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# MESSAGE FROM YOUR CATHAOIRLEACH AND CEO

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*Dear Members,*

*It is a pleasure to present the IACP Board of Directors' Report and Financial Statements for 2021 – 2022.*

As we write to you today, we are happy and thankful that day-to-day life has mostly returned to some form of normality following the challenging 2 years of the Covid-19 pandemic. Of course, the new normality does not diminish the long lasting physical and mental health issues that people continue to experience. Looking forward to the future we are optimistic that better times are ahead for all.

Collectively as a society we have learned so much over the last couple of years. Not everything has returned to how it was before Covid times and that often is for the better, for instance the IACP staff members continue to work using a hybrid model, two days in the office collaborating together and three days at home staying connected via technology. In our all-member survey taken in December 2021 more than four out of five (83%) members say their work as a counsellor/psychotherapist has been impacted somehow by the pandemic, with the biggest impact being the mixture of remote and on-site working.

We would like to take this opportunity to applaud our members for your resilience and adaptability. During the height of the pandemic, the Covid-19 restrictions forced us to change the way we do business. You pivoted from conducting counselling sessions in person to using technology to continue your work helping your clients when they needed you the most.

The acceptance and de-stigmatisation of therapy is another benefit that has become clear as we are emerging from strict restrictions. Four in five Irish adults think that counselling/psychotherapy is valued by people in general as reported in our General Public Mini-Survey conducted in May 2022. In addition, more than nine in 10 people say it is a good idea to seek counselling/psychotherapy if struggling with mental health issues.

2021 was also an important year for the IACP, as we celebrated our 40<sup>th</sup> anniversary of the organisation. For 40 years we have promoted safe and effective practice of counselling and psychotherapy in Ireland. We have seen the public attitudes towards counselling and psychotherapy change and have been instrumental in changing these views.

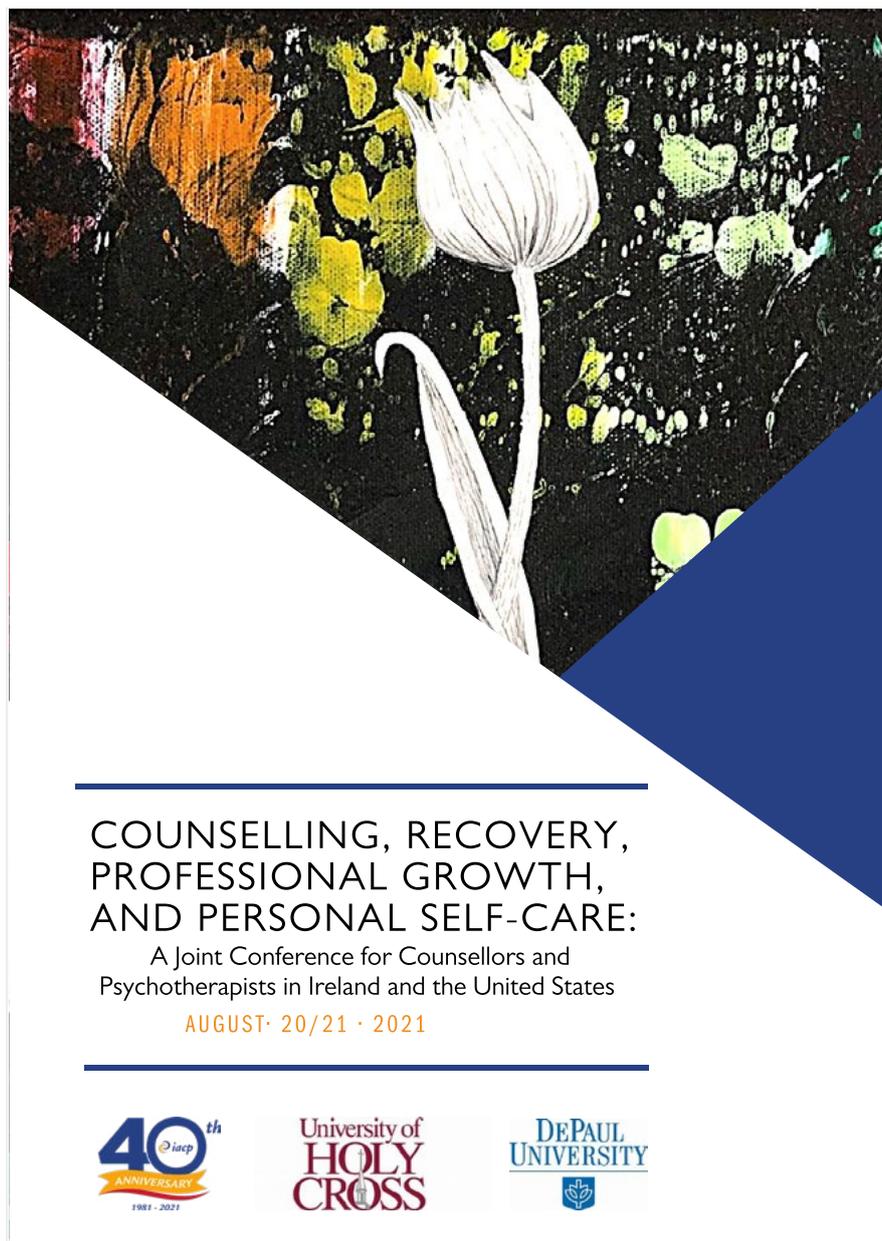
To mark this momentous year, we created online content celebrating the IACP, including the 40th anniversary video. We'd also like to thank all the members who shared their poetry, photography, and short video clips wishing the IACP a happy birthday.

2021 was also significant as we launched the IACP Strategic Plan 2021 – 2025, which sets out our vision, strategic objectives, strategic approach, and critical indicators of success for upcoming years.

## 2021/2022 Event Highlights

Many of our events and meetings were online again this year. Thank you all for your participation and interest. The regional committees were actively meeting virtually as well as our student and pre-accreditation events.

We were delighted that so many could virtually participate in the Counselling, Recovery, Professional Growth, and Personal Self-Care Conference held in August 2021 online with our friends from the University of Holy Cross, New Orleans and DePaul University, Chicago. It was another successful annual event, which is a joint initiative to discuss and share the counselling practices in Ireland and the USA.



In October 2021 we had our 40<sup>th</sup> Anniversary Conference, which was held virtually. The event featured renowned speakers Deb Dana, Dr Michael Duffy, and Dr Sabina Brennan.

The highlight of this year for us was the return of the Annual Accreditation Ceremony to an in-person event held on 22nd April 2022 at the Royal Marine Hotel in Dun Laoghaire. It was a lovely night to celebrate members and supervisors who had earned their IACP accreditation during 2021. It was wonderful to reconnect with one another and celebrate such a special night for our members and their families.



As spring emerged and we moved away from the emergency stage of the pandemic and in-person meetings could go ahead, we seized the opportunity and visited Leinster House twice meeting with mental health spokespeople and other TD and senators to update them on our work on our *Access to Counselling & Psychotherapy Through Schools Initiative*. As you are aware, there is an urgent need for services to address the mental health issues facing children and adolescents across Ireland.

This initiative would provide them with early and timely access to the help they need, when they need it. The most recent General Public Mini-Survey found that more than nine in 10 (93%) Irish adults say that counselling/psychotherapy should be made available for children/adolescents through schools. That is great support for our proposal, and we will continue to lobby strongly for this critical support.

We would like to give a hearty thank you to all of our wonderful volunteers who give of their time in support of the IACP from those serving on a sub-committee, regional committees, and board members. As a not-for-profit, we depend on volunteers and your expertise to help fulfill our mission and realize our goals. Your service is invaluable, and we appreciate it so very much.

We are sincerely looking forward to seeing you all in person at the annual general meeting and conference, for the first time since 2019. We hope you enjoy the meeting in Galway and the opportunity to learn from one another and socialise with your fellow members and our dedicated staff.

Kind Regards,

**Bernie Hackett**  
Cathaoirleach

**Lisa Molloy**  
CEO

### *Message from Bernie Hackett*

It has been my honour to serve the members of IACP as your Cathaoirleach for the last two years. I want to take this opportunity to thank the members for your confidence in me as we have navigated the organisation through these challenging times, adapting and changing as needed to ensure we successfully look after our mission.

Thank you to my colleagues on the board for your tireless work on behalf of the IACP. Your commitment makes our organisation run smoothly and you make a real difference every day for our profession.

As I step down from my role as chair, reflecting on the last two years I feel proud of my ability to chair the Board of Directors' meetings, connect with regional and sub committees through Zoom and I am so grateful that technology provided that opportunity.

### *Message from Lisa Molloy*

I would like to congratulate and thank Bernie for her amazing two years of wise and strong leadership as Cathaoirleach during an unusual and challenging time. Bernie truly embodies all of the best attributes of a counsellor and is one of the kindest and most pleasant people I have worked with in my career. She has been an insightful leader and champion for the IACP.

A big thanks to our IACP staff for your dedication and never missing a beat over the last year when it comes to our mission and providing support for our members. I appreciate all of your efforts during all of the changes this past year. It is lovely to see you all again in the office.



*Leas-Cathaoirleach Séamus Sheedy and departing Cathaoirleach Bernie Hackett*

# IACP SOCIAL MEDIA BY THE NUMBERS

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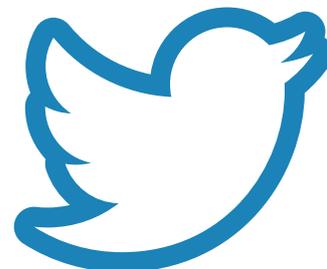
**TWITTER**

**2.2K - 2.6K**

2021

2022

FOLLOWERS



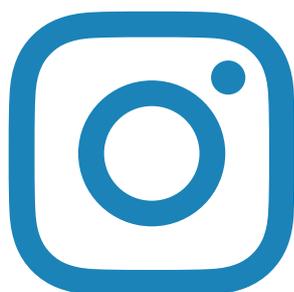
**FACEBOOK**

**3.6K - 4.2K**

2021

2022

FANS



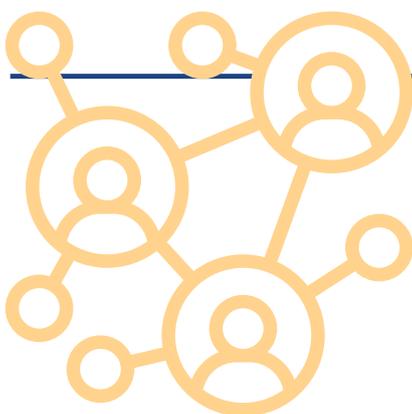
**INSTAGRAM**

**1.4K - 2.4K**

2021

2022

FOLLOWERS



**LINKEDIN**

**3.8K - 4.9K**

2021

2022

FOLLOWERS



# IACP FULL MEMBER SURVEY – DECEMBER 2021



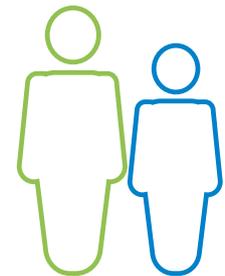
**2 OUT OF 3  
MEMBERS**

WORK IN PRIVATE  
PRACTICE AND A PERSON-  
CENTRED THEORETICAL  
MODEL PRIMARILY GUIDES  
THE WORK OF ALMOST 2  
OUT OF 3 MEMBERS

**1 IN 3 MEMBERS - 34%**  
WORK FULL-TIME



**1 IN 2 MEMBERS - 52%**  
MORE THAN  
WORK PART-TIME

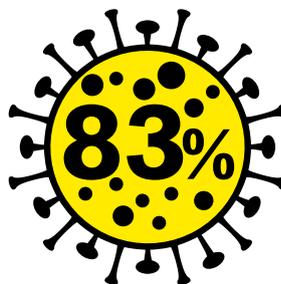


**MOST (95%)**  
WORK WITH ADULTS

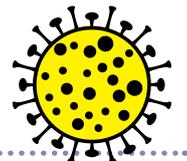
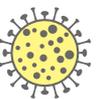
**1 IN 3 (33%)**  
WORK WITH ADOLESCENTS

## OVERALL PANDEMIC IMPACT

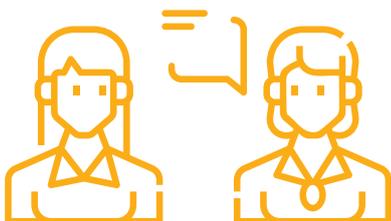
**MORE THAN 4 OUT OF 5**  
MEMBERS SAY THEIR WORK AS A  
COUNSELLOR/PSYCHOTHERAPIST HAS  
BEEN IMPACTED SOMEHOW BY THE  
PANDEMIC, WITH THE BIGGEST IMPACT  
BEING THE MIXTURE OF REMOTE AND  
ON-SITE WORKING



Some perceived pandemic impacts have lessened over time – however negative impacts on **PERSONAL WELLBEING**, the **ABILITY TO PRACTISE SELF-CARE** and **CONTACT WITH COLLEAGUES** and **OTHER PRACTITIONERS** have increased



## COUNSELLING/PSYCHOTHERAPY PROVISION



**8 IN 10 MEMBERS**  
ARE BACK TO WORKING FACE-TO-FACE



**4 IN 10 MEMBERS**  
ARE WORKING MOSTLY/ONLY FACE-TO-FACE



**3 IN 4** INTEND TO CONTINUE TO PROVIDE ONLINE  
COUNSELLING/PSYCHOTHERAPY AFTER THE COVID 19  
PANDEMIC

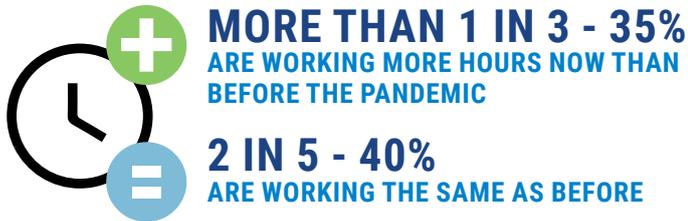


**MORE THAN 4 IN 10**  
ARE PROVIDING A MIXTURE OF FACE-TO-FACE  
AND ONLINE WORK



**5 IN 6** ARE TOTALLY OR LARGELY SATISFIED WITH HOW THEY ARE  
CURRENTLY WORKING

## HOURS



## SUPERVISION

THERE HAS BEEN A SIGNIFICANT GROWTH IN THE IMPORTANCE OF SUPERVISION DURING THE PANDEMIC

**OVER HALF (52%)**

SAY THAT IT IS MORE IMPORTANT THAN USUAL

**6 IN 7 MEMBERS** ARE TOTALLY/LARGELY SATISFIED WITH THE CURRENT SUPERVISION THEY RECEIVE



## PERCEPTIONS OF COUNSELLING/PSYCHOTHERAPY

**ALMOST 2 IN 3 (64%)** THINK THAT THE PANDEMIC HAS RAISED THE PROFILE OF COUNSELLING/PSYCHOTHERAPY

**ALMOST ALL (96%)** FIND THEIR WORK AS A COUNSELLOR/PSYCHOTHERAPIST TOTALLY OR LARGELY REWARDING



**+15%**

ON 2018 FOR THOSE WHO SAY IT IS TOTALLY REWARDING.

## THE FUTURE



**ALMOST 2 IN 3 (62%)**

WOULD LIKE TO SEE A RETURN TO IN-PERSON CPD EVENTS AND TRAINING WHEN IT IS SAFE TO DO SO



**ALMOST 2 IN 3 (63%)**

WOULD WELCOME WORKSHOPS WITH GUEST SPEAKERS AT REGIONAL AGMS



**ALMOST 9 IN 10 (87%)** ARE IN FAVOUR OF STATE REGULATION AND SEE THE IACP AS CONTINUING TO HAVE AN IMPORTANT ROLE IN LOBBYING, REPRESENTING AND ENSURING THAT THE PROFESSION IS UNDERSTOOD BY THE GENERAL PUBLIC AND WITHIN THE MEDIA

## CLIENTS



**1 IN 2 MEMBERS** ARE SEEING INCREASES IN NEWLY REFERRED CLIENTS



**1 IN 3 MEMBERS** ARE SEEING INCREASES IN RETURNING FORMER CLIENTS

CLIENTS ARE PRESENTING MORE WITH ANXIETY AND STRESS/PANIC ISSUES DURING THE PANDEMIC THAN IS USUALLY THE CASE



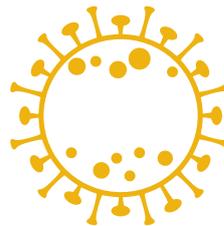
**+81%**

ANXIETY



**+74%**

STRESS/PANIC



**3 IN 4 MEMBERS** SAY THAT CLIENTS ARE RAISING ISSUES RELATED TO COVID-19 WITH SOME DEGREE OF REGULARITY, THE TOP ISSUE RAISE BEING ANXIETY

# GENERAL PUBLIC MINI SURVEY MAY 2022

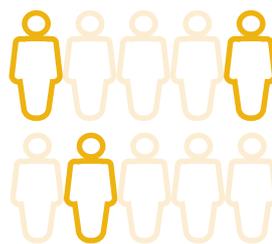
## EXPERIENCE OF COUNSELLING/PSYCHOTHERAPY

**MORE THAN 1 IN 7 (16%)**

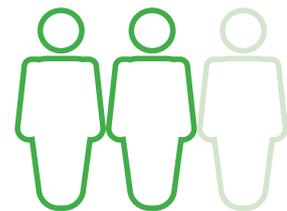
IRISH ADULTS SAY THEY HAVE PERSONALLY SEEN A COUNSELLOR/PSYCHOTHERAPIST (EQUATING TO 645,000) THIS IS AN INCREASE OF

**+4% FROM 2019**

SLIGHTLY ELEVATED FOR FEMALES, THOSE IN THE 25-34 AGE BRACKET AND THOSE LIVING IN THE GREATER DUBLIN AREA

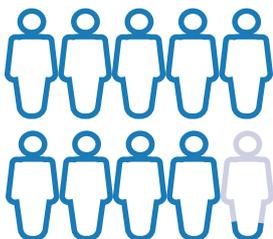


**3 IN 10 (30%)**  
SAY THEY KNOW SOMEONE ELSE WHO HAS SEEN A COUNSELLOR/PSYCHOTHERAPIST

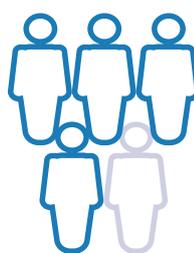


**2 IN 3 (66%)**  
SAY THEY WOULD BE LIKELY TO SEE A COUNSELLOR/PSYCHOTHERAPIST IF STRUGGLING WITH THEIR MENTAL HEALTH

## PERCEPTIONS OF COUNSELLING/PSYCHOTHERAPY

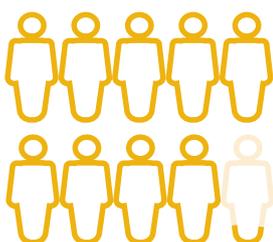


**MORE THAN 9 IN 10**  
SAY IT IS A GOOD IDEA TO SEEK COUNSELLING/PSYCHOTHERAPY IF STRUGGLING WITH MENTAL HEALTH



**4 IN 5 IRISH ADULTS**  
THINK THAT COUNSELLING/PSYCHOTHERAPY IS VALUED BY PEOPLE IN GENERAL - BUT THE SAME NUMBER ALSO THINK THAT COUNSELLING/PSYCHOTHERAPY IS NOT WELL UNDERSTOOD BY PEOPLE IN GENERAL

## COUNSELLING/PSYCHOTHERAPY FOR CHILDREN/ADOLESCENTS



**MORE THAN 9 IN 10**  
MORE THAN 9 IN 10 (93%) IRISH ADULTS SAY THAT COUNSELLING/PSYCHOTHERAPY SHOULD BE MADE AVAILABLE FOR CHILDREN/ADOLESCENTS THROUGH SCHOOLS



**MORE THAN 9 IN 10**  
IRISH ADULTS SAY THAT IT IS IMPORTANT FOR CHILDREN/ADOLESCENTS TO HAVE ACCESS TO COUNSELLING/PSYCHOTHERAPY IF THEY ARE STRUGGLING WITH THEIR MENTAL HEALTH

# IACP STAFF AUGUST 2022

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**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



**Laurie Dool**  
Accreditation Officer



**Hannah Furey**  
Accreditation Officer



**Ellen Kelly**  
Research & Education Officer



**Nicole Mac Dermott**  
Communications Supervisor

# IACP AGM 2022

Friday 14th October 2022

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## IACP AGM 2022 – 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 28th July 2022.

### *Voting on the Day:*

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

### *Proxy Voting:*

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

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



# IACP AGM 2022 – MOTIONS

**MOTION 1:** *That the IACP Memorandum and Articles of Association (known henceforth as the IACP Constitution) and the Bye-Laws is hereby amended by the addition to paragraph 12.4 which is underlined below:*

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

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

## *Rationale:*

The maximum term of office for a Director or Officer is currently six consecutive years. As an exception, a member who is appointed Cathaoirleach in their sixth year on the Board of Directors is allowed to continue for another year in order to fulfil that role for a two-year term.

The proposed amendments to the Constitution permit members who reach the position of Leas Cathaoirleach to:

- a. continue for a second year as Leas Cathaoirleach and
- b. be eligible for election to the position of Cathaoirleach even if they have served up to six years as a Director or Officer.

The rationale for this proposed change is to facilitate members who wish to continue to serve as Directors or Officers in very limited circumstances. This will avoid the loss of experienced and dedicated volunteers at Officer/Board level.

It is also important to maintain corporate memory and knowledge in these key board positions which are dedicated to ensuring the long-term viability and effectiveness of the IACP. This amendment will ensure there is continuity of the Board's corporate knowledge and skills.

**Proposer Name:**  
Elizabeth O'Driscoll

**Seconder Name:**  
Eamon Fortune

## IACP AGM 2022 – MOTIONS

**MOTION 2:** *The IACP engage with insurance providers to determine the type of insurance that is needed for psychotherapists and counsellors in the present day.*

**Rationale:**

The rationale is that insurance providers are dictating terms about payment beyond their scope and remit. We could use the buying power of thousands to invite the best quotes. Depending on the rates quoted and discount offered, the IACP could recommend to their members the best value and cover to suit members' situational needs.

**Proposer Name:**  
Olive Cross

**Seconder Name:**  
Karen Murphy

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**MOTION 3:** *That the IACP direct a review of the sections of the Supervision Policy Document which pertain to the period of Pre-Accreditation to ensure good supervisory governance, clarity, and accountability.*

**Note:**

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

**Rationale:**

- IACP approved Training Colleges/Courses discharge their undertaking to adhere to IACP codes, ethics, and practices as soon as a Trainee Member graduates.
- Trainee Member becomes a Pre-accredited Member, commencing work with a new Supervisor to accrue 450 hours for Accreditation.
- The Supervisor and Pre-accredited Member undertake to uphold the IACP codes, ethics, and practices.
- However, the Supervisor has no access to any information relating to standards which the Pre-accredited Member is working to within an \* Agency.
- \*Agencies are not necessarily working to IACP codes, ethics, and practices.
- No mechanism exists for the Supervisor to have sight of, or access to, details of contracts between clients and Agencies, hours worked, number of clients, quality of note taking or record keeping etc.
- The Supervisor and the \*Agency have no right to communicate with each other.
- This lack of communication leaves the Supervisor and the \*Agency working in a vacuum.
- This vacuum has the potential to undermine the quality of the therapeutic experience for the Client.

Review the current Supervision Policy for the Pre-accreditation period to identify areas for improved communications and potential risk.

It is in keeping with the Purpose Statement and Strategic Plan to review all IACP Policies requiring revision.

**Proposer Name:**  
Patricia Ashe

**Seconder Name:**  
Maura Dunne

## IACP AGM 2022 – MOTIONS

**MOTION 4:** *That the IACP undertakes to make the services of a suitably experienced Barrister (or other similarly qualified legal expert) available as a source of advice and counsel to IACP members to support them in their work with adult clients who report incidences of coercive control, sexual assault and trauma. This assistance is proposed particularly in relation to Therapists' reporting obligations.*

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

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

### *Rationale:*

As Therapists we hold a careful balance between creating a place of safety for our client where he/she can openly explore and discuss, perhaps for the first time, the circumstances, impact and effect of sexual assault and trauma they have experienced or are experiencing in their lives.

The Therapist has a duty of care to the client but may simultaneously be under a reporting obligation having been informed that the client has been and may in the future be in danger.

There is great tension in this dual responsibility and the burden to act appropriately, while not either alienating or placing the client in further danger, is carried by the Therapist.

Having the support of formal legal counsel in this area would provide legal protection confidence and reassurance for Therapists in their work. It would also ensure that as Therapists we maintain the highest standards of professionalism in our work with our clients.

**Proposer Name:**  
Maura Davis

**Seconder Name:**  
Kevin Gallagher

## IACP AGM 2022 – MOTIONS

**MOTION 5:** *The Board of Directors seek Members’ support for the IACP to enter into an accreditation recognition agreement with the National Counselling Society (NCS) in the United Kingdom, equivalent to the accreditation recognition agreement currently in place with the British Association for Counselling and Psychotherapy (BACP).*

*Rationale:*

The request regarding accreditation recognition agreement was sent to the IACP by the NCS and would afford NCS Accredited Professional Registrants the opportunity to apply for IACP Accredited Membership in the same way in which BACP Accredited Members can apply at present. (IACP condition would include the requirement of a minimum of 50 personal therapy hours to be completed in training by NCS Members, who wish to avail of this agreement, the same way as it is required from BACP Members).

IACP Accredited Members will equally be afforded the opportunity to apply for membership of the NCS via the accreditation recognition agreement in the same way they can currently apply to BACP.

It is clear that there are equivalent standards of accreditation in relation to requirements such as training, client work in training and supervision between the NCS and the BACP. This has also been highlighted in the recent Scope of Practice and Education (SCoPEd) framework. This framework outlines the core training, practice and competence requirements for Counsellors and Psychotherapists working with adults.

The Board considered the value of this agreement to IACP Members and made a decision to consult with Members on this matter.

**Proposer Name:**  
Damian Davy

**Seconder Name:**  
Peter Ledden

**MOTION 6:** *That motion number 7 passed at the 2021 AGM is hereby rescinded.*

**MOTION 7:**

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

**Rationale:**

Based on legal advice received:

Section 4 of the Competition Act 2002 prohibits anti-competitive agreements, decisions and concerted practices between undertakings, and decisions by associations of undertakings.

This Motion could involve the IACP acting as an ‘association of undertakings’ for competition purposes. It represents the clear formulation of a pricing policy applicable to a specific sphere of economic activity by its Members, namely provision of services by its members to charitable organisations funded by the Health Service Executive.

Whilst the Motion does not create a binding obligation upon Members, it would be considered likely that if the Motion was to be implemented, this would be regarded as the adoption of a decision or a concerted practice in relation to economic activity.

Based on legal advices received, this Motion is prohibited by Section 4(1) of the Competition Act 2002 and is void and could even give rise to a criminal exposure for Directors of the IACP under Section 6(1).

**Proposer Name:**  
Jade Lawless

**Seconder Name:**  
Séamus Sheedy

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**MOTION 7:** *The IACP rescind the change to the IACP Course Criteria point 6.4 and remove the addition of the new sentence applied in 2021 at the request of the course providers and without the vote of the membership: “Students cannot receive payment directly for client work from the client during training.”*

**Rationale:**

The rationale is that it has never been the remit of the accreditation bodies to legislate on fees. This change perpetuates the systemic problem of no monetary value and therefore no value on the profession of counselling, whether it is delivered by students or qualified psychotherapists. No other allied health profession works under these conditions.

**Proposer Name:**  
Olive Cross

**Seconder Name:**  
Karen Murphy

## IACP AGM 2022 – MOTIONS

### **MOTION 8:** *Implementation of Motions Carried at IACP AGM. .*

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

*However*

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

**Proposer Name:**  
Liam Neville

**Seconder Name:**  
Ursula Gilrane-Mc Garry

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### **MOTION 9:** *The IACP offer an on line version of the IACP Journal to the membership who agree to receive in this way.*

*Rationale:*

The Rationale is that in order to be environmentally considerate and save some of the €67,675 which was the cost of the 2021 IACP journal printing and postage, the membership might vote on changing the journal to fully on line and thus save on paper, air miles and costs for the IACP. Alternatively orders could be taken using Survey Monkey by email if someone wants to receive the hard copy.

**Proposer Name:**  
Olive Cross

**Seconder Name:**  
Karen Murphy

# NOMINATIONS

## FOR THE BOARD OF DIRECTORS 2022



# IACP OFFICERS 2022



## *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, and 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.

*The IACP Officer role of Company Secretary for 2022 was elected at the 2021 AGM and will stand for two years.*

# NOMINEES FOR THE BOARD OF DIRECTORS 2022



## *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. He forged strong links internationally having represented IACP at National, European and International level in his role as IACP Chairperson.

He has also collaborated with many other professional bodies and agencies to further the standards of the profession of Counselling and Psychotherapy. Séamus has published articles in local and national newspapers and has presented on Mental Health on local and National Media Stations to further the profile of IACP.

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

**Proposer Name:**

Ray Henry

**Secunder Name:**

Bernie Hackett



## *Leas-Cathaoirleach – Jade Lawless*

Jade is a chartered Counselling Psychologist and accredited member of the IACP with 15 years' experience in the field. Jade is the Academic Director in PCI College and is responsible for the management of the college's Programme Development Strategy and Counselling & Psychotherapy Department. 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, two of which she served as Secretary and chaired the IACP Finance and Risk Management committee, which involved inputting into the organisation's risk management strategy.

Jade is also employed as a Counsellor/ Therapist within the HSE 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.

**Proposer Name:**

Gael Kilduff

**Secunder Name:**

Margaret O'Connor



### *Edward Boyne*

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

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

**Proposer Name:**

Peter Ledden

**Seconder Name:**

Gearoid Manning



### *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:**

Liz O'Driscoll

**Seconder Name:**

Eamon Fortune



### *Eamon Fortune*

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

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

Eamon took on the role of Regional Director in 2021 and has introduced Zoom accounts and training for each region in order to provide autonomy when it comes to our regional members setting up network events, meetings and workshops. The online events have seen an increase in the number of events available to Members and an increase in attendance. Eamon continues to link in with the regions on a regular basis and has attended a number of online regional events.

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

**Proposer Name:**

Paul Murphy

**Secunder Name:**

Pauline Bradley



### *Angela Keaveney*

Angela is the Director of Counselling with Longford Women's Link, where she has worked since 2006. She has worked as a psychotherapist since 2002 and is an accredited Supervisor with the IACP. Angela is responsible for the women's community counselling service at Longford Women's Link and has overseen its expansion in recent years. Prior to this, Angela was the Domestic Violence Coordinator at LWL and operated a private psychotherapy practice until from 2002 to 2019.

Angela holds a BSc. in Social Science and is passionate about human rights, learning and development and is currently midway through a training programme with Sematic Experiences Ireland. Angela has had previous governance roles on regional and national boards and has considerable experience of the governance requirements and responsibilities covering organisational development, human resources, funding and working within the values and ethos of a vibrant progressive organisation. Angela is a strong believer in the importance of progressive strategic planning and has experience of holding the values of inclusion of complex humans and complex organisational needs while working from a collective approach to progress a mission. Angela's previous experience gained from working on the front line of domestic violence and community services in rural Ireland and her experience working in partnership with multidisciplinary teams means that her knowledge and experiences will be of considerable benefit to the board of IACP.

**Proposer Name:**

Kate Crinigan

**Secunder Name:**

Jackie Green



### Caroline Kehoe

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

**Proposer Name:**

Edward Boyne

**Secunder Name:**

Luci Gately



### 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 EAP and CISM responses through Abate Counselling to corporate organisations such as An Garda Síochána, the CIE group of companies and many others.

Peter has served on the IACP Board of Directors for the last four years and is an accredited member of IACP, IAHIP, ICP and SAI. Peter is also a board member with the charity Sophia Counselling Centre.

**Proposer Name:**

Liz O'Driscoll

**Secunder Name:**

Michael Ledden



## Liam Neville

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

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

He has worked in a variety of settings and my current role is Coordinating the HSE Sligo - Leitrim Traumatic Bereavement Service which encompasses managing a cohort of accredited, student & 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 a 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.

He is interested in becoming a Board Member as he recognises the value of counselling and psychotherapy. He has been a member of the West North West Committee for the past 4/5 years and is currently the chairperson. He has presented motions to the National AGM to enhance the work of counsellors thus enhancing the welfare of clients. He believes he can contribute to IACP as a professional ethicist.

**Proposer Name:**  
Margaret McGoldrick

**Seconder Name:**  
Liam Cannon



### *Liz O'Driscoll*

Liz started her working career in an apprenticeship and went on to run two businesses over 20 years. She went back into education in her late thirties while rearing her young family. Over the next ten years she went from certificate to 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 and 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 early 2018 and is honoured and committed to put herself forward for election in 2022.

**Proposer Name:**

Marian Scullion

**Seconder Name:**

Alice Power

# 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 2022

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# DIRECTORS AND OTHER INFORMATION

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## Directors

Liam Neville  
Séamus Sheedy  
Peter Ledden  
Bernadette Hackett  
Ray Henry  
Damian Davy  
Edward Boyne  
Eamon Fortune  
Elizabeth Ann O'Driscoll  
Jade Lawless  
Geraldine Looney

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## Company Secretary

Ray Henry

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## Company Number

194640

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## Charity Number

CHY6615

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## Charities Regulator Number

20012564

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## Registered Office and Business Address:

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

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## Auditors

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

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## Bankers

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

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

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## Solicitors

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

# MEMBERSHIP OF THE BOARD 2021/2022

**Bernie Hackett**  
Cathaoirleach



Attended 9 of 9 Board meetings

**Séamus Sheedy**  
Leas-Cathaoirleach



Attended 8 of 9 Board meetings

**Ray Henry**  
Company Secretary



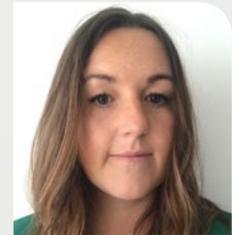
Attended 8 of 9 Board meetings

**Eamon Fortune**  
Regional Director



Attended 8 of 9 Board meetings

**Jade Lawless**  
Treasurer



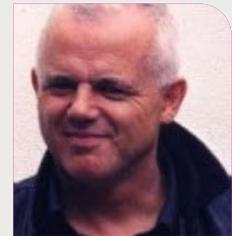
Attended 8 of 9 Board meetings

**Michelle Coyne**  
Board member



Attended 2 of 3 Board meetings

**Edward Boyne**  
Board member



Attended 5 of 6 Board meetings

**Peter Ledden**  
Board member



Attended 8 of 9 Board meetings

**Damian Davy**  
Board member



Attended 8 of 9 Board meetings

**Izabela Morris**  
Board member



Attended 2 of 3 Board meetings

**Geraldine Looney**  
Board member



Attended 6 of 9 Board meetings

**Liam Neville**  
Board member



Attended 6 of 6 Board meetings

**Elizabeth O'Driscoll**  
Board member



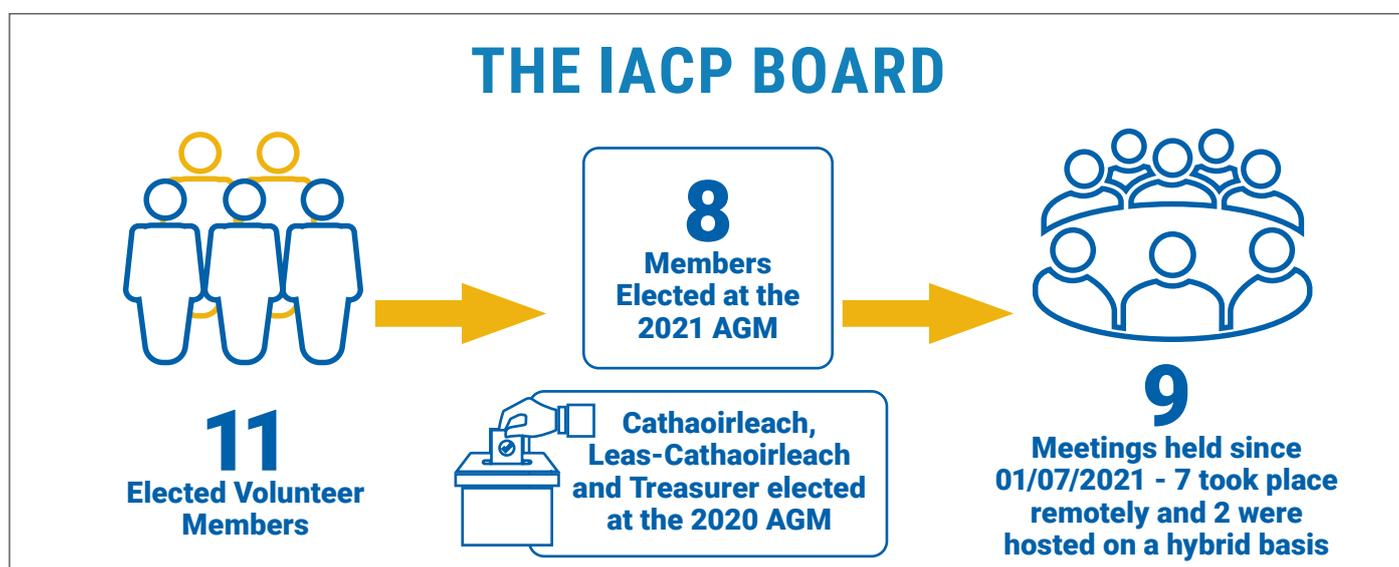
Attended 9 of 9 Board meetings

# IACP BOARD MEMBERS ATTENDANCE 2021/2022

Name	3 July 2021	27 Aug 2021	2 Oct 2021	5 Nov 2021	10 Dec 2021	28 Jan 2022	12 March 2022	29 April 2022	11 June 2022
<b>Bernie Hackett<sup>C</sup></b>	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Séamus Sheedy</b>	✗	✓	✓	✓	✓	✓	✓	✓	✓
<b>Ray Henry</b>	✓	✓	✓	✗	✓	✓	✓	✓	✓
<b>Jade Lawless</b>	✓	✗	✓	✓	✓	✓	✓	✓	✓
<b>Eamon Fortune</b>	✗	✓	✓	✓	✓	✓	✓	✓	✓
<b>Edward Boyne</b>	N	N	N	✓	✓	✓	✗	✓	✓
<b>Michelle Coyne</b>	✓	✓	✗	R	R	R	R	R	R
<b>Damian Davy</b>	✗	✓	✓	✓	✓	✓	✓	✓	✓
<b>Peter Ledden</b>	✓	✓	✗	✓	✗	✓	✓	✓	✓
<b>Geraldine Looney</b>	✓	✓	✓	✓	✗	✓	✓	✓	✓
<b>Izabela Morris</b>	✓	✓	✗	✓	R	R	R	R	R
<b>Liam Neville</b>	N	N	N	✓	✓	✓	✓	✓	✓
<b>Liz O'Driscoll</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓

✓	attended
✗	apologies or absent
C	Chairperson

N	not on Board on this date
R	resigned



# DIRECTORS' REPORT

*The Directors present their report and the audited financial statements for the year ended 30th June 2022.*

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## 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 5,000 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 of Directors consists of eleven members; eight (including Co Secretary position) elected at the AGM in 2021 and three officers (Chair, Vice-Chair and Treasurer) were elected at the AGM in 2020. The current board held nine meetings since 1st July 2021 (see table on previous page) and seven of these were held online while two were held in a hybrid format (see Board member meeting attendance in the table on the previous page).

During 2021, Michelle Coyne and Izabela Morris resigned from their positions on the Board. New appointments made to the Board included the appointment of Liam Neville and Edward Boyne.

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

We look forward to working together in 2023 as we continue our important work in raising and maintaining the standards of the Counselling and Psychotherapy professions for the benefit and in the interests of safeguarding the public.

# IACP MEMBERSHIP

*Membership numbers at 30th June 2022*

MEMBERSHIP BY CATEGORY AT 30th JUNE 2022						
Category	2022	2021	2020	2019	2018	2017
Accredited	2,649	2,436	2,296	2,177	2,048	1,991
Supervisor	733	707	666	622	576	537
Pre-Accredited	579	693	661	620	591	616
Retired Accredited	24	28	26	22	15	22
Student	1,097	902	745	778	824	836
Affiliate	55	65	81	102	119	159
Supervision Courses	7	7	7	5	3	0
Accredited Courses	23	25	29	25	26	24
<b>Total</b>	<b>5,167</b>	<b>4,863</b>	<b>4,511</b>	<b>4,351</b>	<b>4,202</b>	<b>4,185</b>

# FINANCIAL

*Jade Lawless, Treasurer, presents the financial results of IACP for the period 1st July 2021 to 30th June 2022*

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## 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 2021/22 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 2021 to 30th June 2022. 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.

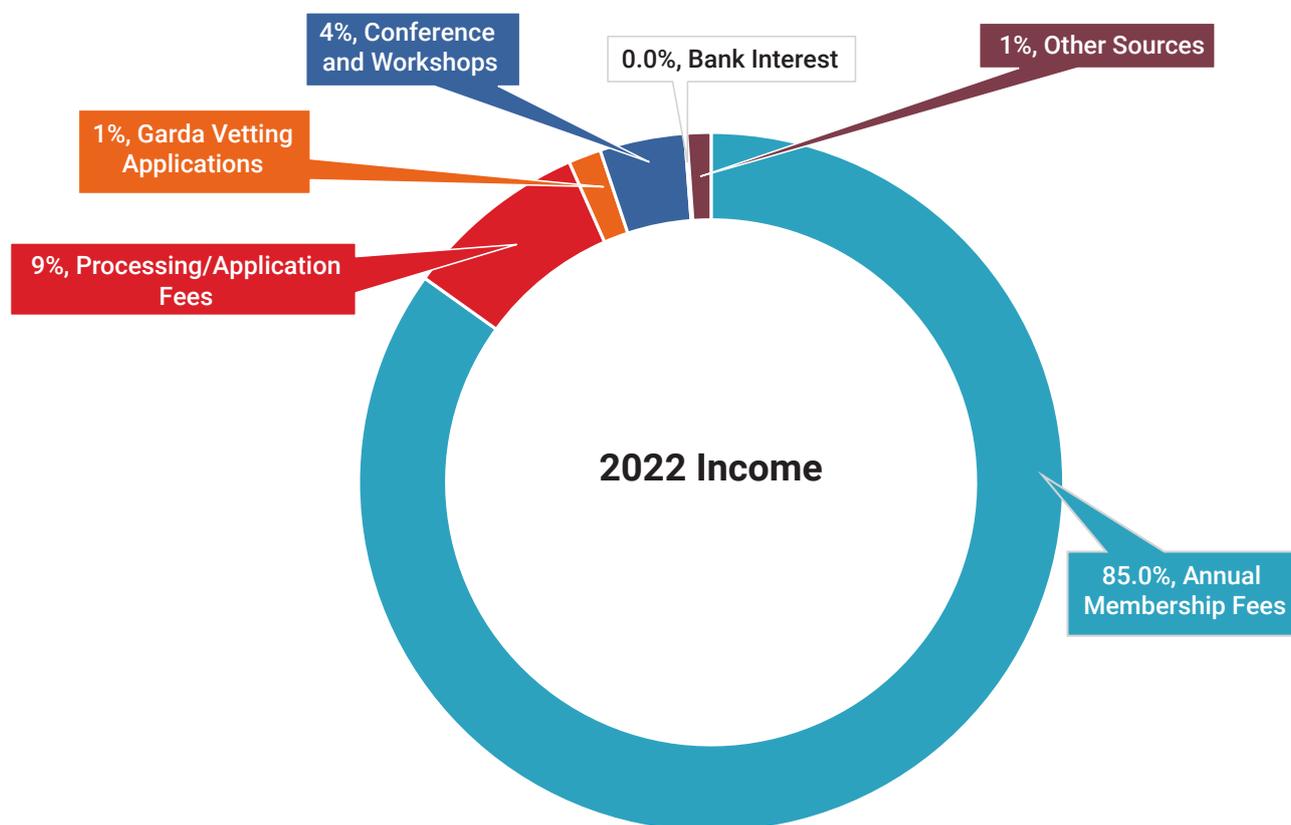
### *2021/2022 Financial Statements – Trading Overview*

The Financial Statements for the 12 months to 30th June 2022 were prepared by our Finance Manager and were audited by PKF O'Connor, Leddy and Holmes Limited, Statutory Audit Firm.

# INCOME

## Income Summary (as of 30th June 2022)

	2022	As a percentage of total	2021	As a percentage of total
Annual Membership fees	<b>1,217,612</b>	<b>85%</b>	1,259,365	85%
Processing/Application fees	<b>122,364</b>	<b>9%</b>	126,312	9%
Garda Vetting Applications	<b>20,877</b>	<b>1%</b>	19,000	1%
Conference and Workshops	<b>56,590</b>	<b>4%</b>	45,075	3%
Other sources	<b>14,911</b>	<b>1%</b>	27,109	2%
	<b>1,432,354</b>		<b>1,476,861</b>	



Total income received in this period amounted to €1,432,354 (2021 - €1,476,861)

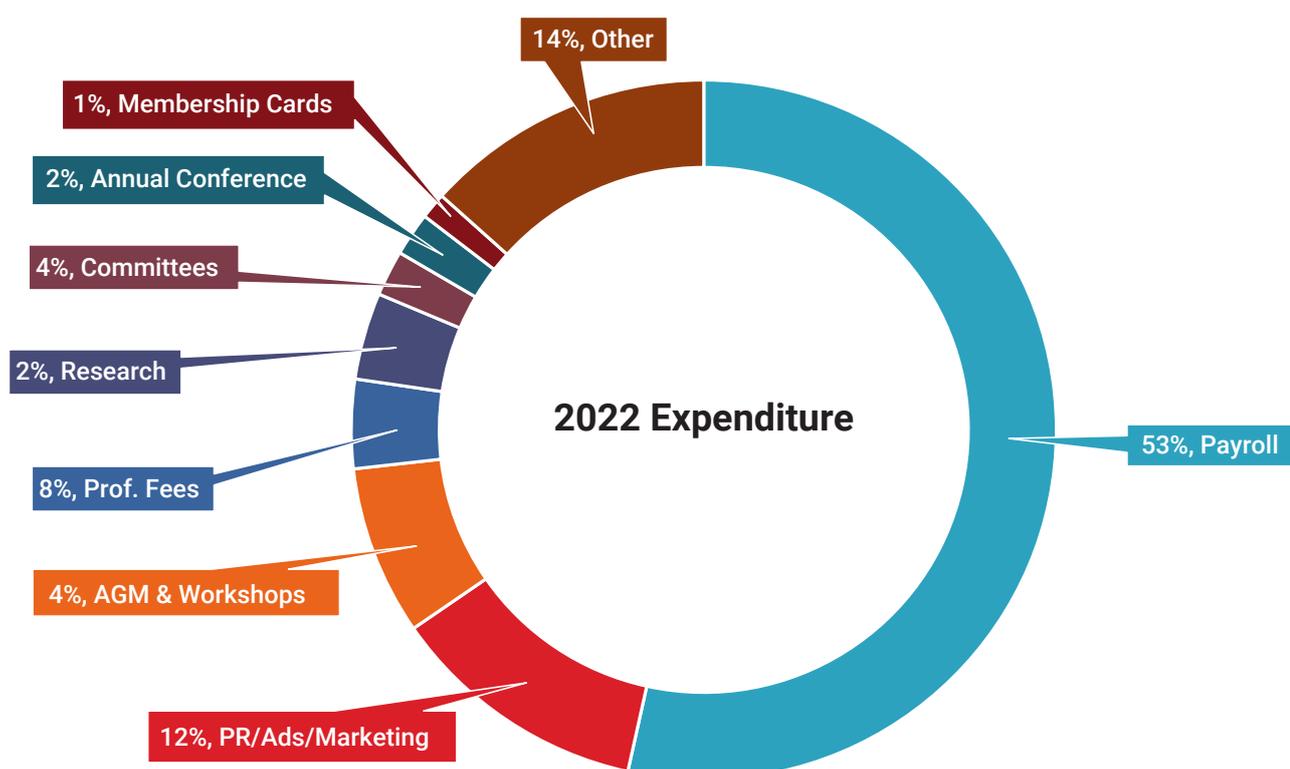
# EXPENDITURE

Total expenditure in this period amounted to €1,292,183 (2021 - €1,130,268).

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

## Expenditure Summary (as of 30th June 2022)

	2022	As a percentage of total	2021	As a percentage of total
Payroll	<b>688,287</b>	<b>53%</b>	661,279	59%
Public Relations, Advertising & Marketing	<b>154,393</b>	<b>12%</b>	142,960	13%
Professional Business Fees	<b>101,214</b>	<b>8%</b>	69,810	6%
AGM, Workshops & Supervisor Forums	<b>52,823</b>	<b>4%</b>	19,746	2%
Committee Expenses	<b>51,855</b>	<b>4%</b>	26,764	2%
Research	<b>27,229</b>	<b>2%</b>	18,597	2%
Annual Conference	<b>26,355</b>	<b>2%</b>	15,400	1%
Membership Cards	<b>15,869</b>	<b>1%</b>	-	0%
General office costs	<b>127,932</b>	<b>10%</b>	123,181	11%
Bank charges	<b>24,426</b>	<b>2%</b>	22,336	2%
Depreciation	<b>21,800</b>	<b>2%</b>	30,195	3%
	<b>1,292,183</b>		<b>1,130,268</b>	



## **Investment**

As reported in our financial statements last year, there was an unrealised gain of €35,739 at year-end, 30th June 2021. There has been a decrease in the value of this fund during the year and IACP continue to monitor the fund. Our year-end balance in this account was €508,051 (at 30th June 2022), which is a loss of €31,188 on last year's balance of €539,239. The net result is still an unrealised gain of €8,051 since the original investment. This current year loss 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**

No capital expenditure occurred during the financial period.

IACP will continue to invest in capital items when necessary to ensure continuity of service for members.

## **Financial Results**

The surplus for the year, after providing for depreciation, amounted to €108,983 (2021 - €382,332).

At the end of the year the company has assets of €2,742,486 (2021 - €2,541,044) and liabilities of €727,139 (2021 - €634,680).

The net assets of the company have increased by €108,983.

# IACP ACHIEVEMENTS & DEVELOPMENTS IN 2021/2022

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## *Professional Standards:*

- 396 new accredited members
- 52 new accredited supervisors
- 2,552 completed annual re-accreditation applications
- 621 completed Garda Vetting applications
- 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
- 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 the Australian Counselling Association
- Continuation of the IACP's course assessment and monitoring process for Professional Training and Supervision Courses
- Continuation of strong stakeholder engagement with IACP Accredited Courses by facilitation of course providers' meetings
- Provided many online CPD and free CPD courses during the last year, including free CPD courses such as Working Professionally Online for IACP Members (6 CPD), Supervisors Forum - Counsellors & The Law (4 CPD), Change and Uncertainty (2 CPD), CBT & Mindfulness to Build Resilience & Wellbeing (2 CPD), Art Therapy Techniques for Adults (3 CPD), CBT & MI Interviewing for weight management (3 CPD), An Embodied Relational Approach to e-Supervision (4 CPD) and more.

## Public Relations/Organisational Profile:

- Numerous Lobbying Activities regarding our Access to Counselling & Psychotherapy Through Schools Initiative
- Meetings with Senators and TDs
- Pre-Budget Submission 2023
- Active Social Media Presence
- Media coverage appearing in the Irish Independent, The Irish Times, The Examiner, Journal.ie, Breakingnews.ie, Sunday Business Post, The Sunday Times and many more newspapers, websites, and national and local radio
- Essential Conversations Podcast
- Numerous articles written by members and placed in various newspapers/websites
- Finalist for the 2021 Irish Digital Media Awards, recognised for our creative and innovative work for the IACP 40th Anniversary conference



## 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.

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

## IT – Basecamp

Basecamp is a project management tool that helps groups stay in touch. The software offers a complete overview of a business's ongoing operations and makes it simple for each group or forum to manage their projects as well as disseminate information within a unified interface. Using Basecamp is a means of staying in the loop for us at the IACP.

Following discussion at the National Regional Committee meeting in March 2022, it was agreed to embark on a relaunch of the basecamp forums, region by region. Six regions had forums already active and found the forums went very quiet during Covid. Over the last month, the Regional Liaison Officer relaunched the six forums and set up two new forums.

## Regional Committees

The Regional Committees provide invaluable networking sessions to their Members as well as CPD sessions and AGMs. The committees provide Members with a means to share positive experience/ feedback with their fellow Members. Our Regional Director is Eamon Fortune — a Member of the 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, 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: **Dublin** (DRC) which covers Dublin, Kildare, and Wicklow, **Midlands** (MRC) Laois, Longford, Offaly, and Westmeath, **North East** (NERC), Cavan, Louth, Meath, and Monaghan, **Northern Ireland** (NIRC) Antrim, Armagh, Down, Fermanagh, Derry, Tyrone, and Donegal, **West/North West** (WNWRC) Donegal, Leitrim, Roscommon, Sligo, and Mayo, **Western** (WRC) Clare, Galway, Limerick, and Tipperary, **Southern** (SRC) Cork and Kerry, and **South East** (SERC) Carlow, Kilkenny, Waterford, and Tipperary.

### Regional Committees Overview (as of 30th June 2022)

	Dublin	Midlands	North East	Northern Ireland	South East	Southern	West North West	Western
<b>No of Meetings</b>	6	14	7	6	9	6	7	10
<b>No of events</b>	11	5	5	2	8	9	8	4
<b>No of Members</b>	7	7	5	5	6	9	5	7

## Regional Committee Members (as of 30th June 2022)

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

South East	Southern	West North West	Western
Dawn O'Brien (Chair)	Olive O'Riordan (Chair)	Liam Neville (Chair)	Andrew Paul Murphy (Chair)
Ruth Curtis	Gill Cormack	Mary Casey	Pauline Bradley
Laura Greene	Melissa Cournane	Ursula Gilrane	Shane Cannon
Aisling MacCarthy	Barbara Devaney	Peter Kelly	Janette Casey
Louise Power	Christine Kennedy	Anne Lynch	Bernadette Assumpta Kilmartin
Evelyn Waters	Celine O'Callaghan		Mary Ellen Ni Chéidigh
	Marie O'Mahony		Tara Jane O'Connor
	Margaret Payne		
	Clíodhna Ryan		

## Sub-Committees

### CPD Committee

The Committee continues to play an important role in upholding professional standards by checking compliance with IACP's CPD Policy, principally through the Annual CPD Audit. A random sample of the membership is selected and asked to submit CPD Logs for the previous year. The Committee has provided clarifications to members in relation to the CPD Policy and worked effectively with other sub-committees to ensure IACP's approach to CPD reflects best practice in the profession.

Margaret Plunkett (Chairperson), Martina McNamara, Elizabeth Tynan.

Meetings held: 4

### Supervision Committee

The Supervision Committee has been instrumental in dealing with supervision-related queries for the membership as well as clarifying roles and responsibilities for supervisors and supervisees. The Committee continues to work with the Professional Practice Sub-Committee to develop and bring clarity to IACP's requirements in the area of supervision.

Patrick Harraghy (Chairperson), Muriel Hogan, Annemarie Murphy, Philip Brennan, Maggie Cox.

Meetings held: 6

## Complaints Committee

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

Main items that were completed / discussed at meetings e.g. number of applications processed, proposals ratified, or projects completed etc. – please see breakdown of complaints below:

Information	Figures (July 2021 to June 2022)
Complaints Received	19
Complaints Returned	11 *
Complaints Withdrawn	2
Complaints Upheld and Closed	2 **
Complaint Upheld - Temporary Membership Withdrawn	0

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

\*\* Withdrawal of membership by Counsellor/Psychotherapist

During the last year the Complaints Committee has also been involved in undertaking a review of the Complaints Procedures with a view to streamlining the process. The Committee also facilitated training for its members in relation to GDPR.

Christine May (Chairperson), Colm Early, Mary Hilliard, Mary Johnston, Blanaid McDonnell, Tony Murphy (Extern), Nancy St. John, Pauline Tallon-Collins, Patricia Toal.

The Committee would like to acknowledge the very valuable contribution made to the work of the Committee by Stephanie Finan and James Goulding, both of whom resigned during 2021. The Complaints Committee would also like to thank Maeve Ferns, Complaints Committee Administrator for all her work over the last two years.

Meetings held: 12



*Christine May, Chair of the Complaints Committee and Maeve Ferns, former Complaints Committee Administrator.*

### **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. Over the last year, the committee has met new challenges with moving to virtual assessments and has risen to the challenge. A total of nine meetings were held and 312 applications were reviewed.

Martina McNamara - Chairperson, Chris Murphy, Carole Walton, Paul Loughlin, Linda Maguire.  
Meetings held: 9

### **Editorial Committee**

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

Mike Hackett (Chairperson), Terry Naughton, Eve Menezes Cunningham, Annette Murphy, Lynne Caffrey, Kaylene Petersen, Hamza Noel Mahoney, Hugh Morley.  
Meetings held: 8

### **Ethics Committee**

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

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

The Committee started the review of the IACP Code of Ethics and Practice and conducted member consultation in relation to the current Code of Ethics. The Committee will continue the review in the coming year.

The Ethics Committee rotate their chair every meeting so there is no formal chairperson.

Anna Taaffe, Heike Felzmann, Michael Dayton, and Holly Smith  
Meetings held: 6

### **Ethical Advisor**

IACP Ethical Advisor service is available to Members. The Ethical Advisor is available for four hours per week to respond to ethical queries from members. The purpose of the Ethical Advisor function is to provide specific support for members regarding ethical matters. The Ethical Advisor is the first point of contact for members regarding any ethical enquiries. Particularly complex queries may require further consultation with the Ethics Committee. Marie Kealy, Ethical Advisor, is an experienced IACP Member and Supervisor.

### **Equality, Diversity, and Inclusion Committee**

The EDIC was established in 2021 and held its first committee meeting in September 2021. To date, the EDIC has met on four occasions. The committee is currently working on a number of projects, including for example the development of an IACP Equality, Diversity and Inclusion Policy and Guidelines for IACP Members in working with gender, sexual and relationship diverse clients (GSRD). We look forward to sharing details of this work as it progresses.

Gillian Fagan (Chairperson), Paraic Barnes, Rebecca Browne, Keelin Deasy, Jim Hutton, Ejiro Ogbevoen, Anita Furlong, Ravind Jeawon, Dil Wickremasinghe.  
Meetings held: 4

### **Supervisor Forums Organising Committee**

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

The committee normally meets about four times yearly but due to our goal to put new structures in place we met more often over the last year. We are currently developing a system where the regions will take responsibility for organizing CPD in their respective regions with the support of the SFOC.

We are currently working on a system that once it is in place forums and other meetings will not occur at the same time. Due to Covid the committee experienced difficulties but held two large Supervisors Forums online.

Patrick Harraghy, Josephine O'Sullivan Linehan, Shane Cannon, Anne Burke, Pat Carmody, Board Representatives: Peter Ledden / Liam Neville.  
Meetings held: 8

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

Patrick Harraghy, Anne Marie Murphy, Muriel Hogan, Phillip Brennan, Elizabeth Tynan, Martina McNamara, Chris Murphy, Margaret Plunkett, Board Member, Ethics Committee member Siobhan Sweeney retired in December 2021 and is greatly missed.  
Meetings held: 6

### **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.

Martin Ryan (Finance Manager), Lisa Molloy (CEO), Jade Lawless (Board of Directors Treasurer), Noel O'Callaghan, Andrew Harbourne-Thomas.  
Meetings held: 6

### **Research Committee**

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

The Committee launched the IACP's Research Strategy, which is designed to aid the further development of a research function and the promotion of a research culture across the organisation, in support of the overall IACP Strategic Plan 2021-2025. The Committee adjudicated on the Research Awards – the first Research Excellence Award and the third Research Bursary, advised on research proposals, made recommendations on research related matters, advised on and contributed to the full members' survey, and developed sub-groups to work on the roll out of the Research Strategy goals.

Cóilín Ó Braonáin (Chair) Mou Sultana (Vice Chair) Ellen Kelly (Research Officer), Mike Hackett, Aisling O'Connor, Caitriona Kinsella, Kathy Keane, Geraldine Sheedy, John Lalor, Izabela Morris, Kevin Stevenson  
Meetings held: 8

### *Member Services:*

- IACP Online CPD Portal on Therapy Academy and provision of online CPD Offerings – both free and subsidised
- Ethical Advisor service available for 4 hours per week to respond to ethical queries from members
- EBSCO Research Portal Available to Members including research articles and Psychology e-Book Collection
- Continued subsidised workshops to Members
- Numerous online and in person 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
- Collaboration with ACI- event for IACP Members: National Programme for Screening and Brief Interventions (SBI) for Problem Alcohol & Substance Use using the SAOR Model
- Joint Conference with University of Holy Cross, New Orleans and DePaul University, Chicago: Counselling, Recovery, Professional Growth, and Personal Self-Care: A Joint Conference for Counsellors and Psychotherapists in Ireland and the United States
- IACP representation at international online conferences.

## IACP Strategic Objectives for 2022 - 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 2022/2023 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. Our Strategic Plan 2021 – 2025 was launched last year. 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.

- **Member Benefit - Online CPD:** The IACP will continue the provision of Online CPD for our Members
- **Member Benefit – Psychology E-Books and Research Database:** Continuation of Members’ access to EBSCO Resources
- **Organisational Profile:** We’re continuing to raise the profile of the IACP with our attendance at 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’ Change to: ‘We’ll draw on IACP General Public Surveys 2019-2022 in the area of 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 2022/23.
- 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 2022.

## **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 21/22.

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: 3rd September 2022



Jade Lawless  
Director

Date: 3rd September 2022

# DIRECTORS' RESPONSIBILITIES STATEMENT

for the year ended 30 June 2022

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: 3rd September 2022



Jade Lawless  
Director

Date: 3rd September 2022

# INDEPENDENT AUDITOR'S REPORT

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

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### *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 2022 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 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

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

#### **Conclusions relating to going concern**

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

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

#### **Other Information**

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

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

### **Opinions on other matters prescribed by the Companies Act 2014**

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

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

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

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

### **Matters on which we are required to report by exception**

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

## *Respective responsibilities*

### **Responsibilities of directors for the financial statements**

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

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

### **Auditor's responsibilities for the audit of the financial statements**

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

## **Further information regarding the scope of our responsibilities as auditor**

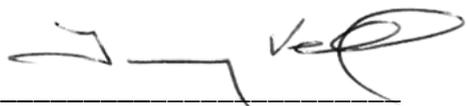
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

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

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

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

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



**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: 5th September 2022

# STATEMENT OF FINANCIAL ACTIVITIES

as at 30 June 2022

	Notes	Restricted Funds 2022 €	Unrestricted Funds 2022 €	Total 2022 €	Total 2021 €
<b>Income and Endowments from</b>					
Donations, gifts and legacies	5	-	-	-	85
Charitable Activities	5	93,017	1,339,213	1,432,230	1,476,683
Other activities	5	-	-	-	-
Investment Income	5	-	124	124	93
<b>Total Income</b>		<b>93,017</b>	<b>1,339,337</b>	<b>1,432,354</b>	<b>1,476,861</b>
<b>Expenditure On</b>					
Charitable Activities	6	71,053	1,221,130	1,292,183	1,130,268
<b>Total Expenditure</b>		<b>71,053</b>	<b>1,221,130</b>	<b>1,292,183</b>	<b>1,130,268</b>
<b>Net Income</b>		<b>21,964</b>	<b>118,207</b>	<b>140,171</b>	<b>346,593</b>
<b>Other gains and losses</b>	<b>8</b>	<b>-</b>	<b>(31,188)</b>	<b>(31,188)</b>	<b>35,739</b>
<b>Net movement</b>		<b>21,964</b>	<b>87,019</b>	<b>108,983</b>	<b>382,332</b>
<b>Reconciliation of funds</b>					
Total funds brought forward	16	89,441	1,816,923	1,906,364	1,599,662
Movement in reserves	16	-	-	-	(75,630)
<b>Total funds carried forward</b>	<b>16</b>	<b>111,405</b>	<b>1,903,942</b>	<b>2,015,347</b>	<b>1,906,364</b>

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 2022

	Notes	2022 €	2021 €
<b>Non-Current Assets</b>			
In tangible assets	11	-	-
Property, plant and equipment	12	543,205	565,005
		<b>543,205</b>	<b>565,005</b>
<b>Current Assets</b>			
Receivables	13	19,312	30,578
Cash and cash equivalents	20	1,671,918	1,406,222
Financial assets	21	508,051	539,239
		<b>2,199,281</b>	<b>1,976,039</b>
<b>Payables: Amounts falling due within one year</b>	<b>14</b>	<b>(727,139)</b>	<b>(634,680)</b>
<b>Net Current Assets</b>		<b>1,472,142</b>	<b>1,341,359</b>
<b>Total Assets less Current Liabilities</b>		<b>2,015,347</b>	<b>1,906,364</b>
<b>Funds of the Organisation</b>			
Designated Reserves	16	869,526	895,875
Unrestricted Reserves	16	1,034,416	921,048
Restricted Reserves	16	111,405	89,441
<b>Funds of the Organisation</b>		<b>2,015,347</b>	<b>1,906,364</b>

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

**Approved by the board on 3rd September 2022 and signed on its behalf by:**



Bernie Hackett  
Director



Jade Lawless  
Director

# STATEMENT OF CASH FLOWS

for the year ended 30 June 2022

	Notes	2022 €	2021 €
<b>Cashflows from operating activities</b>			
Surplus for the year		108,983	382,332
Adjustments for:			
Finance income		(124)	(93)
Depreciation		21,800	29,874
Surplus/Deficit on disposal of property, plant and equipment		(150)	(200)
		<b>130,509</b>	<b>411,913</b>
<b>Movements in working capital:</b>			
Movement in receivables		11,266	1,613
Movement in payables		92,459	47,544
<b>Cash generated from operations</b>		<b>234,234</b>	<b>461,070</b>
<b>Cashflows from investing activities</b>			
Interest received		124	93
Fair value gains/(losses)		31,188	(35,739)
Payments to acquire property, plant and equipment		-	(15,053)
Receipt on disposal of property, plant and equipment		150	200
Net cash used in investment activities		31,462	(50,499)
<b>Cash flows from financing activities</b>			
Designated reserve spend in year		-	(75,630)
Net increase in cash and cash equivalents		265,696	334,941
Cash and cash equivalents at beginning of financial year		1,406,222	1,071,281
<b>Cash and cash equivalents at end of financial year</b>	<b>20</b>	<b>1,671,918</b>	<b>1,406,222</b>

# NOTES TO THE FINANCIAL STATEMENTS

as at 30 June 2022

## 1. GENERAL INFORMATION

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

## 2. ACCOUNTING POLICIES

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

### Statement of compliance

This is the first set of financial statements of the company for the year ended 30 June 2022 and have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council and Charities SORP (FRS 102).

### Basis of preparation

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

### Income

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

### Income from events is recognised as earned and received

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

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

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

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

## Resources Expended

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

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

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

## Fund Accounting

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

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

## Property, plant and equipment and depreciation

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

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

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

## Receivables

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

## Cash and cash equivalents

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

## Payables

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

### **Employee benefits**

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

#### **(i) Short term benefits**

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

#### **(ii) Defined contribution pension plans**

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

### **Taxation**

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

### **Foreign currencies**

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

### **Pensions**

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

### **Website Costs**

Website Costs are valued at cost less accumulated amortisation.

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

## **3. DEPARTURE FROM COMPANIES ACT 2014 PRESENTATION**

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

## **4. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

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

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

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

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

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

## Providing for doubtful debts

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

## 5. INCOME

The income for the year has been derived from: -

	Restricted 2022 €	Unrestricted 2022 €	Total 2022 €	Total 2021 €
<b>Donations, Gifts &amp; Legacies</b>	-	-	-	85
Donations	-	-	-	85

### Charitable Activities

Subscriptions/Member Fee	-	1,217,612	<b>1,217,612</b>	1,259,361
Processing Fee	93,017	50,224	<b>143,241</b>	148,011
Conference/Workshops	-	56,590	<b>56,590</b>	45,075
Publications	-	-	-	3,712
Journal Advertising	-	13,272	<b>13,272</b>	17,604
Other income	-	1,515	<b>1,515</b>	2,920
	<b>93,017</b>	<b>1,339,213</b>	<b>1,432,230</b>	1,476,683

### Investment Income

<b>Bank Interest</b>	-	124	<b>124</b>	93
	-	124	<b>124</b>	93
	<b>93,017</b>	<b>1,339,337</b>	<b>1,432,354</b>	1,476,861

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 2022 €	Unrestricted 2022 €	Total 2022 €	Total 2021 €
Charitable Activities	71,053	1,221,130	1,292,183	1,130,268
	<b>71,053</b>	<b>1,221,130</b>	<b>1,292,183</b>	<b>1,130,268</b>

## 7. OPERATING SURPLUS

	2022 €	2021 €
<b>Operating surplus is stated after charging/(crediting):</b>		
Amortisation of intangible assets	-	3,048
Depreciation of property, plant and equipment	<b>21,800</b>	27,145
Auditors Remuneration	<b>8,000</b>	6,212

## 8. OTHER GAINS AND LOSSES

	2022 €	2021 €
<b>Fair value gains and losses are as follows:</b>		
Unrealised Investment (loss)/gain	<b>(31,188)</b>	35,739

## 9. EMPLOYEES

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

	2022 Number	2021 Number
Administration	<b>15</b>	15

The number of higher paid employees are as follows:

	2022 Number	2021 Number
€60,000 - €70,000	-	-
€70,001 - €80,000	-	-
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-
€100,001 - €110,000	<b>1</b>	1

## 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:

	2022 €	2021 €
Salaries and other short-term benefits	251,750	253,458
Pension costs	17,469	17,425
	<b>269,219</b>	<b>270,883</b>

## II. INTANGIBLE FIXED ASSETS

	Website Costs €	Total €
<b>Cost</b>		
At 1 July 2021	16,021	16,021
Additions	-	-
At 30 June 2022	16,021	16,021
<b>Provision for diminution in value</b>		
At 1 July 2021	16,021	16,021
Charge for year	-	-
At 30 June 2022	16,021	16,021
<b>Carrying amount</b>		
At 30 June 2022	-	-
At 30 June 2021	-	-

## 12. PROPERTY, PLANT AND EQUIPMENT

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer Equipment €	Total €
<b>Cost</b>				
At 1 July 2021	625,352	88,461	79,942	<b>793,755</b>
Additions	-	-	-	-
Disposals	-	-	(669)	-
At 30 June 2022	<b>625,352</b>	<b>88,461</b>	<b>79,273</b>	<b>793,086</b>
<b>Depreciation</b>				
At 1 July 2021	81,363	77,125	70,262	<b>228,750</b>
Charge for the year	12,522	3,224	6,054	<b>21,800</b>
On disposals	-	-	(669)	<b>(669)</b>
At 30 June 2022	<b>93,885</b>	<b>80,349</b>	<b>75,647</b>	<b>249,881</b>
<b>Carrying amount</b>				
At 30 June 2022	531,467	8,112	3,626	<b>543,205</b>
At 30 June 2021	<b>543,989</b>	<b>11,336</b>	<b>9,680</b>	<b>565,005</b>

## 13. RECEIVABLES

	2022 €	2021 €
Trade receivables	<b>1,889</b>	1,844
Taxation	<b>1,728</b>	1,729
Other debtors	<b>91</b>	-
Prepayments	<b>10,504</b>	27,005
Accrued Income	<b>5,100</b>	-
	<b>19,312</b>	30,578

## 14. PAYABLES

	2022	2021
Amounts falling due within one year	€	€
Trade payables	48,251	30,273
Taxation	15,467	15,252
Other payables	82	265
Accruals	5,290	25,340
Deferred Subscription Revenue	658,049	563,550
	<b>727,139</b>	<b>634,680</b>

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 €35,299 (2021 - €37,773).

## 16. RESERVES

	Restricted Reserves	Unrestricted Reserves	Unrestricted Designated Reserve 1	Unrestricted Designated Reserve 2	Total
	2022	2022	2022	2022	2022
	€	€	€	€	€
At 1 July 2021	89,441	921,048	600,000	295,875	1,906,364
Surplus for period	21,964	87,019	-	-	108,983
Transfer in the year	-	26,349	-	(26,349)	-
At 30 June 2022	111,405	1,034,416	600,000	269,526	2,015,347

### Designated Reserve 1

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

### Designated Reserve 2

The Board of Directors have determined that the amounts noted in the reconciliation of members funds were transferred to designated reserves are regarding a three-year plan of expenditure to continue to promote and heighten public awareness of the role and the activities of the Association. The Board of Directors have extended the initial period by a further three years due to the impact Covid-19 had on these promotional activities.

### Restricted Reserves

The restricted reserves as at 30 June 2022 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 2022.

## 18. CONTINGENT LIABILITIES

The company had no material contingent liabilities for the year ended 30 June 2022.

## 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

	<b>2022</b>	2021
	€	€
Cash and bank balances	1,175,131	909,989
Cash equivalents	496,787	496,233
	<b>1,671,918</b>	1,406,222

## 21. FINANCIAL ASSETS

	<b>Listed</b>	Listed
	<b>Investments</b>	Investments
	<b>2022</b>	2021
	€	€
<b>Cost or valuation</b>		
Opening balance	<b>539,239</b>	503,500
Unrealised (loss)/gain	(31,188)	35,739
Closing balance (market value)	<b>508,051</b>	539,239

## 22. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 3rd September 2022.

# **IRISH ASSOCIATION FOR COUNSELLING & PSYCHOTHERAPY COMPANY LIMITED BY GUARANTEE**

## **SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022**

*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 2022

	2022 €	2021 €
<b>Income</b>	<b>1,432,230</b>	<b>1,476,768</b>
<b>Expenditure</b>		
Wages and salaries	574,414	553,899
Social welfare costs	62,159	58,481
Pension costs	35,299	37,773
Staff training & expenses	16,415	10,969
Rent & rates	24,237	36,306
Workshops & annual conference	79,178	30,278
Committee Expenses	51,855	29,518
Consultancy - Course Accreditation	1,849	3,318
Printing, postage and stationery	12,241	8,559
Membership cards	15,869	5,904
Eisteach Journal - printing & postage	85,803	67,675
Advertising & Public Relations	68,590	75,284
Research costs	27,229	18,597
Legal costs	6,777	8,257
Professional fees	81,529	43,932
Bank charges	24,426	22,400
General office costs	91,604	81,548
Subscriptions	3,059	1,366
Profits/losses on disposal of tangibles	(150)	(200)
Auditor's remuneration	8,000	6,211
Depreciation	21,800	30,193
	<b>1,292,183</b>	<b>1,130,268</b>
<b>Miscellaneous income</b>		
Bank interest	124	93
Other (losses) and gains	(31,188)	35,739
	<b>(31,064)</b>	<b>35,832</b>
<b>Net surplus</b>	<b>108,983</b>	<b>382,332</b>



## **STANDING ORDERS FOR GENERAL MEETINGS**

### **CHAIR**

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

### **VOTING**

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

## Speaking to Motions at General Meetings

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

## **MOTIONS AND AMENDMENTS**

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

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

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

# MINUTES OF THE IACP ANNUAL GENERAL MEETING OCTOBER 2021

## Friday 15<sup>th</sup> October, Virtual Meeting via Crowd Comms Platform

<b>Start of Meeting:</b>	1:30 p.m.
<b>Chairperson:</b>	Bernie Hackett, IACP Cathaoirleach
<b>Opening:</b>	Bernie Hackett, Cathaoirleach opened the Annual General Meeting, welcomed all in attendance and went through the Agenda for the day.
<b>Minutes of the 2020 AGM and Matters Arising</b>	There were no matters arising. The minutes were adopted as drafted on the proposal of Martina McNamara and seconded by Mike Hackett.

## The Annual Report and Financial Statements of the Company

The Company Secretary Report was presented by Ray Henry, Company Secretary. The re-appointment of IACP Auditors Byrne Curtin Kelly (BCK) Audit and Accounting Ltd., Certified Public Accountants and Statutory Auditors was approved on the proposal of Jonny Moran and seconded by Michael Ryan.

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

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

Members were invited to submit questions in respect of the AGM 2020 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 Sean Ó'Morain and seconded by Kevin Farrell.

## Elections:

Bernie Hackett, 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.

## Election Results:

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

Ray Henry as Company Secretary, Edward Boyne, Damian Davy, Eamon Fortune, Peter Ledden, Geraldine Looney, Liam Neville, and Elizabeth O'Driscoll as Directors.

# MOTIONS

## Motion 1

To change the name of the membership category “Pre-Accredited member” to “Graduate member” of IACP.

Proposed by Izabela Morris and Seconded by Andrew Harbourne-Thomas

**Result** – The motion was not carried

.....

## Motion 2

To create a new membership category called Academic Member.

Proposed by Karen Ward and Seconded by Izabela Morris

**Result** – The motion was not carried

.....

## 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.

Proposed by Olive Cross and Seconded by Donagh Ward

**Result** – The motion was carried

.....

## Motion 4

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

Proposed by Olive Cross and Seconded by Donagh Ward

**Result** – The motion was carried

.....

## 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.

Proposed by Olive Cross and Seconded by Donagh Ward

**Result** – The motion was withdrawn

## **Motion 6**

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

Proposed by Olive Cross and Seconded by Karen Murphy

**Result** – The motion was withdrawn

.....

## **Motion 7**

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

Proposed by Olive Cross and Seconded by Karen Murphy

**Result** – The motion was carried

.....

## **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.

Proposed by Patricia Hannon and Seconded by Liam Neville

**Result** – The motion was carried

.....

## **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.

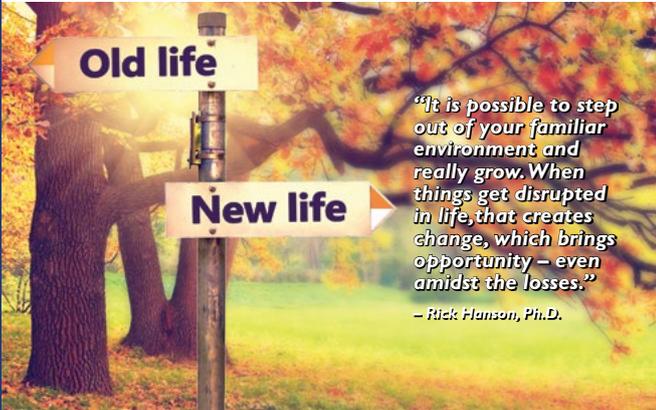
Proposed by Katherine Bree and Seconded by Liam Neville

**Result** – The motion was carried

The Irish

# Journal of Counselling and Psychotherapy

formerly *Éisteach* • Volume 21 • Issue 3 • Autumn 2021



*"It is possible to step out of your familiar environment and really grow. When things get disrupted in life, that creates change, which brings opportunity – even amidst the losses."*

– Rick Hanson, Ph.D.

- Managing Client Resistance in Clinical Practice: Utilising a Cognitive Behavioural Formulation for Non-Compliance to Change with Personality Schemas
- How Relevant is Some Knowledge of Neuroscience for Those Working to Help Sex Addicts Recover?
- A Silent Cry
- A Simulated Interview with Carl Jung: Part 3 - General views about psychotherapy

## Freedom in Letting Go



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# Journal of Counselling and Psychotherapy

formerly *Éisteach* • Volume 21 • Issue 4 • Winter 2021



- The Individual and Work Politicised Psychotherapy
- Let's Talk about the F word! A reflection on fees
- Dark and Light – What Our Psychotherapy Heroes Reveal About Ourselves and Our Profession
- Shelter From The Pandemic: Notes On Nature
- When the closing session is final A therapist's journey with her client through terminal illness and death

## Reflections with purpose



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# Journal of Counselling and Psychotherapy

formerly *Éisteach* • Volume 22 • Issue 1 • Spring 2022



- Technology-assisted psychotherapy for complex trauma
- Coming out as a survivor therapist Understanding therapists' motivation for trauma-related disclosure within professional and public domains
- Survived but not recovered An exploration of psychotherapy and counselling for people living beyond cancer
- Playing language games

## Growth through trauma



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# Journal of Counselling and Psychotherapy

formerly *Éisteach* • Volume 22 • Issue 2 • Summer 2022



- The complexities of therapists communicating 'no'
- The 'Energy Therapy Technique' and Irish Celtic Shamanism
- The unfolding narrative from Covid-19
- Managing mental health in second level education

## Embracing the unknown



Irish Association for Counselling and Psychotherapy

# IACP CATHAOIRLIGH 1981 – PRESENT

**Bernie Hackett**  
2020 – 2022

**Ray Henry**  
2017 – 2020

**Eugene McHugh**  
2017 – 2017

**Moira Sharkey**  
2015 – 2017

**Bernadette Darcy**  
2014 – 2015

**Séamus Sheedy**  
2012 – 2014

**Ray Henry**  
2010 – 2012

**Margaret Chambers**  
2009 – 2010

**Gilford D'Souza**  
2007 – 2009

**Claire Missen**  
2005 – 2007

**Dr Damian Davy**  
2003 – 2005

**Alan O'Dwyer**  
2001 – 2003

**Patricia Kennedy**  
1998 – 2001

**Edward Boyne**  
1995 – 1998

**Ursula O'Farrell**  
1991 – 1995

**Odette Thompson**  
1981 – 1991





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