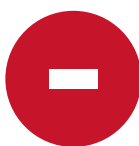
THE MOST COMMON IMPACT
IS THE TRANSITION TO
REMOTE WORKING, FOLLOWED
BY A REDUCTION IN HOURS

MOST MEMBERS - 86%

HAVE CONTINUED TO WORK DURING
THE PANDEMIC



WELLBEING IMPACT



Almost 2 in 5 members say the pandemic has had a positive impact on their wellbeing – an equivalent proportion to those who say it has had a negative impact on wellbeing

SELF-CARE IMPACT

HALF (50%) OF MEMBERS

SAY THE PANDEMIC HAS HAD
A POSITIVE IMPACT ON THEIR
ABILITY TO PRACTICE SELF-CARE

CLIENTS

CLIENTS ARE PRESENTING
WITH MORE WITH SLEEP ISSUES + 51%
AND EXISTENTIAL
CONCERNS AND
MEANING MAKING + 47%
THAN IS USUALLY THE CASE

COUNSELLING/PSYCHOTHERAPY PROVISION



9 IN 10 MEMBERS WERE PROVIDING COUNSELLING/
PSYCHOTHERAPY ONLY/MOSTLY FACE-TO-FACE BEFORE THE PANDEMIC



7 IN 10 MEMBERS WERE PROVIDING COUNSELLING/
PSYCHOTHERAPY ONLY/MOSTLY ONLINE DURING THE PANDEMIC

SUPERVISION

THE PROPORTION OF THOSE PROVIDING SUPERVISION MOSTLY
ONLINE INCREASED FROM 12% TO 85% DURING THE PANDEMIC.

ALMOST 9 IN 10 SUPERVISORS SAY THEY ARE
SATISFIED WITH WORKING ONLINE



IACP STAFF - AUGUST 2021



Lisa Molloy
Chief Executive Officer



Martin Ryan
Finance Manager



Carol Murray
Operations Manager



Iwona Blasi
Innovation & Development Manager



Sandra Matthews
Member Care



Pat Hughes
Member Care



Liz Gannon
Regional Liaison Officer



Olivia Baxter
Administration & Finance Officer



Emma Gribben
Executive Administrator



Stephen Kelly
Accreditation Supervisor
& Data Protection Officer



Jackie O'Donovan
Accreditation Officer



Laurie Dool
Accreditation Officer



Hazel Nolan
Accreditation Officer



Ellen Kelly
Research & Education Officer



Hugh O'Donoghue
Communications Supervisor



Aoife Darmody
Communications Officer

IACP AGM 2021

Friday 15th October 2021

IACP AGM 2021 – VOTING

Please familiarise yourself with all proposed Motions. Motions and Nominations for the Board of Directors will not be accepted off the floor on the day of the AGM. The deadline for written proposals for Motions and Nominations for the Board of Directors was the 29th July 2021.

Voting on the Day:

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

Proxy Voting:

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

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

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IACP AGM 2021 – MOTIONS

MOTION 1: *To change the name of the membership category “Pre-Accredited member” to “Graduate member” of IACP*

To amend the Bye-laws (as amended October, 2019) as follows – section 1.2:

Original Subsection	I.2 Pre-Accredited Membership is available to those who have successfully completed an IACP Accredited Course and who are actively working towards Accreditation. They may not represent themselves as Accredited Members of IACP but may represent themselves as Pre-Accredited Members.
Revised Subsection	I.2 Graduate Membership is available to those who have successfully completed an IACP Accredited Course and who are actively working towards Accreditation. They may not represent themselves as Accredited Members of IACP but may represent themselves as Graduate Members.

Rationale:

This membership category is eligible to those who successfully graduated from an IACP Accredited Course, therefore we feel that the title Graduate represents it more accurately and understandably than Pre-Accredited. Graduate Member offers more clarity to the general public, who are not familiar with the IACP membership structure and often confuse Pre-Accredited with someone still in training.

The term Pre-Accredited can have a negative meaning for the members of the public and employers, as it places an emphasis on the lack an accomplishment of full accreditation rather than recognition of being graduated/qualified.

The Member Categories Working Group, who propose this change with full support of the IACP Board are aware of examples where the current title Pre-Accredited has caused confusion in the past and had a negative impact on the chances of attaining clients by Pre-Accredited Members.

Also, we hope that current issue of non-payment of many Pre-accredited Members for their work will be addressed by the change of title, as organisations and employers will have clarity that these members are Graduates and should be paid for their work.

Proposer Name:
Izabela Morris

Seconder Name:
Andrew Harbourne-Thomas

IACP AGM 2021 – MOTIONS

MOTION 2: *To create a new membership category called Academic Member.*

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

New subsection

1.10 Academic Membership is open under two sets of criteria of members. It may only be used for the duration of approved Counselling and Psychotherapy Academic Activities.

1.10.1 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 and to Lecturers of IACP accredited Courses, and other Counselling and Psychotherapy Courses meeting criteria laid down from time to time by the Board of Directors.

There are two types of Academic Membership:

- Accredited Academic Member - Accredited/Supervisor Member retains the benefits and responsibilities of Accredited/Supervisor; Active and Inactive membership available.
- Non-accredited Academic Member – Non-accredited Members and Non-Member Lecturers may avail of this category for the duration of the approved academic activities.

Rationale:

To bring our organisation in line with worldwide practices in the Counselling and Psychotherapy profession and continue to support and develop academic/learning activities, we propose the creation of a new category - Academic Membership - to be added to the IACP Bye Laws.

This proposal intends to support and encourage academic activities by offering opportunities for Accredited Members engaged in approved academic activities (either post graduate studies in or a substantial element of Counselling and Psychotherapy) to pause client work and retain their membership as Academic Members. Access to this category would, of course, be by choice: to stay an active or inactive Accredited Academic Member or Non-Accredited Academic Member. Once the academic activity is completed, the member returns to their previous category.

The strong intent is to support and foster valuable academic contributions, excellence and mastery in research by our membership, further raising our standards as a professional body.

Academic Membership would also be available to lecturers on IACP or IAHIP accredited or University Counselling and Psychotherapy courses benefitting the IACP with increased information sharing and networking with Members. This is in line with worldwide associations of Counselling and Psychotherapy, further enhancing our academic community engagement and influence.

Proposer Name:
Dr Karen Ward

Seconder Name:
Izabela Morris

MOTION 3: *We ask that the IACP change the terms and conditions of its membership to encompass the following: Pre-accredited and accredited members are encouraged to protect the value of counselling by working only where payment is offered if at all possible.*

Rationale:

As it is illegal in Ireland to ask someone to work for no pay, The law society will act for free (pro bono) to represent people in the Workplace Relations Commission as it is an “egregious breach of employment law” (Labour Law Solicitor Richard Grogan 2021).

A culture has emerged within the profession of psychotherapy and counselling that people will work for no pay for various reasons including the following.

1. To build up client hours to become accredited.
2. In the hope of paid work becoming available.
3. When asked to work free by a charity.
4. To help disadvantaged communities.
5. For altruistic purposes to “give back” to society.
6. To use the skills learned in training rather than waste the ability.
7. When there is no monetary need to work for a salary if a principal income exists.

This culture has diminished the value of counselling.

Where the counsellor wishes to donate their wage, they may do so anonymously and to a charity of their choosing but not at the expense of people who are relying on their profession to earn a living.

Proposer Name:
Olive Cross

Seconder Name:
Donagh Ward

MOTION 4: *That the IACP will give an undertaking not to advertise free counselling on its website going forward.*

Rationale:

Further to motion 3, if the IACP accept and acknowledges that psychotherapy and counselling has a value and in particular a monetary value then members have a right to payment for their skills and knowledge. By offering free psychotherapy through its website the IACP detracts from that value and undermines the work we do and, above all, the rights of members to make a living wage.

The culture of “free” work does not exist in any other profession and indeed would not be tolerated by any other profession. We as therapists value our work and are proud of the unique service we offer. We therefore would like our association to support us in this most basic of human rights.

Proposer Name:
Olive Cross

Seconder Name:
Donagh Ward

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MOTION 5: *That the IACP takes a challenge case on behalf of its members to the HSE regarding their eligibility criteria for the position of Psychotherapist/ Counsellor.*

Rationale:

The profession and title of psychotherapist and counsellor are unique and should not be compared with other medical qualifications within the mental health service. Where a stand- alone qualification exists on the Higher Education Authority list of courses (amended by the HEA Bill 2021), that qualification should be accepted wholly and completely on its own merit where a vacancy exists for a psychotherapist or a counsellor.

The eligibility of a second degree in an allied health care discipline such as nursing, speech and language or social care is an insult to our profession and skills. It also provides further evidence if any was needed, that recruiters do not understand the meaning of psychotherapy or how it is delivered.

As a profession, we can no longer stand by and see ourselves undermined by the HSE in this manner any longer.

Proposer Name:
Olive Cross

Seconder Name:
Donagh Ward

MOTION 6: *That the IACP declares an alignment of a set minimum wage for their members in line with current HSE rates for Psychotherapists.*

Rationale:

Pay scales for psychotherapists and counsellors must be brought in line with other professions to take into account the standard of education and years of experience undertaken by individual practitioners.

For example the governing body of social workers is CORU and the Irish association of Social Workers IASW is their voice and representative body. Where a Social Worker is employed by a private entity and not the HSE, the pay scales are in line with HSE rates and all employers declare an alignment to those pay scales.

Psychotherapists should be paid a just wage and it is up to our association in the absence of regulation to make declarations on our behalf.

Proposer Name:
Olive Cross

Seconder Name:
Karen Murphy

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MOTION 7: *That the IACP adopt a policy where they expect charitable organisations providing counselling and who are funded by the HSE are encouraged to pay their psychotherapists and counsellors the same rates of pay being offered to sessional and full time employed psychotherapists and counsellors in the HSE.*

Rationale:

As in motion no 3, the culture of working for nothing in the profession of psychotherapy and counselling is systemic and no longer acceptable in the present landscape of mental health in Ireland. If our profession is to survive and develop into the future, individual therapists cannot be asked to bear the burden caused by the lack of investment by countless Governments over the years.

Proposer Name:
Olive Cross

Seconder Name:
Karen Murphy

MOTION 8: *The National Supervisors Forum to establish*

- 1. A. standardised policy in each region.*
- 2. A training budget in each region to enhance & enrich the skills of Supervisors.*
- 3. A. structure in each region to discuss and support clinical supervisors issues.*

Rationale:

The Supervisor is seen as the Gate Keeper for Clinical Practice, supporting students, therapists etc.

We feel additional support is needed – required to maintain this level of responsibility.

This is increasingly important given the changing nature of counselling. for example, virtual online, phone, and text counselling.

Proposer Name:

Patricia Hannon

Seconder Name:

Liam Neville



MOTION 9: *That IACP accredited training providers are required to have*
(a) Secured student placements
(b) Allocated placements for all students offered a place in their
programmes.

Rationale:

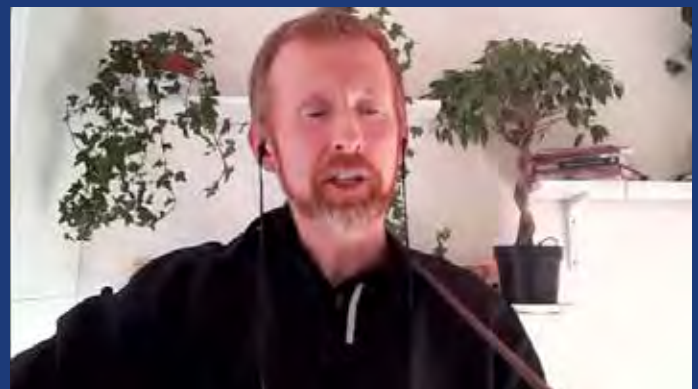
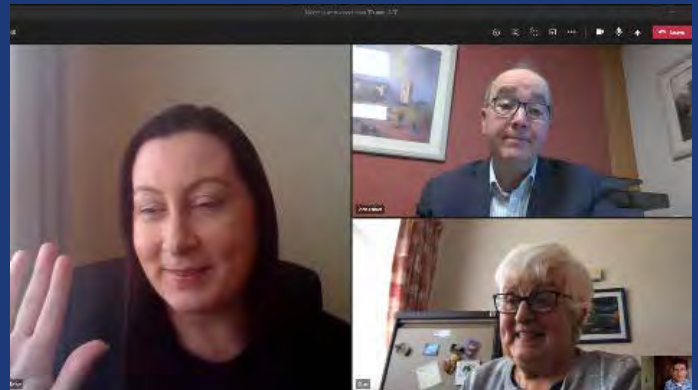
Background: In the current Guidelines for Counselling and Psychotherapy Placements (IACP 2018) 6.2 places the responsibility of the training organisation to ensure that students have access to appropriate sources of client referral. However, the situation is that for some students it is up to them individually and not the training organisation to find/secure placements in community organisations. In some organisations, a further challenge is fulfilling the criteria of regular counselling practice with real clients. This struggle pre-exists Covid-19 with many students finding that well into their academic programme they may not meet the minimum acceptable number of client hours under supervision. This is considerable pressure on students who are juggling with their academic endeavours, employment, and family commitments. To address this we would request that the IACP would consider the following and amend the guidelines accordingly.

1. Include and assess the capacity of accredited psychotherapy/counselling training providers to meet the practice placement requirements built into their programme.
2. As a requirement of their approval by IACP, training providers need to provide evidence that they have a list of approved placements nationally and that they have negotiated with these placements to take a set number of students from their college.

Proposer Name:
Katherine Bree

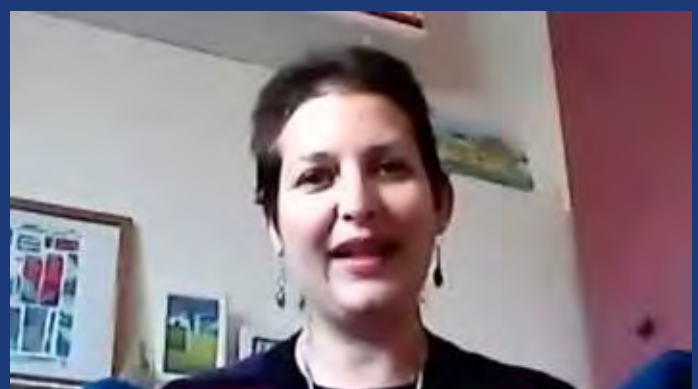
Seconder Name:
Liam Neville

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Presentation outline.

- Looking at skills to help clients Put words on their experience.
- Continuum of addiction.
- Thinking of internal experience of the client .
- Counselling and psychotherapy often last hope of being listened to
- Effects of addiction on individuals.
- Different perspectives on addiction, how does your experience affect how you work with person,



NOMINATIONS

FOR THE BOARD OF DIRECTORS 2021



IACP OFFICERS 2021

IACP Officers 2021



Cathaoirleach – Bernie Hackett

Bernie has been a member of IACP since 1991. She has served on the Board of Directors for several periods of time. She has also served as Chair of South East Regional Committee, Supervision Committee. She has also served on the Supervision Course Regulation Committee and the Standards Committee. Bernie currently serves on the Board of Directors as Cathaoirleach and brings a wealth of experience and knowledge to the Board.



Leas-Cathaoirleach – Séamus Sheedy

Séamus joined IACP as a Student of the Diploma in Counselling at Trinity College in 1999. He was accredited as a Counsellor/Psychotherapist in 2003. Séamus served as Treasurer of the IACP Midlands Regional Committee from 2005 to 2007. He joined the Executive Committee in 2009 and was a member of the Strategic Planning Committee in 2009. He served as Cathaoirleach from 2012 to 2014. He went on to serve as President of the European Association of Counselling. Séamus has also served as Regional Director and has been a Member of the Board of Directors since October 2017. Séamus is also an Accredited Supervisor with IACP, having qualified from a Master's in Supervision at Dublin City University.



Treasurer – Jade Lawless

Jade is a chartered Counselling Psychologist and accredited member of the IACP with over 14 years' experience in the field. Jade is the Head of Counselling & Psychotherapy in PCI College, overseeing and delivering the training of Counselling & Psychotherapy programmes from Certificate up to Master's level. This requires her to have strong credentials in the areas of Counselling & Psychotherapy regarding best practice and educational standards. The management of a team of lecturer practitioners, the design and delivery of courses, therapeutic modules and CPD workshops demand of Jade an awareness of, and the practical application of, Counselling & Psychotherapy approaches. Jade also draws upon therapeutic practice and process to complement the delivery and design of this material and the transference of skills. Jade is also the Head of Psychology in Harmony Residential Care where she contributes to the work of the Clinical Team working with children in a care setting. Jade has completed three years as a member of the IACP Executive Board and has enjoyed the role immensely, in addition to making valuable contributions. Jade has also worked with IACP and collaborated with other educational professionals in round table discussions that have shaped and impacted Counselling & Psychotherapy training programmes to this day. Jade is also employed as a Counsellor/Therapist within the HSE and as such continues to broaden and deepen her knowledge and understanding of the profession. Jade remains not only highly motivated herself but also energised and motivated to lead a team to work to a high standard, ensuring best practice when it comes to service delivery and provision. She hopes to continue to bring these characteristics forward in a fourth year on the Executive Committee.

The IACP Officer roles of Cathaoirleach, Leas-Cathaoirleach, and Treasurer for 2021 were elected at the AGM 2020 and will stand for two years.

Nominees for the Board of Directors 2021



Company Secretary – Ray Henry

Ray Henry is an IACP Accredited Counsellor/Psychotherapist since 1999 and has served as IACP Cathaoirleach, Leas Cathaoirleach and Treasurer from 2005 to 2012. Ray founded the Midlands Regional Committee of IACP and served as Chair for six years. Ray has also served on HR, Finance, Strategic Planning Interview Boards Committees. Ray has represented IACP at meetings relating to Mandatory Reporting and Statutory Regulation. Ray has maintained a very strong stand on behalf of the IACP, in relation to Standards within our profession, which he believes are vital. Ray has a belief in IACP, a committed and confident belief. Ray holds a Diploma in Counselling and has a MSc Degree in Science Econ in Care Management. He is also an the IACP Supervisor.

Ray served again as Cathaoirleach from 2017 until 2020 and has represented and spoken on behalf of IACP at a number of International conferences abroad.

Proposer Name:
Michelle Coyne

Second Name:
Geraldine Looney



Andrew Harbourne-Thomas

Andrew is a Pre-Accredited Member of IACP (accreditation application pending). He completed a Diploma and BA (Counselling and Psychotherapy, C&P) with IICP and is completing an MA (C&P) and MSc (Mindfulness-Based Wellbeing, UCC). Andrew also holds a BA (Economics) and an MBA. He is a registered member of the International Coaching Federation and the Association for Contextual Behavioural Science.

Andrew is a integrative/pluralistic psychotherapist in City Therapy and volunteers with the Village Counselling Services (VCS). He developed and delivers the VCS COVID-19 Return-to-Work training.

Andrew is a Director of Mindfulness Ireland and is a member of the IACP Finance and Risk Management Committee and the IACP Member Categories Working Group. He is a former Director/Company Secretary of the MBA Association of Ireland.

Before coming to psychotherapy, Andrew spent over 20 years in the “tech” industry in senior positions of people leadership, coaching, development and change, sparking his interest in work-related life-functioning challenges. This, together with several years volunteering with the Samaritans, led to his career in Psychotherapy.

Andrew sees IACP as a Member-led organisation, having a key role in supporting Members, embracing the challenges and opportunities in regulation, and developing opportunities for Members as integral professionals in the healthcare sector.

Proposer Name:
Izabela Morris

Second Name:
Anne Devlin



Edward Boyne

Edward is a former IACP Secretary (1993-1995) and Cathaoirleach (1995-1998). Edward has been involved more or less full-time in Counselling and Psychotherapy training for 30 years. Edward is currently on the Board of the Federation for Existential Therapy in Europe. Edward is interested in contributing to IACP's resources and development in these changing times for the profession. Edward believes that the 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:

Peter Ledden

Seconder Name:

Gearóid Manning



Eamon Fortune

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

Eamon works full-time as a Therapist with Limerick Youth Service as part of a Mental Health and Wellbeing Team offering support to young people. Eamon was also instrumental in setting up the Western Regional Committee (WRC) and had held the role of Chair for over four years. The WRC has been successful in providing easier access to workshops for Members and for providing a voice for those Members to feedback their needs and requests to IACP.

Earlier this year, Eamon took on the role of Regional Director and has introduced Zoom accounts and training for each region in order to provide autonomy when it comes to our regional members setting up network events, meetings, and workshops. The online events have seen an increase in the number of events available to Members and an increase in attendance. Eamon continues to link in with the regions on a regular basis and has attended a number of online Regional Events.

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

Proposer Name:

Paul Murphy

Seconder Name:

Pauline Bradley



Geraldine Looney

Geraldine joined the Board of Directors as a Pre-Accredited Member in 2018 and has now achieved full Accreditation. Geraldine is currently working in private practice, mainly working with people who are experiencing sight loss.

Geraldine has been involved in the Member Categories Review Working Group, attended meetings of the Professional Practice Sub-Committee, and represents IACP on the partnership board of the Need to Talk Project (NTT) run by the Royal National Institute of Blind People (RNIB) and Fighting Blindness. Geraldine is also a member of the Cork panel for the Independent Living Movement Ireland (ILMI).

Geraldine is passionate about universal access to Counselling and promoting the benefits of this.

Geraldine completed a Diploma in Counselling and Psychotherapy from PCI College. Geraldine graduated with a Bachelor of Commerce in 2005 from University College Cork, a Diploma in Business, Executive and Life Coaching in 2006 and a Certificate in Mindfulness Practice in 2012.

Geraldine has experience in mentoring students in UCC and has volunteer experience with the ISPCC Childline service. In her leisure time, Geraldine enjoys travelling, reading, meditating, cycling and taking leisurely walks with her guide dog Egan.

Proposer Name:

Ray Henry

Seconder Name:

Izabela Morris



Dr Damian Davy

Damian has been a member of IACP for 30 years. He is a Chartered (Senior) Psychologist, Psychotherapist, Clinical Supervisor, EAP Consultant and Academic with 35 years' experience in the EAP field; 26 working with the EAP for the Irish government and received the 'Minister's Award' for his contribution to innovative health and safety projects at work. Since 1986 he has trained in a vast range of EAP and Psychology related areas and currently owns a private practice (Phoenix Centre) where he and his colleagues provide a range of one-to-one and organisational services.

Damian has served on Boards and Committees of several professional bodies here and abroad and is a current Board Member and former Cathaoirleach of IACP. He currently serves on the membership qualification and chartership committee and the Division of Psychotherapy of the PSI. He holds professional memberships with the PSI, BPS, IACP, EAPA, EAEF, and the EACC. He lectures in Psychology, has lectured in Counselling and Psychotherapy with several Institutes and has held the role of External Examiner. He has also designed and delivered training and consulted to a range of organisations here and internationally and supervised case management teams for EAP companies and Government agencies and provided peer supervision groups and advisement for professionals.

Proposer Name:

Peter Ledden

Seconder Name:

Ray Henry



Liam Neville

Psychological well-being has been a thread running through Liam's life for the last 30 years. Liam's foundation training is Psychiatric Nursing, and then he undertook a four year degree training in Counselling & Psychotherapy.

Liam undertook further training: Adv. Dip Trauma Management, Dip Supervision Dip Spirituality. Liam is a senior Accredited IACP Counsellor and Psychotherapist, and a Critical Incident Responder.

Liam has worked in a variety of settings and his current role is Coordinating the HSE Sligo - Leitrim Traumatic Bereavement Service which encompasses managing a cohort of Accredited, Student, and Pre-Accredited Therapists together with screening assessment, allocation, and case management of all clients who present to the HSE Traumatic Bereavement Service. Prior to this, he coordinated the HSE Critical Incident response to schools and communities after a Traumatic death for a number of years across 3 Counties. As an integrative psychotherapist, he has been working with vulnerable clients for many years focusing on issues of traumatic bereavement and specialising in trauma work.

He was involved in setting up two Charities supporting families after a Homicide in the early 90's Support after Homicide (SAH) and Advocates for the Victims of Homicide, (AdVic) and co-ordinated volunteers to provide outreach support to families bereaved by Homicide via (SAH) Nationally.

Moreover, he is a Clinical Supervisor, Supervising Trainee and newly qualified Counsellors and has been involved in the education of practitioners. He also facilitates a range of reflective practice groups in the field of complex bereavement. He also runs his own private practice.

He is undertaking an MSc in Bereavement Studies with the Irish Hospice Foundation and the Royal College of Surgeons which is focussing on exploring current bereavement practices across the three counties within the HSE Northwest Bereavement Service in order to standardise and enhance bereavement care.

Liam is interested in becoming a Board of Directors' Member as he recognises the value of Counselling and Psychotherapy. Liam has been a member of the West North West Committee for the past 4/5 years, and is currently the Chairperson. Liam has presented motions to the National AGM to enhance the work of Counsellors, thus enhancing the welfare of clients. Liam believes that he has something to contribute to the IACP as a professional ethicist.

Proposer Name:
Margaret McGoldrick

Seconder Name:
Liam Cannon



Liz O'Driscoll

Liz O Driscoll started her working career in an apprenticeship and went on to run two businesses over 20 years. She went back into education in her late thirties while rearing her young family. Over the next ten years she went from certificate to Master's Level and has been an accredited therapist for 18 years and an accredited clinical supervisor for ten. Over her career she has worked in the educational system with 16 to 22-year-olds, where she developed & delivered RSE (relationship & sexual education) and PIPS (personal and interpersonal skills) to Meath VEC educational and development projects. Alongside this, Liz has worked within the addiction field, as a group facilitator, (family support and after-care) and as a one-to-one Counsellor.

In late 2019, Liz went back to further developing her private practice, having headed up an HSE/DATF funded community development project in D7 where her team therapeutically supported individuals and families affected directly or indirectly by substance misuse. In her time there, she brought the organisation to full compliance with Governance.ie and facilitated training for the Board of Directors and team in GDPR and good governance. Family and travel are her passion outside of work and her wanderlust has brought her as far as Eastern Siberia, Australia, and Bali. Liz was seconded to the board of the IACP in early 2018 and is honoured and committed to put herself forward for election in 2021.

Proposer Name:
Rita Nannery Mc Guinness

Second Name:
Marian Scullion



Peter Ledden

Peter has over thirty-five years' experience working in health care and has been a mental health practitioner since 1992. He is a registered and accredited Psychiatric Nurse, Psychotherapist, and Clinical Supervisor. He has additional qualifications in Health Service administration, Personnel Management, Stress Management, and Critical Incident Stress Management.

Since 1996, Peter has been involved in the training of Counsellors on a number of IACP approved training courses. He was a group therapist and supervisor at Tivoli Institute, he worked for over ten years as a lecturer at PCI College and at Fingal Counselling as a lecturer for several years and became Course Director in 2011, where he oversaw the training. Peter is currently the external advisor to the Dublin Art Therapy College and the Irish Lifecoach Institute.

In 2004 he set up Abate Counselling and EAP Ltd. which provides Employee Assistance and Counselling Programmes to a range of organisations and companies.

Peter has trained in critical stress incident management to advanced level and has been involved in training Therapists and individuals in CISM. Peter has been providing CISM responses through Abate Counselling to organisations such as An Garda Síochána and the CIE group of companies for many years.

Peter is currently on the IACP Board of Directors.

Proposer Name:
Liz O'Driscoll

Second Name:
Michael Ledden



IRISH ASSOCIATION FOR COUNSELLING AND PSYCHOTHERAPY



*Company Limited by Guarantee
(A company limited by guarantee, without a share capital)*

DIRECTORS' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

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DIRECTORS AND OTHER INFORMATION

Cathaoirleach	Bernadette Hackett
Leas-Cathaoirleach	Séamus Sheedy
Directors	Izabela Morris Peter Ledden Damian Davy Michelle Coyne Eamon Fortune Elizabeth Ann O'Driscoll Ray Henry Geraldine Looney
Treasurer	Jade Lawless
Company Secretary	Ray Henry (Appointed by the board on 11 December 2020) Michelle Coyne (Company Secretary Resigned 5 December 2020)
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, A96 WC94, Ireland
Auditors	PKF O'Connor, Leddy and Holmes Limited, Century House, Harold's Cross Road, Dublin 6W
Bankers	Bank of Ireland (Dun Laoghaire) Dun Laoghaire, Co. Dublin Allied Irish Bank (Bray), 107/108 Main St, Bray, Co. Wicklow
Solicitors	Keith Walsh Solicitors, 8 St. Agnes Road, Crumlin Village, Dublin 12

DIRECTORS' REPORT

The Directors present their report and the audited financial statements for the year ended 30th June 2021.

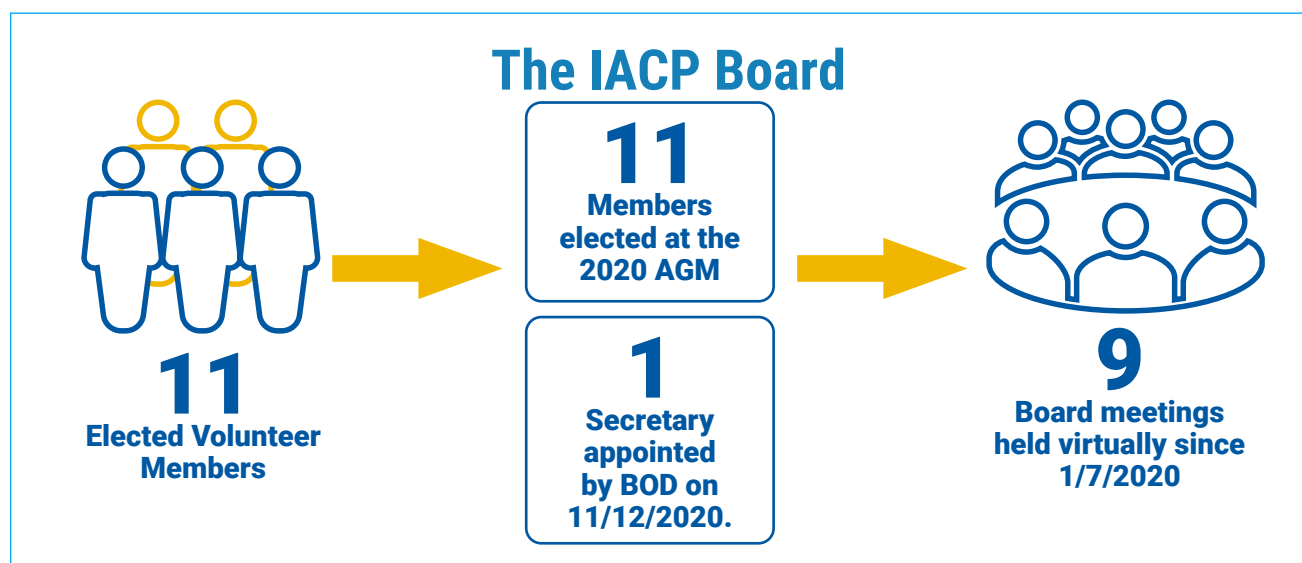
PRINCIPAL ACTIVITY

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

A registered charity, the IACP is the largest association for the Counselling and Psychotherapy profession in Ireland and represents over 4,700 members in Ireland. The IACP accredits individual members at Accredited and Supervisor levels, as well as hosting Student and Pre-Accredited Members. IACP currently accredits courses in Counselling and Psychotherapy at QQI Levels 7, 8, and 9.

In addition to the accreditation of Counsellors and Psychotherapists, the IACP provides many services to its Members to support their professional practice, through the work of its many volunteer Members and a professional office staff. The IACP also has at its core the protection of the public in relation to standardising the quality of professional Counselling and Psychotherapy in Ireland and continues to monitor and revise its standards in response to current demands.

The IACP is governed by a volunteer board. The current board consists of 11 members; these 11 members were elected at the AGM in 2020. The current Board of Directors held nine meetings since 1st July 2020 and all meetings were held online.



IACP MEMBERSHIP

Membership numbers at 30th June 2021

MEMBERSHIP BY CATEGORY AT 30th JUNE 2021						
Category	2021	2020	2019	2018	2017	2016
Accredited	2,436	2,296	2,177	2,048	1,991	1,933
Supervisor	707	666	622	576	537	504
Pre-Accredited	693	661	620	591	616	623
Retired Accredited	28	26	22	15	22	21
Student	902	745	778	824	836	545
Affiliate	65	81	102	119	159	194
Supervision Courses	7	7	5	3	0	0
Accredited Courses	25	29	25	26	24	25
Total	4,863	4,511	4,351	4,202	4,185	3,845

FINANCIAL

Jade Lawless, Treasurer, presents the financial results of IACP for the period 1st July 2020 to 30th June 2021

IN GENERAL

Over the last year IACP have dealt admirably with the challenges posed by Covid-19, and the associated lockdowns and restrictions on movement. The Finance & Risk Management committee continued to meet regularly, all meetings during 2020/21 being conducted remotely. We have put a Business Continuity Plan in place as well as finalising compliance with the Governance Code.

IACP have invested resources during the past year on a number of key areas, such as – staff training, compliance training and providing online CPD to members, as well as funding necessary updates for both hardware and software to support remote working.

The accounts included in this Annual Report are for the period 1st July 2020 to 30th June 2021. PKF O'Connor, Leddy and Holmes Limited completed the recent audit on these accounts and also provided advice to IACP where required.

FINANCIAL MANAGEMENT

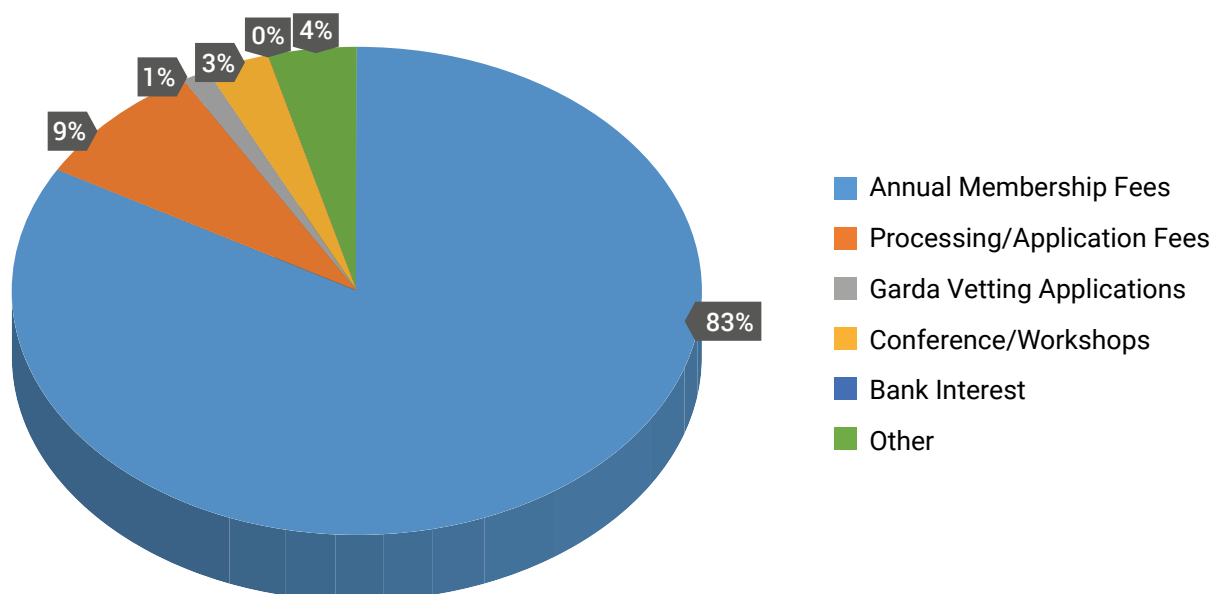
The Board of Directors are happy to report that the Association's finances continue to be in a healthy position. This has come about through prudent financial management over a number of years and by thorough budgeting and forecasting for future events.

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

2020/2021 Financial Statements – Trading Overview

The Financial Statements for the 12 months to 30th June 2021 were prepared by our Finance Manager and were audited by PKF O'Connor, Leddy and Holmes Limited, Statutory Audit Firm.

INCOME



Total income received in this period amounted to €1,512,604, (2020 - €1,387,214) of which;

€1,259,365 (83%) came from **annual membership fees**, (2020 – 85.5%)

€126,312 (8.5%) came from **processing/application fees**, (2020 – 7.6%)

€19,000 (1.25%) was from **Garda Vetting applications**, (2020 – 0.9%)

€45,075 (3%) from **Conference and Workshops**, (2020 – 4.3%)

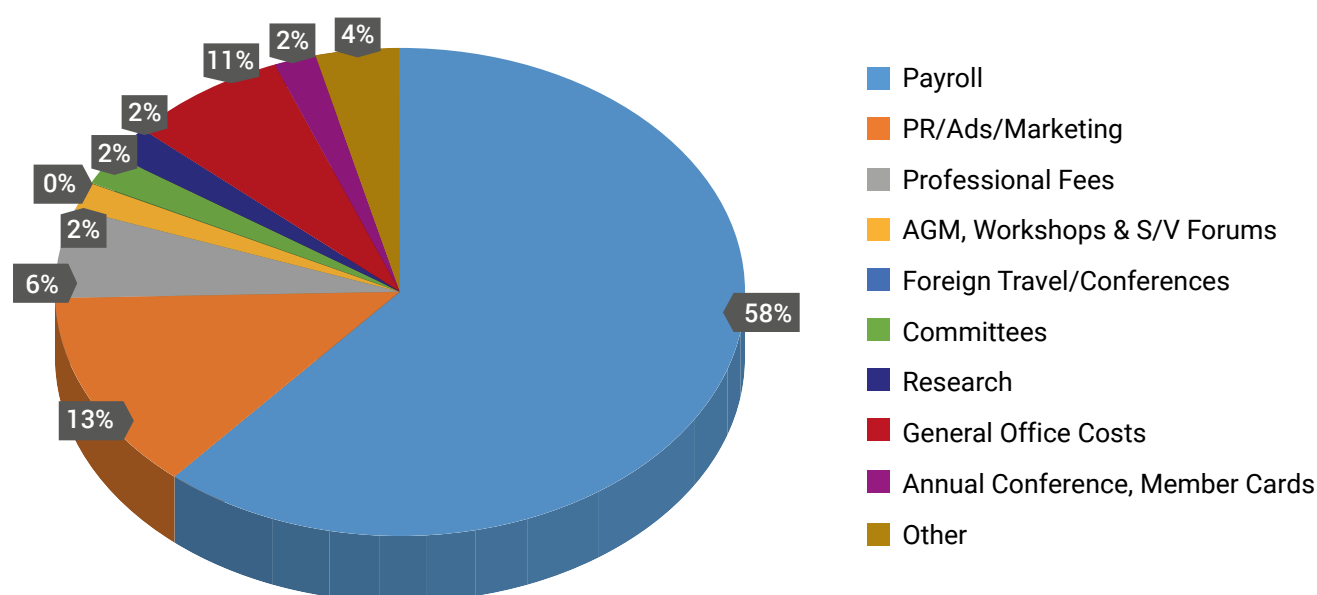
and the **balance** of €62,853 (4%) from other sources, such as journal advertising and sales. (2020 – 1.7%)

€93 was received in bank interest for the period, and there was an unrealised gain on the investment account of €35,740, both of which are included in the balance figure above.

EXPENDITURE

Total expenditure in this period amounted to €1,130,275 (2020 - €1,272,505).

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



This is comprised as follows:

Payroll (wages, pension and social welfare costs, staff training) is €661,279 (58.5%) – this is compared to 53% for the previous financial period. Total expenditure on payroll is down from €673,185 in 2020.

Public Relations / Advertising / Marketing is €142,960 (12.5%) This compares to 11.4% for last year. Our quarterly publication “Irish Journal of Counselling & Psychotherapy” makes up the bulk of this cost at €67,675

Professional Business Fees (such as legal, auditing, GDPR compliance and HR/Business consultancy) are €63,700, 5.5%. (2020 – 3.6%)

AGM, Workshops & Supervisor Forums expenditure (including all regional workshops and H.O. free seminars) amounted to €19,746, 1.75%. (2020 – 4.5%). These events took place remotely this year.

Committee Expenses were €26,764, 2.4%. (2020 – 6.4%). This amount includes all regional and sub-committees (€21,309) and Board expenses (€5,455).

All committees continue to hold meetings remotely and funds were expended on appropriate software for this purpose.

Research cost of €18,597, 1.7%. (2020 – 0.7%) This included a €3,500 research bursary paid out in October 2020, as well as a research database for members and two surveys conducted during the year – one for members and one for the general public.

Annual Conference & Membership Cards

Our annual conference cost (virtual event) was €15,400, 1.4%. (2020 – 2.6%).

Membership cards were issued to members just after the financial year end, in July 2021.

The balance of costs relate to: General Office costs of €123,188 (11%), Bank charges of €22,336 (2%), Depreciation of €30,195 (2.7%).

Investment

As reported in our financial statements last year, there was an unrealised loss of €15,919 at year-end, 30th June 2020. There has been a steady increase in the value of this fund during the year and IACP continue to monitor the fund.

Our year-end balance in this account was €539,240 (at 30th June 2021), which is a gain of €35,740 on last year's balance of €503,500.

This current year gain is shown in the accounts in the “Statement of Financial Activities”, under the heading “Gains/(Losses) on investment assets.” This is a long-term investment of 5 years, and so any actual gain or loss will only be realised when the term is completed.

Capital Expenditure

IT upgrades (hardware) - €15,390 (most of this was technology and hardware to facilitate remote working for staff members).

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

Financial Results

The surplus for the year, after providing for depreciation, amounted to €382,332 (2020 - €98,785). At the end of the year the company has assets of €2,541,048 (2020 - €2,183,990) and liabilities of €634,675 (2020 – €584,320).

The net assets of the company have increased by €306,702.

IACP ACHIEVEMENTS & DEVELOPMENTS IN 2020/2021

Strategic Objectives:

- Development and launch of the new IACP Strategic Plan for years 2021- 2025

Professional Standards:

- 272 new accredited members
- 60 new accredited supervisors
- 2,373 completed re-accreditation applications
- Over 470 completed Garda Vetting applications
- Provision of free Online CPD to Members
- Support for Members during the pandemic in relation to timeframe to submit First Time applications
- Support for IACP course providers and Students during the pandemic by increased flexibility around remote learning
- Support for Members by flexibility around online work during the Covid-19 pandemic
- Review and publication of the new Complaints Procedures
- Development of Supervision Contract Guidelines
- Continued agreement on recognition of Accreditation between IACP and the British Association for Counselling and Psychotherapy (BACP)
- Continued agreement on recognition of Accreditation between IACP and Australian Counselling Association
- Continued reciprocal agreement with IAHIP on supervision
- Continuation of the IACP's course assessment and monitoring process for Professional Training and Supervision Courses
- Continuation of strong stakeholder engagement with IACP Accredited Courses by facilitation of course providers' meetings

Public Relations/Organisational Profile:

Numerous Lobbying Activities regarding our on-call Counselling supports for second-level Schools Initiative including:

- Meetings with Ministers of State, Senators, and TDs.
- Pre-Budget Submission 2021
- IACP representation at Mental Health and Wellbeing Summit 2020
- Active Social Media Presence
- Media coverage which includes articles in the Irish Independent, The Irish Times, The Examiner, Journal.ie, Breakingnews.ie, to name but a few
- Look after Yourself Campaign
- Find a Therapist Campaign
- Essential Conversations with IACP Conference
- New IACP Promotional Videos for the website

The Charities Governance Code (The Code)

The Governance Code for Community, Voluntary and Charitable organisations (CVC Code) was originally launched in 2012 and has become standard for excellent practice in corporate governance for non-profit organisations.

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

What is the Governance Code?

It is a code of practice to assist charitable and not-for-profit organisations to act in line with best governance practice. Governance is about how an organisation is run, directed and controlled. The Code is about culture and values, **not** rules and regulations only

It means putting in place:

Policies and procedures (usually in writing)

Systems and structures (these are the minimum standards you should meet)

To ensure that an organisation is governed properly and effectively. It is based on 6 key principles.

The 6 Principles of the Governance Code are as follows:

1. Leading
2. Exercising Control
3. Being Transparent and Accountable
4. Working Effectively

5. Behaving with Integrity
6. Advancing Charitable Purpose (specifically referred to in Charity Law)

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

Regional Committees

The Regional Committees (RCs) provide invaluable networking sessions to their Members as well as CPD sessions and AGMs. They provide Members with a means to share positive experience/feedback with their fellow Members. Our Regional Director (RD) is Eamon Fortune — a Member of the BOD — the Regional Director provides a communication pathway between the BOD and the RCs. The RCs meet twice a year at the National Regional Committee (NRC), the last two meetings were held online. These meetings allow for sharing of experiences, ideas and issues that may arise across the regions. The eight regional committees are as follows: Dublin (DRC) which covers Dublin, Kildare, and Wicklow, Midlands (MRC) which covers Laois, Longford, Offaly, and Westmeath, North East (NERC), which covers Cavan, Louth, Meath, and Monaghan, Northern Ireland (NIRC) which covers Antrim, Armagh, Down, Fermanagh, Derry, Tyrone, and Donegal, West/North West (WNWRC) which covers Donegal, Leitrim, Roscommon, Sligo, and Mayo, Western (WRC) which covers Clare, Galway, Limerick, and Tipperary, Southern (SRC) which covers Cork and Kerry, and South East (SERC) which covers Carlow, Kilkenny, Waterford, and Tipperary.

Sub-Committees:

CPD Committee

The CPD Committee has played an important role in upholding professional standards by checking compliance with the CPD Policy. The Committee has provided clarifications to Members in relation to the CPD Policy and worked effectively with other Sub-Committees to ensure IACP's approach to CPD reflects best practice in the professions.

Supervision Committee

The Committee has been instrumental in dealing with supervision-related queries for the membership as well as further refining the process of applying for Accreditation as a Supervisor. The Committee has worked with the CPD Committee and Professional Practice Sub-Committee to develop and bring clarity to IACP requirements in supervision.

Complaints Committee

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

Accreditation Committee

The Accreditation Committee enhances the process of assessing applications for First Time Accreditation and Annual Re-Accreditation by providing expertise and impartiality. In addition to the high volume of applications that come before the Committee, the Committee provides advice and guidance to both IACP Members and others working towards accreditation.

Editorial Committee

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

Ethics Committee

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

The Committee deals with members’ ethical enquiries with aim to monitor and interpret the present IACP Code of Ethics and Practice and make recommendations as required and together with Ethical Advisor - provided an ethical lens to the IACP and its Members.

Supervisor Forums Organising Committee

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

Professional Practice Sub Committee (PPSC)

This Committee (PPSC) 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 is an integral part of the clinical and decision-making processes of the IACP.

Finance and Risk Management Committee

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

Research Committee

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

There were eight meetings between July 1st 2020 and June 30th 2021.

The Committee adjudicated on the second Research Bursary, advised on research proposals, made recommendations on research related matters, advised on and contributed to the Covid-19-Member survey, contributed to the IACP Strategic Plan 2021-2025, completed the development of the IACP Research Strategy 2021-2025 and began the process of working on Research Strategy related projects

The IACP would like to thank all our volunteers for their contributions to the above Committees during the year.

Member Categories Working Group

The group was formed to review and develop Member Categories and benefits associated with each IACP Member Category. This working group includes IACP Members representing each Member Category and members of staff and management. The group worked on review of the current membership categories and specific recommendations were proposed to the Board of Directors.

Strategic Plan Working Group

The working group was appointed by the Board of Directors (BOD) for the duration of the development of the Strategic Plan 2021-2025.

The purpose of the working group is to draft the IACP Strategic Plan 2021-2025 and consult with the BOD, standing sub-committees of the Board, Regional Committees, and members of the IACP and to propose it to the BOD for ratification and implementation.

Member Services:

- Improved website with better functionality and interface
- IACP Online CPD Portal on Therapy Academy and provision of online CPD Offerings
- EBSCO Research Portal Available to Members including research articles and e-books
- Continued subsidised workshops to Members
- Numerous online events including: Student and Pre-accredited Members Information Evenings, Accreditation Graduation Ceremony, and other online training events
- Continuation of membership cards and their benefits
- Lobbying on behalf of Members on matters such as VAT exemption, funding for Counselling within second level schools, tax relief for medical expenses and a range of health-related benefits under the PRSI system to include Counselling and Psychotherapy
- Promotion of members nationally on radio, television and in the press
- Social media presence and promotion of IACP Members and Counselling and Psychotherapy

National and International Collaboration:

- IACP/BACP: Strengthening of relations with our closest partner including information exchange relating to Accreditation standards, practices, and developments within the profession
- Continued membership of the International Association for Counselling (IAC)
- Continued stakeholder engagement with a range of key bodies e.g., ICP, HSE, CORU, PSI, Mental Health Reform, Mental Health Ireland, Alcohol Action Ireland, Addiction Counsellors of Ireland, and many more
- Joint conference with ACI and Alcohol Action: Rethinking Addiction: Perspectives on Individual and Family Related Harms
- Joint Conference with University of Holy Cross, New Orleans and DePaul University, Chicago: Counselling, Supervision and Training in Ireland & the US During COVID-19
- IACP representation at international online conferences

Update regarding Motion carried at AGM 2019: ‘The Board of Directors seek Members’ support to enter into consultation with PSI regarding a reciprocal agreement on supervision and revert to the membership for decision’.

IACP CEO Lisa Molloy recently met with PSI CEO Shane Kelly to discuss the possibility of a PSI and IACP Reciprocal Agreement on Supervision.

PSI is currently developing its internal protocols for supervision and is establishing a new register for Supervisors. As a result of this, PSI is not in a position at present to progress this exploration of reciprocity on supervision.

Members will be kept informed regarding any further updates.

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

IACP AIMS 2021/2022 AND BEYOND:

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

State regulation will influence the future direction of the IACP. It will allow the organisation to focus its efforts on the further promotion of Counselling and Psychotherapy. It will also allow it to put greater emphasis on promoting the delivery of continuous professional development programmes and courses as well as other Member supporting functions. We have finalised the work on the Strategic Plan 2021 – 2025 which was launched via email on 29th June 2021. The strategy outlines a range of specific key actions that the Board of Directors has identified as important in parallel with the ongoing regulatory process.

This strategy document outlines several developments that are planned for the upcoming years and several new objectives that will add value to IACP Membership. When implemented, the strategy and its key actions will contribute to making IACP and the profession stronger by 2025, and support IACP Members in making a smooth transition to State Regulation.

The latest IACP Members' Survey research (2020) highlighted certain areas as opportunities for improvement and guided by this, certain projects are underway forming part of the aims for 21/22 and beyond:

- Member Benefit - Online CPD: The IACP will continue the provision of Online CPD for our Members
- Member Benefit – Psychology E-Books: Continuation of Members' access to EBSCO Resources
- Organisational Profile: We're continuing to raise the profile of the IACP with our attendance and involvement with International events and with ongoing development of IACP Online CPD offering. We're increasing opportunities to engage with the media across a range of platforms. We'll draw further on the 2020 IACP General Public Survey Research – 'Public Attitudes to Counselling/Psychotherapy and Mental Health' – for upcoming media contributions and events. We'll continue with our lobbying activities in key areas including our Pre-Budget Submission calling for increased investment in mental health and talking therapies.

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

- The existence of Covid-19 presents risks for IACP. These risks can be financial and non-financial in nature. The Board of Directors, in collaboration with the Finance & Risk Management Committee, have assessed the effects of the pandemic on the financial performance and financial position of the association. They have also looked at any assumptions made in relation to values of assets, liabilities, income, expenses and cash flows. As part of the risk management process, both committees have looked at actions to mitigate the impact of the pandemic. However, our Directors have not identified any material risks to our operations and financial stability for 2021/22.
- The Directors have delegated elements of the risk management process to the Finance and Risk Management Committee, whilst ensuring that they, as Directors, retain control and responsibility for its implementation.

Statement on Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware; and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the auditor is aware of that information.

Future Developments

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

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

Post Statement of Financial Position Events

While Covid-19 has created additional challenges for IACP, at the time of approving the financial statements, the directors consider that the balance sheet has not been impacted on by events since the year end and as a result no adjustment has been made to the financial statements for the year ended 30th June 2021.

Auditors

The auditors, PKF O'Connor, Leddy and Holmes Limited, Statutory Audit Firm, have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Payment of Creditors

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

Accounting Records

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

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

Acknowledgements

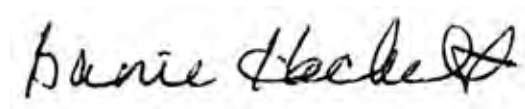
The Board of Directors would like to thank our CEO Lisa Molloy and the hardworking team in Head Office, and all Members from around the country who have given voluntarily of their time and effort to work on our Committees, Regional Committees, Groups, and through other activities in 20/21.

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

Signed on behalf of the board

Bernie Hackett

Director



Date: 27th August 2021

Jade Lawless

Director



Date: 27th August 2021



*The Irish Association for Counselling and Psychotherapy,
Addiction Counsellors of Ireland and Alcohol Action Ireland
present:*

RETHINKING ADDICTION: PERSPECTIVES ON INDIVIDUAL AND FAMILY RELATED HARMS.

Virtual Conference

**14TH NOVEMBER 2020
2PM - 5PM**

#RETHINKINGADDICTIONCONF

DIRECTORS' RESPONSIBILITIES STATEMENT

for the year ended 30 June 2021

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

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

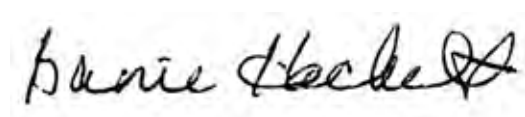
- select suitable accounting policies for the company financial statements and then apply them consistently
- make judgements and accounting estimates that are reasonable and prudent.
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards
and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business. The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

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

Signed on behalf of the board

Bernie Hackett
Director



Date: 27th August 2021

Jade Lawless
Director



Date: 27th August 2021

INDEPENDENT AUDITOR'S REPORT

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

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Irish Association for Counselling & Psychotherapy Company Limited by Guarantee ('the company') for the year ended 30 June 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Charities SORP (FRS 102).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 30 June 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other Information

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

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

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

INDEPENDENT AUDITOR'S REPORT

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

Further information regarding the scope of our responsibilities as auditor

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

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



Tony Kelly
for and on behalf of
PKF O'Connor, Leddy and Holmes Limited

Statutory Audit Firm
 Century House
 Harold's Cross Road
 Dublin 6W

Date: 14th September 2021

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 30 June 2021

	Notes	Restricted Funds 2021 €	Unrestricted Funds 2021 €	Total 2021 €	Total 2020 €
Income and Endowments from					
Donations, gifts and legacies	5	-	85	85	25
Charitable Activities	5	72,229	1,404,454	1,476,683	1,386,841
Other activities	5	-	-	-	-
Investment Income	5	-	93	93	350
Total Income		72,229	1,404,632	1,476,861	1,387,216
Expenditure On					
Raising Funds					
		-	-	-	-
Charitable Activities	6	56,915	1,073,353	1,130,268	1,272,511
Total Expenditure		56,915	1,073,353	1,130,268	1,272,511
Net Income		15,314	331,279	346,593	114,705
Transfers between funds					
		-	-	-	-
Other gains and losses	8	-	35,739	35,739	(15,919)
Net movement		15,314	367,018	382,332	98,786
Reconciliation of funds					
Total funds brought forward	16	74,127	1,525,535	1,599,662	1,532,048
Movement in reserves	16	-	(75,630)	(75,630)	(31,172)
Total funds carried forward	16	89,441	1,816,923	1,906,364	1,599,662

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

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

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

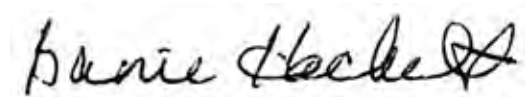
STATEMENT OF FINANCIAL POSITION

as at 30 June 2021

	Notes	2021 €	2020 €
Non-Current Assets			
Intangible assets	11	-	3,048
Property, plant and equipment	12	565,005	576,780
		565,005	579,828
Current Assets			
Receivables	13	30,578	32,189
Cash and cash equivalents	20	1,406,222	1,071,281
Financial assets	21	539,239	503,500
		1,976,039	1,606,970
Payables: Amounts falling due within one year	14	(634,680)	(587,136)
Net Current Assets		1,341,359	1,019,834
Total Assets less Current Liabilities		1,906,364	1,599,662
Funds of the Organisation			
Designated Reserves	16	895,875	971,505
Unrestricted Reserves	16	921,048	554,030
Restricted Reserves	16	89,441	74,127
Funds of the Organisation		1,906,364	1,599,662

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

Approved by the board on 27th August 2021 and signed on its behalf by:



Bernie Hackett
Director



Jade Lawless
Director

STATEMENT OF CASH FLOWS

for the year ended 30 June 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Surplus for the year		382,332	98,313
Adjustments for:			
Fair value gains and losses		(35,739)	15,919
Finance income		(93)	(350)
Depreciation		29,874	37,530
Surplus/deficit on disposal of property, plant and equipment		(200)	
		376,174	151,412
Movements in working capital:			
Movement in receivables		1,613	(1,217)
Movement in payables		47,544	(9,203)
Cash generated from operations		425,331	140,992
Cash flows from investing activities			
Interest received		93	350
Payments to acquire intangible assets		-	-
Payments to acquire property, plant and equipment		(15,053)	(8,862)
Receipt on disposal of property, plant and equipment		200	
Net cash used in investment activities		(14,760)	(8,512)
Cash flows from financing activities			
Designated reserve spend in year		(75,630)	(31,172)
Net increase in cash and cash equivalents		334,941	101,308
Cash and cash equivalents at beginning of financial year		1,071,281	969,973
Cash and cash equivalents at end of financial year	20	1,406,222	1,071,281

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2021

1. GENERAL INFORMATION

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

2. ACCOUNTING POLICIES

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

Statement of compliance

This is the first set of financial statements of the company for the year ended 30 June 2021 and have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council and Charities SORP (FRS 102).

Basis of preparation

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

Income

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

Income from events is recognised as earned and received.

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

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

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

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

Resources Expended

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

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

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

Fund Accounting

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

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

Property, plant and equipment and depreciation

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

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

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

Receivables

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or

less and bank overdrafts. In the Statement of Financial Position bank overdrafts are shown within Payables.

Payables

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

Employee benefits

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

(i) Short term benefits

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

(ii) Defined contribution pension plans

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

Taxation

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

Foreign currencies

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

Pensions

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

Website Costs

Website Costs are valued at cost less accumulated amortisation.

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

3. DEPARTURE FROM COMPANIES ACT 2014 PRESENTATION

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

4. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

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

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

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

Providing for doubtful debts

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

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2021

continued

5. INCOME

The income for the year has been derived from: -

	Restricted 2021 €	Unrestricted 2021 €	Total 2021 €	Total 2020 €
Donations, Gifts & Legacies				
Donations	-	85	85	25
	-	85	85	25
Charitable Activities				
Subscriptions/Member Fee	-	1,259,361	1,259,361	1,190,638
Processing Fee	72,229	75,782	148,011	92,594
Conference/Workshops	-	45,075	45,075	53,850
Publications	-	3,712	3,712	5,368
Journal Advertising	-	17,604	17,604	18,000
Other income	-	2,920	2,920	26,391
	72,229	1,404,454	1,476,683	1,386,841
Investment Income				
Bank Interest	-	93	93	350
	-	93	93	350
	72,229	1,404,632	1,476,861	1,387,216

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

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Restricted 2021 €	Unrestricted 2021 €	Total 2021 €	Total 2020 €
Charitable Activities	56,915	1,073,353	1,130,268	1,272,511
	56,915	1,073,353	1,130,268	1,272,511

7. OPERATING SURPLUS

	2021 €	2020 €
Operating surplus is stated after charging/(crediting):		
Amortisation of intangible assets	3,048	5,340
Depreciation of property, plant and equipment	27,145	32,190
Surplus/(deficit) on disposal of property, plant and equipment		(200)
Auditors Remuneration	6,212	6,212

8. OTHER GAINS AND LOSSES

	2021 €	2020 €
Fair value gains and losses are as follows:		
Unrealised Investment Gain/(Loss)	35,739	(15,919)

9. EMPLOYEES

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

	2021 Number	2020 Number
Administration	15	15

The number of higher paid employees are as follows:

	2021 Number	2020 Number
€60,000 - €70,000	-	-
€70,001 - €80,000	-	-
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-
€100,001 - €110,000	1	1

10. KEY MANAGEMENT COMPENSATION

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

	2021	2020
	€	€
Salaries and other short-term benefits	253,458	244,035
Pension costs	17,425	16,854
	270,883	260,889

11. INTANGIBLE FIXED ASSETS

	Website Costs	Total
	€	€
Cost		
At 1 July 2020	16,021	16,021
Additions	-	-
At 30 June 2021	16,021	16,021
Provision for diminution in value		
At 1 July 2020	12,973	12,973
Charge for year	3,048	3,048
At 30 June 2021	16,021	16,021
Carrying amount		
At 30 June 2021	-	-
At 30 June 2020	3,048	3,048

12. PROPERTY, PLANT AND EQUIPMENT

	Land and buildings freehold	Fixtures, fittings and equipment	Computer Equipment	Total
	€	€	€	€
Cost				
At 1 July 2020	625,352	82,857	71,258	779,467
Additions	-	5,604	9,449	15,053
Disposals	-	-	(765)	(765)
At 30 June 2021	625,352	88,461	79,942	793,755
Depreciation				
At 1 July 2020	68,841	70,679	63,169	202,689
Charge for the year	12,522	6,446	7,658	26,626
On disposals	-	-	(565)	(565)
At 30 June 2021	81,363	77,125	71,346	228,750
Carrying amount				
At 30 June 2021	543,989	11,336	9,680	565,005
At 30 June 2020	556,511	12,178	8,089	576,780

13. RECEIVABLES

	2021	2020
	€	€
Trade receivables	1,844	2,629
Taxation	1,729	2,811
Prepayments	27,005	26,748
	30,578	32,189

14. PAYABLES

	2021	2020
Amounts falling due within one year	€	€
Trade payables	30,273	22,226
Taxation	15,252	10,599
Other payables	265	66
Accruals	25,340	38,977
Deferred Subscription Revenue	563,550	515,268
	634,680	587,136

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

15. PENSION COSTS - DEFINED CONTRIBUTION

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Pension costs amounted to €37,773 (2020 - €34,887).

16. RESERVES

	Restricted Reserves	Unrestricted Reserves	Unrestricted Designated Reserve 1	Unrestricted Designated Reserve 2	Total
	2020	2020	2020	2020	2020
	€	€	€	€	€
At 1 July 2020	74,127	554,030	600,000	371,505	1,599,662
Surplus for period	15,314	367,018	-	-	382,332
Spend in the year	-	-	-	(75,630)	(75,630)
At 30 June 2021	89,441	921,048	600,000	295,875	1,906,364

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.

Restricted Reserves

The restricted reserves as at 30 June 2021 are in relation to the processing fee income stream of the organisation.

17. CAPITAL COMMITMENTS

The company had no material capital commitments at the year-ended 30 June 2021.

18. CONTINGENT LIABILITIES

The company had no material contingent liabilities for the year ended 30 June 2021.

19. EVENTS AFTER END OF REPORTING PERIOD

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

20. CASH AND CASH EQUIVALENTS

	2021 €	2020 €
Cash and bank balances	909,989	575,396
Cash equivalents	496,233	495,885
	1,406,222	1,071,281

21. FINANCIAL ASSETS

	Listed Investments 2021 €	Listed Investments 2020 €
Cost or valuation		
Opening balance	503,500	519,419
Unrealised gain(/loss)	35,739	(15,919)
Closing balance (market value)	539,239	503,500

22. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 27th August 2021.

IRISH ASSOCIATION FOR COUNSELLING & PSYCHOTHERAPY COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

NOT COVERED BY THE REPORT OF THE AUDITORS

*The Following Pages Do Not Form Part Of The Audited Financial
Statements*

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

TRADING STATEMENT for the year ended 30 June 2021

	2021 €	2020 €
Income	1,476,768	1,386,893
Expenditure		
Wages and salaries	553,899	557,206
Social welfare costs	58,481	58,125
Pension costs	37,773	34,887
Staff training & expenses	10,969	22,954
Rent & rates	36,306	35,889
Workshops & annual conference	30,278	124,394
Committee Expenses	29,518	75,995
Consultancy - Course Accreditation	3,318	4,993
Printing, postage and stationery	8,559	13,439
Membership cards	5,904	5,904
Eisteach Journal - printing & postage	67,675	62,989
Advertising & Public Relations	75,284	82,479
Research costs	18,597	9,490
Legal costs	8,257	18,408
Professional fees	43,932	21,313
Bank charges	22,400	21,195
Bad debts	-	-
General office costs	81,648	78,141
Subscriptions	1,366	968
Profits/losses on disposal of tangibles	(200)	-
Auditor's remuneration	6,111	6,212
Depreciation	30,193	37,530
		-
	1,130,268	1,272,511
Miscellaneous income		
Bank interest	93	350
Other gains and losses	35,739	(15,919)
	35,832	(15,596)
Net surplus	382,332	98,786

THE IRISH ASSOCIATION FOR COUNSELLING AND PSYCHOTHERAPY (“IACP”)

Appendix I:

Standing Orders for General Meetings

CHAIR

1. The Cathaoirleach shall take the chair. In the absence of the Cathaoirleach, the meeting shall elect a Chairperson from among those present.
2. The Chairperson has the responsibility for conducting the meeting in accordance with these Standing Orders and the Association’s Bye Laws and Articles of Association. The Bye Laws and Articles of Association shall take precedence over the Standing Orders in the event of any dispute or inconsistency between same, and the Articles of Association shall take precedence over the Bye Laws in the event of any dispute or inconsistency between same.
3. Motions to challenge the Chairperson’s ruling shall only be deemed carried if supported by two thirds of those present and voting.
4. Items to be raised under Any Other Business (AOB) shall be notified to the Chairperson at least 14 days in advance of the meeting. The Chairperson shall decide whether such item(s) can be discussed at the meeting or whether such item(s) should be an agenda item for discussion at the next/future meeting.

VOTING

5. Members, as defined in the Articles of Association, may vote at General Meetings. Members may vote in person or by proxy.
6. Those Members present shall have their attendance registered/noted.
7. At AGMs, voting may be taken only on the motions that were detailed in the relevant AGM Annual Report, about which the Members have been given due notice as per the Constitution. At EGMs, voting may only be taken on the motions that were detailed in the relevant EGM notice.
8. Decisions shall be taken:
 - a. By assent where there is no contention.
 - b. By a show of hands and counting of proxies when deemed appropriate by the Chairperson or requested by a Member.
 - c. By secret ballot for election of Members to the Board of Directors.
9. Except as otherwise indicated in the Bye Laws and Articles of Association or these Standing Orders, a simple majority on a show of hands / count of proxies shall be deemed sufficient to carry a vote.

10. In the case of a tied vote, the Chairperson, but no other Member, shall have a second, or casting vote.

Speaking to Motions at General Meetings

11. Members shall where possible stand while speaking and commence by announcing their name. All speakers shall address their remarks to the Chairperson. The Chairperson shall have the right to determine the orders of speakers but shall endeavour to give precedence in the order that Members have signalled their intention to speak.
12. Proposers of motions or amendments shall be allowed to speak uninterrupted for a maximum of five minutes, and subsequent speakers for up to three minutes each.
13. The Chairperson shall note speaking times and inform each speaker if/when their allocated time has expired.
14. Members speaking in response to proposers of motions can address the following matters only:
 - a. Points of order (relating to alleged breaches of Standing Orders or the Bye Laws or Articles of Association);
 - b. Points of explanation (where speakers who feel they have been misrepresented clarify their views);
 - c. Points of information (requests for specific relevant information);
 - d. Objections to the motion.
15. The Proposer of an original motion shall be allowed a maximum of five minutes to reply to discussion on the motion and on each amendment before votes are taken. No new matter may be introduced during such reply.
16. Apart from proposers of original motions, no Member may speak more than once on a motion or amendment except on a point of order, explanation or information, or by special permission of the Chairperson. The meeting may decide to suspend this Standing Order (i.e. go into Committee) for a stated period of time. Proposals to go into Committee must indicate the duration of suspension desired and shall only be deemed passed if supported by at least two thirds of those present and voting.

MOTIONS AND AMENDMENTS

16. No motion or amendment to a motion shall be discussed until it has been proposed and seconded. No further amendment shall be discussed until the prior amendment has been disposed of. Where an amendment is passed, it takes the place of the previous motion or amendment.
18. Every amendment shall be relevant to the motion under consideration.

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

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

Revised Edition was adopted by the AGM March 2013.
This Revised Edition was adopted by the AGM October 2019.

Appendix 2:

MINUTES OF THE IACP ANNUAL GENERAL MEETING DECEMBER 2020

Saturday 5th December, Virtual Meeting via Crowd Comms Platform

Start of Meeting:	10:00 am
Chairperson:	Raymond Henry, IACP Cathaoirleach
Opening:	Ray Henry, Cathaoirleach opened the Annual General Meeting, welcomed all in attendance and went through the Agenda for the day.
Minutes of the 2019 AGM and Matters Arising	There were no matters arising. The minutes were adopted as drafted on the proposal of Izabela Morris and seconded by Geraldine Looney.

The Annual Report and Financial Statements of the Company

The Company Secretary Report was presented by Bernie Hackett, Leas-Cathaoirleach. The re-appointment of IACP Auditors Byrne Curtin Kelly (BCK) Audit and Accounting Ltd., Certified Public Accountants and Statutory Auditors was approved on the proposal of Tommy Dwyer and seconded by Kevin Deering.

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

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

Members were invited to submit questions in respect of the AGM 2019 Minutes and the Annual Report booklet in advance of the AGM. However, a Questions and Answers section was also facilitated on the day of the virtual AGM. Members were also invited to make submissions in respect of the Motions in advance of the AGM.

Following the Questions and Answers section, the Audited Financial Statements were proposed by Michelle Coyne and seconded by Kevin Deering.

Elections:

Ray Henry, Cathaoirleach, explained the rules and guidelines around voting for the Board of Directors election.

All voting Members were directed to the online Polling Facility prior to the commencement of the voting process. Members were asked to cast their votes for each Board Member individually, after which the result of the poll was shown on the screen.

Election Results:

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

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

MOTIONS

Motion 1

To insert the following wording into the IACP Bye-Laws;
“Accredited members and Pre-accredited members only have voting rights”

Proposed by: Bernie Hackett and **Seconded by:** Eamon Fortune

Result: The motion was carried

.....

Motion 2

To change the title of the Membership Category ‘Affiliate Membership’ to ‘Friend of the IACP’.

Proposed by: Izabela Morris and **Seconded by:** Andrew Harbourne-Thomas

Result: The motion was not carried

.....

Motion 3

To change the title of the Membership Category “Pre-Accredited Membership” to “Graduate Membership” of IACP.

Proposed by: Izabela Morris and **Seconded by:** Andrew Harbourne-Thomas

Result: The motion was not carried

.....

Motion 4

To amend the description of the Membership Category ‘Organisational Membership’.

Proposed by: Izabela Morris and **Seconded by:** Andrew Harbourne-Thomas

Result: The motion was not carried

.....

Motion 5

Proposal of a new category of IACP Membership called Academic Membership.

Proposed by: Andrew Harbourne-Thomas and **Seconded by:** Izabela Morris

Result: The motion was not carried

.....

Motion 6

Proposal of a new category of IACP Membership called Fellow Membership.

Proposed by: Karen Ward and **Seconded by:** Izabela Morris

Result: The motion was not carried

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**"Our sorrows and wounds
are healed only when we touch them
with compassion"**

Jack Kornfield

- Love, Hate & Health Professionals
- Non-Death Loss and Grief
- Perinatal Grief – A Profound and Complex Process
- A Journey through Grief – Integration of Theory and Practice

Compassion for the Self



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- The Wisdom of Our Elders
- The creative arts offer many unique contributions to psychotherapy and counselling: A student's subjective review
- Why there is still a need for Pride celebrations in Ireland?
- 'That safety of naming': exploring internalised homonegativity in LGBTQ+ therapists and its impact on therapeutic work
- Psychotherapists' Lived Experience of Psychological Blind Spots: Findings from a Hermeneutic Phenomenological Enquiry

Equality, Diversity & Inclusion



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- The Drama Triangle and Healthy Triangle in Supervision
- Working with Couples in Abusive Relationships: Ethical Considerations
- A Simulated Interview with Carl Jung: Part 1 – Respecting the Power of the Subconscious Mind
- Individual and Couples Counselling: Comparisons and Contrasts

Coping with Conflict



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- Existential – Humanistic Supervision: Paying Attention to Lived Experiences
- Mandatory Reporting of Historical Abuse For Supervisors
- Exploring Improvisation in Psychotherapy
- A Simulated Interview with Carl Jung: Part 2 – Learning to Channel Mental Energy

Supervising



Irish Association for Counselling and Psychotherapy

IACP CATHAOIRLIGH 1981 – PRESENT

Odette Thompson	1981 – 1991
Ursula O’Farrell	1991 – 1995
Edward Boyne	1995 – 1998
Patricia Kennedy	1998 – 2001
Alan O’Dwyer	2001 – 2003
Dr Damian Davy	2003 – 2005
Claire Missen	2005 – 2007
Gilford D’Souza	2007 – 2009
Margaret Chambers	2009 – 2010
Ray Henry	2010 – 2012
Séamus Sheedy	2012 – 2014
Bernadette Darcy	2014 – 2015
Moira Sharkey	2015 – 2017
Eugene McHugh	2017 – 2017
Ray Henry	2017 – 2020
Bernie Hackett	2020 – Present





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