



**Irish Association for Counselling
and Psychotherapy**

Annual General Meeting

Saturday 11th April 2015

**Irish Association for Counselling
and Psychotherapy Ltd**

**Annual Reports and Financial Statements
(for the year ended 31st December 2014)**

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ANNUAL GENERAL MEETING

SATURDAY 11TH APRIL 2015

ROYAL MARINE HOTEL, DUN LAOGHAIRE, CO DUBLIN

AGENDA

9:00am – 10:00am	Registration & Tea/Coffee
10:00am	Welcome, Apologies, Approval of 2014 Minutes
	Company Reports
	Motions (none submitted)
	Elections
	Open Forum
12:00pm	Close

IACP AGM Voting

Please familiarise yourself with all proposed Motions. Motions and Nominations for the Executive Committee will not be accepted off the floor on the day of the AGM. The deadline for written proposals for Motions and Nominations for the Executive Committee was the 6th of February 2015.

Voting on the Day:

Voting shall be restricted to Members, who have been deemed to be accredited by the Company and who have paid the annual membership subscriptions laid down from time to time by the Executive Committee*.

Proxy Voting:

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

**As only paid-up Accredited Members can vote, we would remind you that your annual subscription (if you haven't paid already), must be paid before the AGM. There will be a facility for renewing your subscription at registration on the day*

NOMINATIONS FOR THE EXECUTIVE COMMITTEE 2015



CATHAOIRLEACH — MOIRA SHARKEY

Integrative psychotherapist and supervisor. Self-employed in Private Practice. Employed by several EAPs. School Counsellor. Volunteer with CRUSE Bereavement Care. Several thousand hours' clinical practice with particular expertise in: Attachment, loss and bereavement. Trauma, in particular sexual abuse trauma including several thousand hours' experience working with adult survivors of sexual abuse. Also life threatening trauma, accidents, assault, illness and violence, Childhood Trauma/Developmental Trauma, Solution Focused/Brief Therapy with a number of EAPs, Group work – therapeutic group work facilitating and co-facilitating a range of client groups.

Proposed by: Bernie Darcy Seconded by: Marina Sweeney



LEAS CATHAOIRLEACH — EUGENE MCHUGH

Eugene is a counsellor and psychotherapist in private practice, Wicklow Counselling Services, in Bray, Co Wicklow. Eugene qualified as a counsellor from Institute of Creative Counselling and Psychotherapy (ICCP). He later completed a BA (Hons) in Integrative Counselling and Psychotherapy in the Institute of Integrative Counselling and Psychotherapy (IICP) and Addiction Studies with NUI Maynooth. With an interest in Body Psychotherapy and PTSD he has undertaken training with Babette Rothschild in working with PTSD. He also completed a Post Grad in Integrative Body Psychotherapy and is working at becoming an accredited Practitioner in the Hakomi Method of Body Psychotherapy. Eugene has extensive knowledge of working at National Level at a voluntary level with a major youth organisation. He has a background at management level of a large semi state organisation before he availed of early retirement.

Proposed by: Moina Sharkey Seconded by: Marina Sweeney



TREASURER — VINCENT BYRNE

Vincent Byrne is a qualified accountant (ACCA) and a member of Association for Coaching (AC) with over 30 years experience of direct business management, business ownership and supporting SME businesses in 'hands-on' consulting and advisory roles.

He currently works with a range of clients including business owners, service professionals and executives in the capacity of consultant, mentor and coach.

He has previously served on the boards of several private companies and voluntary organisations, including One in Four where he was a board member, with a finance and strategy brief, for almost five years.

Proposed by: Sheila Haskins Seconded by: Moina Sharkey



COMPANY SECRETARY — MARINA SWEENEY

Marina is an IACP accredited counsellor/psychotherapist and supervisor and has been for many years. She has served on several IACP committees over the years and has been chair of the Northern Ireland Committee for many years, until this year. Marina was a worthy recipient of the Carl Berkley award and is devoted to the professionalism and practice of counselling and psychotherapy in Ireland generally and more specifically in the North West of Ireland. For decades Marina has been involved in the design and delivery of counselling programmes in a number of learning institutions. She has the experience of serving on a number of committees and professional bodies related to counselling and psychotherapy and will bring all this experience and knowledge to the executive committee. Marina is a practicing counsellor/psychotherapist and supervisor and has thousands of hours of practice in both.

Proposed by: Sheila Haskins Seconded by: Eugene McHugh



SHEILA HASKINS

Sheila Haskins works in private practice as a counsellor and psychotherapist in Gorey, Co. Wexford. She holds a B.A. (Hons) in Counselling and Psychotherapy from Dublin Business School. At present Sheila is in her final year studying for a M.A. in Sexuality Studies in DCU.

Proposed by: Moina Sharkey Seconded by: Marina Sweeney


EJIRO OGBEVOEN

Ejiro Ogbevoen is a trained psychotherapist with a B.Sc degree in Counselling and Psychotherapy from the Middlesex University, London. She graduated in 2013 and is currently working towards accreditation with the Irish Association for Counselling and Psychotherapy (IACP). She also holds a B.Sc degree in Industrial Relations and Personnel Management from the University of Lagos, Nigeria (1994). She has worked in various job roles including managerial positions in Banking and in Retail. Ejiro has volunteered with the Living Life Counselling Centre in Bray since 2013, where she thoroughly enjoys working as a therapist. She is dedicated to supporting lives one session at a time. In 2014, she joined the Dublin Regional Committee to offer her efforts towards the shaping and development of the IACP. She resides in Dublin and aspires to continue being a passionate therapist dedicated to loving life.

Proposed by: Anne O'Connor Seconded by: Kirsty Kirkwood


ANN MCDONALD

I have been accredited with the IACP since 1992. The core principles, values and ethos of IACP continue to underpin my work as a counsellor/therapist, and as a Supervisor. I found a fit with IACP that remains, and I care about its future. I work part-time with the HSE Addiction Service as a counsellor/therapist. I also have a small private practice, mostly for supervision work which I love. Part of my training is as an individual, couple & family therapist (I am also a registered Supervisor with FTAI). My supervision training includes a PG Dip in Sup (Psych) from TCD and an MA in Systemic Supervision, Teaching & Training. In 2013, I completed an MSc with RCSI in Bereavement. I began to volunteer, and give something back to IACP in 2011 when my children were older (the youngest is now 22). I am currently Chair of the Ethics Committee (which formed in late September 2014), and Secretary of the Supervisors' organising Forum Committee. It would be a privilege to go onto the IACP Executive.

Proposed by: Bernie Darcy Seconded by: Patricia Farrell


PATRICK HARRAGHY

I am originally from the North West of Ireland but have lived in Dublin for the past 36 years. I was a member of the Garda Síochána for a number of years and retired in 2008. I also volunteered with the St Vincent de Paul Society and was president of a local branch. In both of these organizations I encountered lots of trauma and as a result I did trainings to be a psychotherapist I also was involved in the initial setting up of a Peer Support system in An Garda Síochána. This provided support for colleagues who were involved in traumatic incidents. I later went on to do a further training in Trauma. I did this with the Sensorimotor Institute and I am now a qualified practitioner. I am an accredited member of the IACP for about 15 years. I am also an accredited supervisor. I have a particular interest in supervision and I am currently chairperson of the Supervision Committee. I currently work at The Centre for Professional Therapy which recently moved to Baggot St. Dublin 2.

Proposed by: Priscilla Duffy Seconded by: Eileen Finnegan

CATHAOIRLEACH'S REPORT AGM 2015

Dear Members,

This report covers my term of office which will end with the appointment of a new Cathaoirleach at the 2015 AGM. It has been a privilege to lead the IACP Executive Committee since March 2014 and I wish to pay tribute to all of the IACP members, including my colleagues on the Executive Committee, enthusiastic hearts and spirits, who volunteer on IACP Committees, working groups and panels. I wish to acknowledge that all of the time they give is given on a completely voluntary basis. Attending meetings, supporting and communicating with peers, participating in discussions, researching and considering matters, reading and writing documents and emails, sometimes travelling long distances, being available, often at short notice and in general working very hard to further the vision and mission of IACP. Much work and no pay, not one member volunteering with IACP receives remuneration, deserving of mention I believe.

After a very fulfilling year as IACP Cathaoirleach I have decided, for personal reasons, not to serve a second year. It has been an honour to have been the IACP Cathaoirleach and it is with pride that I can say that IACP is strong and growing in strength and integrity. I am confident that this strength and integrity shall continue, as I offer my sincere thanks to my Executive Committee colleagues and the Management Team members, led by the IACP National Director, Naoise Kelly for all of their hard work during the past year.

The many impressive IACP accomplishments during 2014 can be seen in the Directors' report section of this booklet. Highlights include:

- Meeting with the Minister for Mental Health, Kathleen Lynch, and receiving a commitment to regulate counselling and psychotherapy
- Purchased and re-located head office to Dun Laoghaire, Co. Dublin
- Nationwide distribution of 45,000 IACP information leaflets
- Governance Working Group established and start of implementation of "Boardmatch Ireland" report recommendations
- Review by Ethics Committee of IACP Code of Ethics and Practice well advanced

I am particularly pleased that the implementation of the governance recommendations (further to the review of IACP Governance by Boardmatch Ireland in March 2014) has been within my time as Cathaoirleach. Again, I offer my thanks to the membership of IACP whose continued membership is an encouragement to the commitment of all the volunteers and staff and I offer my hopes for continued success to the in-coming Executive Committee.

Bernie Darcy – Cathaoirleach

TREASURER'S REPORT

Dear Members

This is the first occasion that I have had the opportunity to present the Treasurers Report to you, having been appointed to the Executive Committee in July 2014. It is my privilege to present this report now and to serve on the Executive as your Treasurer.

FINANCIAL MANAGEMENT

With thanks to my predecessor Michael Chambers and previous IACP Treasurers, together with the diligence and rigorous attention to detail of our Financial Controller, Martin Ryan, there are already a number of effective processes in place to provide assurances to the Executive Committee as to the completeness of the Association's Records and the accuracy of both internal and external reporting, namely:

- Regular Finance Committee Meetings
- Monthly Management Accounts prepared and reviewed by the Treasurer and Finance Committee.
- Independent verification of Bank Balances by the Treasurer.

We will continue to maintain these internal checks and add further verification procedures as required as well as aiming for ongoing improvements in the understanding and appreciation of the Executive Committee around the financial aspects of the IACP's operations.

2014 FINANCIAL STATEMENTS – TRADING OVERVIEW

The Financial Statements for 2014 were prepared by our Financial Controller, Martin Ryan and were audited by Byrne Curtain Kelly, Accountants and Statutory Auditors.

There was an improvement in income in the year due to an increase in membership numbers and in member applications, with other income sources declining slightly, with deposit interest declining significantly due to reduced interest rates and funds being utilized in the Head Office building purchase.

Expenditure was up slightly on 2013 with increased Workshop Expenditure, Legal & External Consulting, 6 months of new Buildings Costs, such as Rates and Insurance, as well as further investment in PR/Advertising accounting for the change. The key component of expenditure, Staff Salaries and related costs, was maintained in line with 2013.

Overall, there was a small trading surplus in line with the Executive Committee policy of maintaining a prudent approach to both its expectation of income growth and the management of costs.

CAPITAL EXPENDITURE

In line with the announcement early in 2014 that a property suitable for the Head Office of IACP had been identified, the purchase and fit-out was completed in the latter part of the year. The building freehold cost was €626,000, the sum set aside in 2013 Accounts, and a further €60,000 was spent on remodeling the interior and upgrading the furniture, fittings and technology to make it fit for purpose.

This latter expenditure was conducted with the utmost rigor by Naoise and the Management team who created a significantly higher specified interior than the level of expenditure would typically allow.

Their singular focus on achieving excellent value for money for the IACP should be commended.

RESERVES

In line with the IACP policy of financial prudence and taking account of the professional advice which we continue to receive from our Auditors, Byrne Curtain Kelly, we are maintaining the recommended €300,000 Contingency Reserve, previously set aside to protect the Association from an unexpected drop in Revenues or the occurrence of an exceptional cost. This fund is ring-fenced and is therefore not available for day to day expenditure.

Finally I would like to extend my thanks to my fellow members of the Finance Committee, Naoise Kelly – National Director, Martin Ryan – Financial Controller, Bernie Darcy – Cathaoirleach, and Carol Murray our Office Manager and all of the Administration and Support Staff for their welcome and support afforded to me since my appointment in 2014.

Vincent Byrne – IACP Treasurer

REGIONAL REPORTS

SOUTH EAST REGIONAL COMMITTEE

No. of Committee Meetings in 2014: 8

No. of Social/Network Evenings in 2014: 4

No. of Workshops held in 2014: Paid: 0 Free: 6

The South East Committee was very busy during 2014. We decided to look at the business side of counselling and psychotherapy for the counsellor in private practice from March to June and provided four evening workshops entitled “Expand your practice- a business toolbox for counsellors” to help members to understand the accounting and taxation side of things, how to use Social Media and How to set up a Website.

We wound this up by providing a workshop on Self Care in June. These evening workshops which also had a networking element to them were well supported. Also in May we had a workshop on Trauma with Fergus Heffernan which was full.

At our lively AGM in October we also provided a workshop on “The impact of Bullying on Teens and Building Resilience”. We were very fortunate throughout to have presenters who did their presentations for free.

We have received very positive feedback on all the workshops and look forward to having more workshops throughout 2015. We are also currently looking for members to join our Committee and would welcome applications. We also want to engage our members further in the South East and are happy to hear their thoughts on workshops that they would like to see presented in our area.

Clair Bel-Maguire – Chairperson

WEST/NORTHWEST REGIONAL COMMITTEE

Chairperson: Geraldine Gilroy. **Vice Chairperson:** Padraic O’ Doherty. **Secretary:** Marie Egan. **Treasurer:** Derville Mc Goldrick **Committee Members:** Hugh Bennett, Ellen Finnerty, Jacqui Walsh

Number of Committee Meetings in year: 8

Number of Network Meetings in year: 2

Number of Workshops in year: 2

One Free Workshop : Lesbian, Gay, Bisexual, Transgender Awareness Training”, February 22nd in The Family Centre, Castlebar, Co. Mayo.

One Paid Workshop - Assessment and Management of Suicidality, October 11th, 2014, Sligo Park Hotel.

Attendance at IACP AGM – The Chairperson and Vice-Chairperson attended the AGM on March 22nd, 2014 in Dublin

Attendance at National Executive Meetings held in IACP office Bray - Hugh Bennett attended the National Executive meeting in May 2014 and Padraic O Doherty attended the other National Executive Meeting that we were invited to in August 2014.

Attendance at IACP National Regional Committee Meeting - The Chairperson and Vice-Chairperson attended.

Attendance at One Day Media Skills Training, November 21st, 2014 - Attended by one Committee member, Jacqui Walsh.

Attendance at Boardmatch Training for Chairpersons and Secretaries - The Chairperson and Vice-Chairperson attended.

Geraldine Gilroy – Chairperson

NORTHERN IRELAND COMMITTEE

Number of Committee Meetings in year: 9

Number of Social/Network Evenings in year: 0

Number of Workshops in year: Paid 1 Free 0 Cancelled 2

2014 has been an unusual year for the Northern Ireland Regional Committee.

At the 2013 AGM Marina Sweeney and Catherine Boyle both decided to step down from the roles of chair and vice chair after many years of hard work and this certainly didn't go unnoticed within the new Committee. Both Marina and Catherine brought many years of experience and wisdom to the Committee and their departure was felt by everyone who had worked with them over the years.

Thankfully Brenda Tighe remained on the Committee and steered us on the right road several times during the year. 2014 began with Moira Sharkey taking up the position of Chair while Liam Cannon took on the role of Vice-Chair. Marjorie Blake agreed to continue as secretary while Brenda Tighe and Brid Mc Gettigan undertook the role of Workshop Co-ordinators. Other Committee members were Stella Mc Cole, Marian Mc Nulty, Charlotte Denny and John Friel.

The Committee had their first meeting on the 15th January in the City Hotel. The business of this meeting focused on the planning of workshops for 2014. Several suggestions were made on speakers and it was agreed to aim for four workshops during 2014.

During the year the new Committee underwent a re-shuffle this was due to members changes in circumstances. Moira Sharkey vacated the position of chair and took on the role of vice chair of the National Executive Committee of IACP. John Friel and Charlotte Denny both left the Committee.

These changes resulted in Liam Cannon taking up the position of Chair with Marian Mc Nulty taking the role of Vice-Chair. There were eight meetings in total to date, one of which was the National AGM. In February we had a workshop planned with Abbey Wynne on spirituality in counselling and psychotherapy which was cancelled due to lack of numbers. In April we had a Gay Affirmative workshop planned which was cancelled again due to lack of numbers. Marjorie Blake represented the Regional Committee at the Executive meeting in August and presented an update on the on-going work of the Northern Ireland Regional Committee. Marjorie reported back to the Committee at the September meeting outlining her experience of attending at the meeting of the Executive. Marjorie felt that it was important for us as a Committee to have a representative attend meetings on a regular basis as she felt that she was received well by the Executive and that they were delighted to have someone attend from the Northern Ireland Committee. It reflected an interest on both sides, at regional and a national level. The Executive were pleased to have someone take the time and interest to attend at their meeting and give an update on what was happening in the Northern region of the country. The NIRC are currently considering how they can organise themselves in order to attend further meetings in the future. It was therefore felt that in order to promote the work of the region at Executive level was important. In addition to this it keeps the Executive fully informed on the development of counselling/psychotherapy and IACP within this widespread geographical region.

Challenges for the Committee

As we can see, one of the main challenges facing the Northern Ireland Regional Committee is the issue of workshops and having to cancel them. This is largely due to the fact that there is so much free training available within Northern Ireland. The Regional Committee is in the process of writing to the Executive outlining our challenges in this area. It is therefore essential that we identify speakers or workshops that are not already available in Northern Ireland or Donegal. One such workshop that has been identified is "Therapists in Court" and we are in the process of putting this in place for 2015. We have spoken to a professional from the legal profession who is certified to work on both sides of the border and he has agreed to do this next year.

The development of counselling/psychotherapy services within our region is on the increase with many new people emerging from a range of training programmes and it is therefore essential that they are aware of the work of IACP, especially in maintaining standards of professional and ethical competence and practice. IACP has maintained its standards and with regulation edging closer these standards are now more important than ever.

The Northern Ireland Regional Committee have concerns relating to aspects of the IACP/BACP reciprocity agreement and look forward to them being addressed in the near future.

Cathaoirleach Bernie Darcy was invited to attend the 2014 AGM held in November in Derry, however, due to extreme weather conditions at this time it was felt that she would be taking a risk in travelling from her home to Derry. Bernie contacted the Committee offering her apologies and wishing us well for our AGM.

As Chairperson of Northern Ireland Regional Committee I would like to thank, Moira Sharkey, Marian Mc Nulty, Marjorie Blake, Brenda Tighe, Brid Mc Gettigan, Stella Mc Cole, Charlotte Denny and John Friel for their support to the Committee during 2014 while welcoming Catherine Gilligan Collette Mayers and Anne Boyle onto the new Committee moving into 2015.

Liam Cannon – Chairperson

DUBLIN REGIONAL COMMITTEE

Number of Committee Meetings in year: 4

Number of Workshops in year: Paid 4 Free 1

There were 4 workshops held, one of which was free.

There was one Social/Networking Event that the Committee participated in which was the pre AGM Social in the Radisson St Helens, Dublin.

In 2014 the Dublin Regional Committee lost one of its beloved and valued members Catherine Murphy due to her ever increasing professional obligations. Her warmth, sincerity and tireless efforts will be missed. We are very grateful for the richness that she brought to our endeavours.

The Committee received unprecedented positive feedback from the workshops that were run in 2014, of note, the workshop on 'Treating Suicidality' by Dr Eoin Galavan & the supervisory practice workshop by Robin Shohet. For Spring/Summer 2015 the Committee will present workshops on 'Working with Difficult Clients' and 'Reconnecting Sexual Intimacy in Relationship Therapy'.

The Committee Chairperson attended the training day provided by the IACP for Regional Committees on 'Media Skills Training' and going forward in 2015 the Committee will strive to build on communication with the local media, through press releases. Members of the Committee also attended meetings with the Cathaoirleach and the other National Regional Committees.

With the addition of new volunteers to the Committee, the focus in 2015 will be to build clearer communication between the regional and national members and on the delivery of quality CPD and social networking opportunities, as highlighted by the members.

The Committee would like to express gratitude to Deirdre Browne for her guidance and assistance in the ongoing work of the Committee.

We look forward to connecting with our colleagues & friends in 2015 and we will continue to strive to meet the needs of our members.

Gillian De Murtas – Chairperson

SOUTHERN REGIONAL COMMITTEE

No. of Committee Meetings in 2014	7
No. of Social/Network Evenings in 2014	1
No. of Workshops held in 2014: Paid	4

We met monthly to discuss and plan events for the coming year. Members of the Committee attended the national AGM and also Executive Meetings on a quarterly basis. We organised five workshops

- Dr. Colm O Connor, “Awakening the self” 1st Feb
- Coleen Jones, “Dreams Workshop” 10th of May,
- Dr Geraldine Sheedy on Saturday 28th June,
- Dr Eoin Galvin, “Assessing and treating Suicidality” 27th September
- Stefanie Behre, “Domestic Violence workshop” Date 22nd of October (free workshop given by a Committee member).
- Paul Nolan, “Working with Risk” (A free presentation).

We tried to facilitate the needs of the members and continued our free workshops.

As a profession we can often work alone and isolation can be an issue. The Committee has recognised the need to connect as members. We are exploring the idea of peer to peer support within the region and this has been led by Tom Evans.

The Executive Committee gave the green light to a pilot project.

We had a Christmas get-together in the Imperial Hotel Cork, Friday December 5th.

The last year has been a good year, good team work and fun also.

Chairperson – Pat Coughlan

NORTH EAST REGIONAL COMMITTEE

2014 saw changes to our long formed Committee and we welcomed new members onto the board. However, it was with sadness that we said goodbye to some long-standing members as they have participated generously and richly in our Committee since it was formed back in 2006. I would like to take this opportunity to thank the following for their enormous contribution:

Miriam Divilly, Carmel Gavin, Aine Duffy, Sean McKiernan, Paul Plummer, Martha Morrisson and Nuala McGovern.

Our new Committee going forward in 2015 is made up of the following: Paul Dolan (Chairperson), Jo Devlin, Carmel Carey, Eileen Mulcahy, Joan Byrne, Fiona McDonald, Kate Maguire, Katie McCabe and Sheila O’Neill.

The North East Regional Committee had 7 meetings throughout 2014 two of which were Networking Evenings where we opened up our meetings to all counsellors/psychotherapists in the region in an attempt to promote the work which is being done within our Region and within our Committee.

During these 7 meetings, our Committee members were able to provide participation, information and facilitation on various self-care methods, debate, and discussion on various therapist dilemmas, book reviews and opportunities to learn new skills from one another.

Our AGM was held in The Market House, Dunleer on 15th November, 2014 and we were delighted with the high turnout. The AGM was followed by a workshop facilitated by Gerry Cunningham (Mindfulness Clinic, Dublin) on “Mindfulness and Cognitive Therapy - Essential Skills for Mental Health Professionals”.

This workshop was extremely beneficial to all therapists who attended as it provided necessary tools to assist us in our work on one hand and on the other hand it was therapeutic for all in attendance and assisted us in being able to participate in our own practice of mindfulness.

We wish all our fellow Regional Committees and our own members all the very best for 2015.

Eileen Mulcahy - Chairperson

MIDLANDS REGIONAL COMMITTEE

No of Committee Meetings	7
Network Evenings	2
Workshops Free	1
Workshop Paid Canceled:Not enough take up	0

The meetings in general were well attended by the majority of members. What can affect the smooth running of Committee operations at times I found was the regular absence of a very small minority of some Committee members, which also affected morale.

The need to evenly delegate work among members was very apparent as there was a real and genuine willingness to get involved by all and the success or not of this fell to the Chairperson.

Perhaps the most disappointing feature of the year for the Committee was the cancellation of one of the workshops due to a very poor response. While the workshop on Managing Challenging Behaviour in Teenagers was over-subscribed this could possibly suggest the ‘free cost’ nature for members.

Nevertheless all present were very happy with the content and presentation.

The learning curve for us from the cancelled workshop we felt was the need to give due consideration

to the researched popularity of the topic, timing and frequency of presentation to our members at both National and Regional level as many attendees travel from far distances to what they viewed as a central and accessible location.

The Network Evenings were again very successful, well attended and vibrant with very good feedback from all present, to their various professional needs as both student and qualified Therapists/ Supervisors. Other issues touched on were expressed views on the organisation as a whole and the direction it was going. In general there was a positive sense towards IACP.

One of the enlightening events of the year was attending the annual meeting of Regional Representatives. The importance of the Regional Committees' function as the Associations' representatives in the region was highlighted as well as the importance of two-way communication. This type of meeting needs to be highlighted and encouraged more.

Last but not least, our two outings last year, July and Christmas, helped to gel us together as equal partners towards our objectives and above all as friends.

Ray Henry – Chairperson

SUB-COMMITTEE REPORTS

ACCREDITATION COMMITTEE

No. of Committee meetings in 2014: 12
 No. of Social/Network Evenings in 2014: 1
 No. of Workshops held in 2014: 0

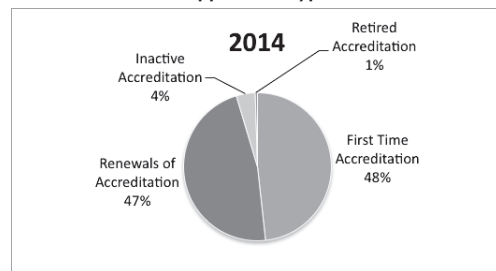
A total of 605 applications were processed in 2014 - an overall increase of 17% on 2013. Of these, 292 were First Time Accreditations showing an increase of 29%. 285 were Renewals of Accreditation, an increase of 11%, and there were also 25 Inactive Accreditations and 3 Retired Accreditations.

There were 271 First Time Accreditations approved and 21 were declined. 281 Renewal of Accreditations were approved, including 20 who were approved for 12 months with conditions, and 4 applications were declined. All of the Inactive and Retired Memberships were approved.

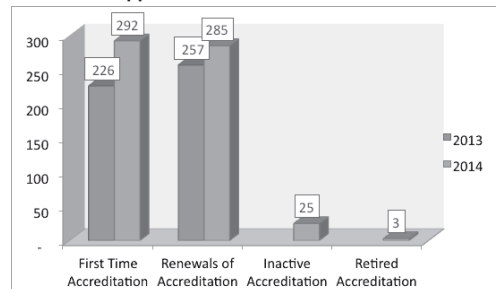
The Committee, once again, are very happy to acknowledge the high calibre of applicants for both First Time and Renewals of Accreditation. We consider this both a very important and encouraging trend for the future of IACP and the profession of counselling and psychotherapy as a whole.

We continue to be mindful of the need to process applications as quickly as possible and consider our focus on this to have contributed

Breakdown of each Application type for 2014



Increase in Applications from 2013 to 2014

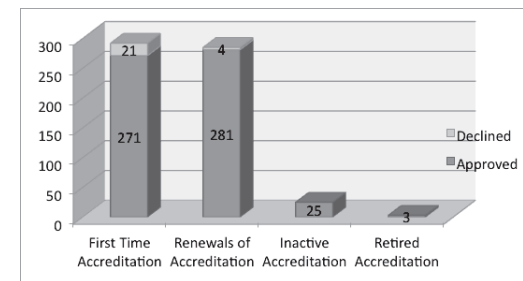


to the improved numbers above. We will continue to focus on this during the coming year as we prepare for Annual Re-Accreditation in 2016. We would continue to ask members to ensure that applications are completed fully and clearly and that the rules regarding supervision are adhered to.

Committee members who retired from the Committee this year were Jimmy Browne, Maeve Dowling and Paul Sadlier, and we would like to thank them for all their hard work and effort on the Committee over the past years. New members to the Committee are Margaret Hickey and Nicky Ryan.

David Carrick – Chairperson

2014 Approved and Declined Applications



COMPLAINTS COMMITTEE

No. of Committee Meetings in 2014: 11
 No. of Social/Network Evenings in 2014: 0
 No. of workshops held in 2014: 0

Committee Members: Stephanie Behre, Margaret Chambers, Maggie Cox, Bernie Hackett, Derek Hanrahan, Blanaid McDonnell, Extern: Joe Cahill

The Complaints Committee investigates complaints made against accredited members of IACP who are Therapists and/or Supervisors. Some complaints are complex in nature and progress from the reception of the complaint to resolution can be very slow. The length of time taken to complete the investigation of a complaint is also influenced by:

- the fact that the Committee meets only once a month
- the length of time it takes for correspondence to move back and forth between Complainant, Respondent and Committee.

The Complaints Committee is presently undertaking a review of the Complaints Procedures with a view to streamlining the process in the interests of justice to both complainants and respondents. We have set aside a complete Saturday morning to progress this work, as it has not been possible to deal with it at our monthly meetings while continuing the work of investigating complaints.

Complaints carried over from 2013: 6
 New complaints received in 2014: 5
 New complaints being investigated: 2
 New complaints not within our remit: 3
 Complaints withdrawn/not pursued: 3
 Investigations completed in 2014: 4
 Complaints upheld: 2
 Complaints not upheld: 2

Complaints carried over to 2015: 2

The Committee would like to acknowledge the very valuable contribution made to the work of the Committee by Claire Missen and Bernie Darcy, both of whom resigned during 2014.

Gearoid Manning – Chairperson

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) COMMITTEE

CPD Committee members: Margaret Plunkett (Chair), David O' Regan, Patricia Ashe, Peter O'Neill. The CPD Committee met five times during 2014. During these meetings the Committee worked on a number of different areas such as:

- CPD requirements
- Categories of CPD for counsellors and supervisors
- Self Care and its place in CPD
- Responsibility of members for their CPD
- Responsibility of supervisor for members' CPD
- Compliance/non compliance
- Reference to *CORU framework in the development of new CPD Log

These formed part of a Draft Proposal and an Annual Log which were forwarded to both the Accreditation Committee and the Supervision Committee for their feedback. We thank both Committees for their comments and support for the work the CPD Committee are undertaking.

The next CPD Committee meetings will deal with the assessment and integration (as appropriate) of the feedback from both the Accreditation and Supervision Committees. Following this, it will be presented to the Executive for their feedback.

This is a work in progress and every care is being taken to ensure that we are following the guidelines of CORU so that we can have a CPD system that is practical and user friendly. This will allow the counsellor/therapist to ensure that ****his/her knowledge, skills and performance are of a high quality, up to date and relevant to their practice.****

At the end of 2014 Mr. Peter O'Neill resigned from the CPD Committee due to personal and professional commitments. We wish to thank Peter for his generous input during his time with the Committee and we wish him well in the future.

Please note there will be a more extensive article on Continuing Professional Development (CPD) in the next edition of Éisteach.

Margaret Plunkett – Chairperson

Ref: * CORU- Regulating Health and Social Care Professionals Council

Ref: **2.0 CORU Standards&Requirements 2.5 CPD Standard page 13.

ÉISTEACH EDITORIAL COMMITTEE

As we move into a new year, the Éisteach Committee is entering a transition with several experienced members retiring and new Committee members taking up the challenge. A solid footing was created

last year by Mike Kelly and his team in introducing a new format to Éisteach, and the focus has now changed to an emphasis on research in counselling and psychotherapy. An on-going issue for the field of counselling/psychotherapy is the insufficient amount of empirical evidence demonstrating the efficacy of therapy in the eyes of some in the medical profession and among insurance underwriters. No doubt, countless potential referrals have been lost as a consequence. That we, as counsellors/psychotherapists, should demonstrate the effectiveness of therapy is, of course, a reasonable request from those more comfortable with the scientific model of gaining new knowledge. Accordingly, for the coming year, Éisteach will give precedence to articles which have a research element, be they quantitative or qualitative in nature.

However, that is not to say that Éisteach will diverge from its policy of including articles which reflect the welcome diversity of modalities and views within IACP. Yet, in order to fulfil the aim of serving the many strands of counselling and psychotherapy, articles are always needed. Indeed, many thanks to those of you who have submitted work to Éisteach in the past. Interestingly, some aspects of therapy seem to generate many more articles than others, most notably the themes of sexuality and spirituality in the past year. For the coming year, the Éisteach Committee would encourage articles from areas of counselling and psychotherapy which have been under-represented in recent issues. We can, after all, only publish the material that you write and submit! Guidelines for submission are available on the IACP website. Articles closely following the guidelines are most likely to be published in a timely manner. Finally, a word to the wise: writing is a skill built-up over time through lots of practice, and not an inborn talent only possessed by a few. Give it a try!

Cóilín Ó Braonáin PhD – Chairperson.

SUPERVISION COMMITTEE

No. of Committee meetings in 2014: 14

Committee Members: Patrick Harraghy, Priscilla Duffy, Angela Corcoran Mahon, Noreen Sweeney, Maggie Cox and Barbara Kinsella.

The role of the Supervision Committee and the IACP office is the accreditation and renewal of Supervision applications. The Committee is also responsible for upholding the standards in supervision and is also available to members for queries in relation to Supervision.

2014 was an extremely busy year for the Committee due to the extra volume of work. We had to have extra meetings due to this. We processed a total of 176 applications. Our Committee is also short of volunteers and we do need new people to come on board.

The Committee is aware that there does seem to be some confusion or lack of clarity with some members on what are the requirements of supervision. We are continuously trying to get this information across through the IACP website, Éisteach and the Supervisors Forum.

The Committee is also aware that applications need to be processed more quickly. We would ask our members to be aware of what their requirements are and to fill in all sections so that their application can be dealt with promptly.

The Committee would like to express their thanks to Brenda Tighe, who has stepped down from the Committee, for her dedicated service to the Committee. We would also like to thank Jackie O'Donovan for all her assistance in 2014.

The Supervision Committee



DIRECTORS' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

COMPANY INFORMATION

Directors: The following directors have held office since 1 January 2014:

- Marianne Gurnee
- Bernadette Darcy
- Eileen Finnegan
- Eugene McHugh (Appointed 22 March 2014)
- Marina Sweeney (Appointed 22 March 2014)
- Moira Sharkey
- Sheila Haskins (Appointed 22 March 2014)
- Vincent Byrne (Appointed 24 July 2014)

Secretary	Marina Sweeney
Company number	194640
Charity registration number	CHY6615
Registered office & business address	1st Floor Marina House 11-13 Clarence Street Dun Laoghaire Co. Dublin
Auditors	Byrne Curtin Kelly Verschoyle House 28-30 Lower Mount Street Dublin 2
Bankers	Bank Of Ireland (Dun Laoghaire) Dun Laoghaire Co. Dublin Allied Irish Bank (Bray) 107/108 Main St Bray Co. Wicklow Ulster Bank (Blackrock) Main Street Blackrock Co. Dublin
Solicitors	Keith Walsh Solicitors 8 St. Agnes Road Crumlin Village



DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2014

Principal activities and review of the business: Established in 1981, the IACP identifies, develops and maintains professional standards of excellence in counselling and psychotherapy through education, training and accreditation. In promoting best practice and the professional development of its members, IACP holds at its core the protection of the public. IACP is a registered Charity representing over 3,650 members.

IACP ACHIEVEMENTS AND DEVELOPMENTS IN 2014:

Strategic Aims/Governance:

- Successful Implementation of "Year One" (2014) Strategic Plan Goals.
- Engagement of independent external consultants to carry out a review of IACP Governance.
- Establishment of an IACP Governance working group.
- Continuing to establish stronger connections with other national and international counselling and psychotherapy organisations.
- Provision of training and support for all those involved with governance and decision-making, at all levels of the Association.
- Networking opportunities encouraged at a regional level.
- Review of compliance practices relating to Finance, Taxation, Data Protection, Garda Vetting, Health and Safety and HR legislation.
- Online Counselling Policy & Guidelines drafted.

Professional Standards:

- Accreditation of 286 new members in 2014.
- Members voting to move to Annual Accreditation (from January 2016) at the 2014 AGM
- Accreditation of 26 new Supervisors
- Accreditation of 1 new Course
- Full implementation of IACP course assessment and monitoring process.
- Review of educational requirements in line with the National Framework of Qualifications (NFQ) for courses seeking IACP accreditation.
- Reviewing of course responsibility and practice in relation to placements and internships.
- Provision of subsidised workshop "Training for IACP members in Child Protection and the Counsellor Psychotherapist 2014" facilitated by One in Four.
- Introduction of new "Retired-Accredited" membership category.
- Eligibility for IACP Pre-Accredited and Student membership confined to applicants who are currently attending, or have qualified from, IACP Accredited Courses only.
- Development of online membership application facility.
- Updating of Supervisor Directory to include theoretical approach of Supervisors



**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014** (continued)

Statutory Regulation:

IACP continued to lead the call for Statutory Regulation. Activity during 2014 included:

- Meeting with Minister for Mental Health Kathleen Lynch and receiving confirmation that counselling/psychotherapy will be regulated.
- Acknowledgement and incorporation of the Quality and Qualifications Ireland (QQI) award standards in counselling/psychotherapy.
- Communication with HSE about current and future HSE recruitment policies for counselling/psychotherapy.
- Withdrawal from Psychological Therapies Forum (PTF) following serious concerns over PTF membership, structure, direction and views relating to counselling/psychotherapy differentiation.
- Development of the scope and work of the IACP Working Group on Statutory Regulation.
- Included the call for Statutory Regulation within all IACP public relations activity.
- Provision by regions of workshops/seminars regarding professional practice.

Public Relations/Organisational Profile:

The highest ever level of media coverage promoting IACP and increasing public and government awareness of the role of Counselling and Psychotherapy in Mental Health took place in 2014. Activity included:

- Distribution of 46,000 IACP Information leaflets.
- Monthly press releases to all print media – National/Local.
- IACP attendance at major events, including the National Ploughing Championships and the National Cancer Show
- Participation in National and Regional radio interviews.
- Media Training provided for IACP Regional Representatives/Spokespersons.
- Free Public Talk on 'Suicide/ Suicide Awareness'
- Targeted advertising of IACP services in a variety of publications – ICGP Publications, Big Issue – An Síochána – Fire Call.
- Attendance at national and international conferences.
- Engaged the services of O'Herlihy Communications to develop and raise IACP's profile nationally and regionally
- Review of key IACP communication points/messages

Property

- Purchased and re-located head office to First-Floor, Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin.
- Marked first time in the IACP's 33 year history that organisation own its own premises.



**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014** (continued)

- Marina House meets the needs of a modern professional body and improves the effectiveness and efficiency of the Association.
- New offices are a more modern space with excellent transport links.
- Purchase price of €495,000 represented exceptional value and a considerable asset for the Associations' future.
- Property purchased through receivership sale (in 2006, same property purchased for €1.73m).

Member Services

- Scope and comparison for the activities of other National and International Associations
- Re-designing and enhancement of "Eisteach" quarterly Journal
- User experience of IACP website enhanced
- Provision of free and subsidised workshops to members
- Continued regular issue of emails to members containing information on free/subsidised talks and workshops, job and volunteering opportunities, news (c. 35 emails in 2014)
- Training and support provided to Voluntary Committee members.
- Successful running of IACP AGM 2014 with over 400 members attending. Guest Speaker – Professor Mick Cooper delivered an excellent presentation on Pluralistic Counselling.
- Successful Accreditation Social Evening for all those whom achieved their First Time Accreditation in 2014.
- Maximization of the use of the IACP website and digital media.

Reciprocity and Partnership

- IACP/BACP: Strengthening of relations with our closest partner including information exchange relating to policy, practices and developments within the profession.
- Strengthening of links with organisations (Charities and Agencies) that offer counselling and psychotherapy as part of their services.
- IACP/IAHIP: Continuity of recognition and co-operation between IACP and the Irish Association of Humanistic and Integrative Psychotherapy (IAHIP).
- Continued liaison and development with the 17 IACP recognised Training Courses.
- Consultation with other Professional Associations seeking IACP recognition.
- IACP Member representation at the International Association for Counselling (IAC), Canadian Counselling and Psychotherapy Association (CCPA) and American Counselling (ACA) conferences.
- Continued membership of the Irish Association for Suicidology.
- Continued membership of the Mental Health Reform Group.



**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014** (continued)

Human Resources (HR) and Operations

A number of HR and Operations tasks completed during 2014 including:

- Production of new IACP Health and Safety Statement
- Provision of training to all staff including, computer and technology based training, Customer service training, First aid and administrative training.
- Quarterly meetings of the HR Management Group.
- Improved internal communication & teambuilding through regular staff, Management, individual meetings and the use of a line management structure.
- Staff Appraisal System: Continued system of structured goal setting and appraisal for all staff.

IACP Objectives 2015

With the IACP Strategic Plan (2014-2017) operating effectively, the structured Framework exists to ensure that the Professional Standards, Governance, Resources, Public relations/Communications and Member Services objectives, identified in the plan for completion by the end of "Year 2" (2015), will be carried out. The 2015 objectives include:

- Continued push for Statutory Regulation.
- IACP 2-day Annual Conference (16 & 17th October).
- Continuing to raise the IACP's profile both nationally and regionally.
- Distribute IACP information widely (e.g. to clinics, GPs, hospitals, libraries, community centres and other relevant venues nationwide).
- Conducting a Public and Member survey (Behaviour & Attitudes).
- Introduction of IACP membership Cards (June 2015).
- Implementation of the Governance review recommendations.
- Offering more IACP Webinars.
- Publication of the revised IACP Code of Ethics.
- Publication of IACP's Online Therapy policy.
- A new look, easy-to-read, electronic newsletter (e-news) – from March 2015.
- Introduction of a new & improved CPD system.
- IACP facilitation of state Garda Vetting requirement for all members.
- Develop policy on annual minimum practice hours.
- Continuation of IACP course assessment and monitoring (quality control) process.
- Continue annual public talk, on a relevant mental health topic.
- Continue to provide training and support to Committee members.
- Attend and report on national and international conferences relevant to counselling/psychotherapy.
- Continued development of the research goals and culture within IACP.
- Development of IACP Regions through supporting Committee's and reviewing current operations.



**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014** (continued)

Directors

The following directors have held office since 1 January 2014:

- Keith Brennan (Retired 22 March 2014)
- Attracta Gill (Retired 10 April 2014)
- Michael Chambers (Retired 22 March 2014)
- Seamus Sheedy (Retired 22 March 2014)
- Angela Corcoran - Mahon (Retired 10 April 2014)
- Marianne Gurnee
- Bernadette Darcy
- Eileen Finnegan
- Eugene McHugh (Appointed 22 March 2014)
- Marina Sweeney (Appointed 22 March 2014)
- Moira Sharkey
- Denis O'Connor (Retired 22 March 2014)
- Sheila Haskins (Appointed 22 March 2014)
- Vincent Byrne (Appointed 24 July 2014)

Books of account

The company's directors are aware of their responsibilities, under section 202 of the Companies Act 1990 to maintain proper books of account and are discharging their responsibility by employing a financial controller. The books of account are held at the company's business premises which is First Floor, Marina House, 11-13 Clarence Street, Dun Laoghaire, Co Dublin.

Taxation status

The company is exempt from corporation tax due to its charitable status (registered charity number CHY6615).

Auditors

In accordance with the Companies Act 1963, section 160(2), Byrne Curtin Kelly continue in office as auditors of the company.

Statement of directors' responsibilities

The directors are responsible for preparing the financial statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Certified Public Accountants in Ireland.



**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014** (continued)

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- 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 keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2012. 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.

Results for the Year	2014 €	2013 €
Retained Surplus for the year	36,902	70,789
Surplus brought forward	<u>63,495</u>	<u>117,706</u>
Transfer from/(to) designated reserves	<u>625,000</u>	<u>(125,000)</u>
Surplus carried forward	<u>725,398</u>	<u>63,495</u>

In accordance with best practice and Corporate Governance procedures, the Executive Committee have determined that reserves should be designated for specific purposes. Full details are provided in note 11 to the financial statements.

By order of the board

Bernie Darcy
Director

Vincent Byrne
Director

Date: 9th March 2015



**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
IRISH ASSOCIATION FOR COUNSELLING & PSYCHOTHERAPY LIMITED**

We have audited the financial statements of Irish Association For Counselling & Psychotherapy Limited for the year ended 31 December 2014 set out on pages 27 to 35. These financial statements have been prepared under the accounting policies set out therein. The financial reporting framework that has been applied in their preparation is Irish Law and accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice In Ireland).

Respective responsibilities of the directors and auditors

As described in the Statement of Directors' Responsibilities on page 23, the company's directors are responsible for the preparation of the financial statements giving a true and fair view in accordance with applicable law and the accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice In Ireland).

Our responsibility is to audit and express an opinion on the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors, including "APB Ethical Standard - Provision Available for Small Entities (Revised)".

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our 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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our work, for this report, or for the opinions we have formed.

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the Companies Acts, 1963 to 2013. We also report to you whether in our opinion: proper books of account have been kept by the company; whether, at the balance sheet date, there exists a financial situation requiring the convening of an extraordinary general meeting of the company; and whether the information given in the directors' report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit, and whether the company's balance sheet and its profit and loss account are in agreement with the books of account.

We also report to you if, in our opinion, any information specified by law regarding the directors' remuneration and transactions is not disclosed and, where practicable, include such information in our report.

We read the directors' report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.



We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements. In addition, we read all the financial and non financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

We have undertaken the audit in accordance with the requirements of APB Ethical Standards including APB Ethical Standard - Provisions Available for Small Entities, in the circumstances set out in the notes to the financial statements.

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2014 and of its surplus for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Acts, 1963 to 2013.
- Matters on which we are required to report by the Companies Acts 1963 to 2013.
- We have obtained all the information and explanations we consider necessary for the purposes of our audit.
- In our opinion, proper books of account have been kept by the company.
- The financial statements are in agreement with the books of account.
- In our opinion, the information given in the directors' report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Acts 1963 to 2013 which require us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.

Tony Kelly for and on behalf of Byrne Curtin Kelly

Certified Public Accountants & Statutory Audit Firm Verschoyle House
28-30 Lower Mount Street
Dublin 2

Date: 9th March 2015



Income & Expenditure Account for the year ended 31 December 2014

	2014	2013
Notes	€	€
Income	1,038,772	982,812
Administrative expenses	<u>(1,016,319)</u>	<u>(938,394)</u>
Operating surplus	22,453	44,418
Other interest receivable and similar income	3 <u>14,449</u>	<u>26,371</u>
Surplus on ordinary activities before taxation	<u>36,902</u>	<u>70,789</u>
Tax on surplus on ordinary activities	6 -	-
Surplus for the year	<u><u>36,902</u></u>	<u><u>70,789</u></u>

The income and expenditure account has been prepared on the basis that all operations are continuing operations.

There are no recognised gains and deficits other than those passing through the income and expenditure account.

The notes on pages 31-35 form an integral part of these financial statements.

The financial statements were approved by the board on 9th March 2015 and signed on its behalf by:

Bernie Darcy
Director

Vincent Byrne
Director



Balance Sheet
for the year ended 31 December 2014

	Notes	2014		2013	
		€	€	€	€
Fixed assets					
Tangible assets	7	682,170		20,192	
Current assets					
Debtors	8	5,473		26,022	
Cash at bank and in hand		<u>480,543</u>		<u>1,122,849</u>	
		486,016		1,148,871	
Creditors: amounts falling due within one year	9	<u>(142,788)</u>		<u>(180,567)</u>	
Net current assets		<u>343,228</u>		<u>968,304</u>	
Total assets less current liabilities		<u>1,025,398</u>		<u>988,496</u>	
Capital and reserves					
Designated reserves	11	300,000		925,000	
Income and Expenditure Account	10	<u>725,398</u>		<u>63,496</u>	
		<u>1,025,398</u>		<u>988,496</u>	



Cash Flow Statement
for the year ended 31 December 2014

	2014		2013	
	€	€	€	€
Net cash inflow from operating activities		64,963		27,056
Returns on investments and servicing of finance				
Interest received	<u>14,449</u>		<u>26,371</u>	
Net cash inflow for returns on investments and servicing of finance		14,449		26,371
Capital expenditure				
Payments to acquire tangible asset	(684,303)		(5,160)	
Receipts from sales of tangible assets	<u>401</u>		<u>678</u>	
Net cash outflow for capital expenditure		<u>(683,902)</u>		<u>(4,482)</u>
Net cash (outflow)/inflow before management of liquid resources and financing		(604,490)		48,945
Decrease in cash in the year		<u>(604,490)</u>		<u>48,945</u>

The notes on pages 31-35 form an integral part of these financial statements.

The financial statements were approved by the board on 9th March 2015 and signed on its behalf by:

Bernie Darcy
Director

Vincent Byrne
Director



Notes to the Cash Flow Statement
for the year ended 31 December 2014

1 Reconciliation of operating profit to net cash inflow from operating activities	2014 €	2013 €
Operating profit	22,453	44,418
Depreciation of tangible assets	21,103	13,314
Loss/(profit) on disposal of tangible assets	821	(226)
Decrease/(increase) in debtors	20,549	(13,908)
Increase/(decrease) in creditors within one year	37	(16,542)
Net cash inflow from operating activities	64,963	27,056

2 Analysis of net (debt)/funds	1 January 2014 €	Cash flow €	Other non-cash changes €	31 December 2014 €
Net cash:				
Cash at bank and in hand	256,516	(216,437)	-	40,079
Bank overdrafts	(37,816)	37,816	-	-
	<u>218,700</u>	<u>(178,621)</u>	<u>-</u>	<u>40,079</u>
Liquid resources:				
Bank deposits	866,333	(425,869)	-	440,464
Net funds/(debt)	1,085,033	(604,490)	-	480,543

3 Reconciliation of net cash flow to movement in net (debt)/funds	2014 €	2013 €
Decrease in cash in the year	(178,621)	(145,642)
Cash inflow/(outflow) from decrease/(increase) in liquid resources	(425,869)	194,587
Movement in net (debt)/funds in the year	(604,490)	48,945
Opening net funds	1,085,033	1,036,088
Closing net (debt)/funds	480,543	1,085,033



Notes to the Financial Statements
for the year ended 31 December 2014

1 Accounting policies

1.1 Accounting convention

The financial statements are prepared under the historical cost convention.

1.2 Compliance with accounting standards

The financial statements have been prepared under the historical cost convention and comply with the financial reporting standards of the Financial Reporting Council, as promulgated by The Institute of Certified Public Accountants in Ireland.

1.3 Research and development

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

1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Buildings	2% Straight line
Computer equipment	33.33% Straight Line
Fixtures, fittings & equipment	15% Straight Line

1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Pensions

The pension cost charged in the financial statements represents the contribution payable by the company during the year.

1.7 Foreign currency translation

Monetary assets and liabilities denominated in foreign currencies are translated into euro at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the income and expenditure account.



Notes to the Financial Statements
for the year ended 31 December 2014 (continued)

2 Operating surplus	2014	2013
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible assets	21,103	13,314
Deficit on disposal of tangible assets	821	-
Research and development	16,693	22,013
Operating lease rentals		
- Computer Equipment	9,008	7,959
Auditors' remuneration	6,113	6,150
Exchange differences	147	41
Surplus on disposal of tangible assets	-	(226)
	<u> </u>	<u> </u>
3 Other interest receivable and similar income	2014	2013
	€	€
Bank interest	14,449	26,371
	<u>14,449</u>	<u>26,371</u>
4 Employees	2014	2013
	Number	Number
Number of employees		
The average monthly number of employees (including directors) during the year was:		
Administration	12	12
	<u>12</u>	<u>12</u>
Employment costs	2014	2013
	€	€
Wages and salaries	402,127	405,390
Social welfare costs	44,781	43,634
Other pension costs	25,816	26,788
	<u>472,724</u>	<u>475,812</u>
5 Pension and other post-retirement benefit commitments	2014	2013
Defined contribution	€	€
Contributions payable by the company for the year	25,816	26,788
	<u>25,816</u>	<u>26,788</u>



Notes to the Financial Statements
for the year ended 31 December 2014 (continued)

6 Taxation				
The company is exempt from corporation tax due to its charitable status (registered charity number CHY 6615).				
7 Tangible fixed assets	Buildings	Computer equipment	Fixtures, fittings & equipment	Total Cost
	€	€	€	€
Costs				
At 1 January 2014	-	62,801	140,062	202,863
Additions	626,098	5,025	53,180	684,303
Disposals	-	(563)	(3,858)	(4,421)
At 31 December 2014	<u>626,098</u>	<u>67,263</u>	<u>189,384</u>	<u>882,745</u>
Depreciation				
At 1 January 2014	-	51,346	131,325	182,671
On disposals	-	(563)	(2,636)	(3,199)
Charge for the year	-	11,070	10,033	21,103
At 31 December 2014	<u>-</u>	<u>61,853</u>	<u>138,722</u>	<u>200,575</u>
Net book value				
At 31 December 2014	<u>626,098</u>	<u>5,410</u>	<u>50,662</u>	<u>682,170</u>
At 31 December 2013	<u>-</u>	<u>11,455</u>	<u>8,737</u>	<u>20,192</u>
8 Debtors		2014	2013	
		€	€	
Trade debtors		1,269	9,169	
Other debtors		417	10,190	
Prepayments and accrued income		3,787	6,663	
		<u>5,473</u>	<u>26,022</u>	

DIRECTORS' REPORT & FINANCIAL STATEMENTS FOR 2014

DIRECTORS' REPORT & FINANCIAL STATEMENTS FOR 2014



Notes to the Financial Statements
for the year ended 31 December 2014 (continued)

9 Creditors: amounts falling due within one year	2014 €	2013 €
Bank loans and overdrafts	-	37,816
Trade creditors	46,991	34,521
Other creditors	12,882	16,697
Accruals and deferred income	82,915	91,533
	<u>142,788</u>	<u>180,567</u>
Included in other creditors are amounts relating to taxation, as follows:		
V.A.T. control account	-	1,675
P.A.Y.E. control account	12,882	15,022
	<u>12,882</u>	<u>16,697</u>

10 Reconciliation of retained surplus	2014 €	2013 €
Retained surplus brought forward	63,496	117,706
Surplus for the financial year	<u>36,902</u>	<u>70,789</u>
	100,398	188,495
Transfer from/(to) designated reserves (See note 11)	<u>625,000</u>	<u>(125,000)</u>
Retained surplus at year end	<u>725,398</u>	<u>63,496</u>

11 Designated Reserves	At 1 January 14	Transfer to/ (from)	At 31 December 14
Contingency reserve (A)	300,000	-	300,000
Building reserve (B)	<u>625,000</u>	<u>(625,000)</u>	-
	<u>925,000</u>	<u>(625,000)</u>	<u>300,000</u>

(A) Contingency reserve

The Executive Committee have determined that the above amounts be 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.

(B) Building reserve

As approved by members at Annual General Meeting, the Executive Committee has now completed the acquisition of premises to serve as headquarters for the Irish Association for Counselling & Psychotherapy Limited. Accordingly an amount has been transferred from designated reserves to general reserves.



Notes to the Financial Statements
for the year ended 31 December 2014 (continued)

12 Contingent liabilities

There were no contingent liabilities at the balance sheet date.

13 Financial commitments

At 31 December 2014 the company was committed to making the following payments under non-cancellable operating leases :

	2014 €	Fixtures, fittings, and equipment €
Within one year	7,557	7,557
Between two and five years	<u>3,149</u>	<u>10,706</u>
	<u>10,706</u>	<u>18,263</u>

14 Capital commitments

There were no capital commitments at the balance sheet date.

15 Auditors' Ethical Standards

In common with many businesses of our size and nature we use our auditors to assist with the preparation of the statutory financial statements.

16 Post balance sheet events

There were no events between the Balance Sheet date and date of approval of the financial statements.

17 Approval of financial statements

The directors approved the financial statements on 9th March 2015.



Supplementary Information not forming part of the Audit of the Financial
Statements for the year ended 31 December 2014

Management Information

Detailed Trading, Income and Expenditure Account
for the year ended 31 December 2014

	2014		2013	
	%	€	%	€
Turnover		<u>1,038,772</u>		<u>982,812</u>
Administrative expenses		<u>(1,016,319)</u>		<u>(938,394)</u>
Operating surplus		22,453		44,418
Other interest receivable and similar income				
Bank interest received		<u>14,449</u>		<u>26,371</u>
Surplus before taxation	3.55%	<u>36,902</u>	7.20%	<u>70,789</u>



Supplementary Information not forming part of the Audit of the Financial
Statements for the year ended 31 December 2014

Management Information

Schedule of Administrative Expenses
for the year ended 31 December 2014

	2014	2013
	€	€
Administrative expenses		
Wages & salaries	409,045	408,758
Employer PRSI, pension & training	79,122	78,046
Rent & rates	30,714	29,549
General office costs	99,811	82,084
Workshops	78,501	64,995
Committee expenses	47,903	51,311
Printing, postage & stationary	84,567	84,812
Advertising & PR	95,346	79,733
Research	16,693	22,013
Professional fees	47,401	17,629
Audit fees	6,113	6,150
Depreciation	<u>21,103</u>	<u>13,314</u>
Total	<u>1,016,319</u>	<u>938,394</u>

APPENDIX 1

IACP STANDING ORDERS FOR GENERAL MEETINGS

CHAIR

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

VOTING

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

SPEECHES

11. Members shall where possible stand while speaking and commence by announcing their name. All speakers shall address their remarks to the Chair. The Chair shall have the right to determine the orders of speakers, but shall endeavour to give precedence in the order that Members have signalled their intention to speak. If the Chair rises, any Member speaking shall cease and shall sit down and no other Member shall rise until the Chair be resumed.
12. Members speaking shall not be interrupted by other Members, save for:
 - a) Points of order (relating to alleged breaches of Standing Orders or the Bye Laws or Articles of Association);
 - b) points of explanation (where speakers who feel they have been misrepresented clarify their views);
 - c) points of information (requests for specific relevant information).

13. Proposers of motions or amendments shall be allowed to speak for a maximum of five minutes, and subsequent speakers for up to three minutes each.
14. The proposer of an original motion shall be allowed a maximum of five minutes to reply to discussion on the motion and on each amendment before votes are taken. No new matter may be introduced during such reply.
15. Apart from proposers of original motions, no Member may speak more than once on a motion or amendment except on a point of order, explanation or information, or by special permission of the Chair. The meeting may decide to suspend this Standing Order (i.e. go into Committee) for a stated period of time. Proposals to go into Committee must indicate the duration of suspension desired, and shall only be deemed passed if supported by at least two thirds of those present and voting.

MOTIONS AND AMENDMENTS

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

Both (a) and (b) may be moved at any time. They take precedence over all other business.

APPENDIX 2

MINUTES FROM PREVIOUS YEAR'S AGM

Minutes of the IACP Annual General Meeting 2014

Saturday 22nd March 2014
 Radisson Blu, St Helens, Stillorgan, Co Dublin

Officers:

Cathaoirleach:	Séamus Sheedy	Leas Cathaoirleach:	Bernie Darcy
Company Secretary:	Keith Brennan	Treasurer:	Michael Chambers

Opening: Séamus Sheedy, Cathaoirleach, welcomed the attendees and then introduced Carrie Smith Cathaoirleach Cllr, Dun Laoghaire/Rathdown Co. Co., who officially opened the 2014 IACP AGM.

Apologies: Séamus Sheedy noted the apologies in the booklet, and also read out any additional apologies received after printing.

Minutes of 2013 AGM and Matters Arising: The Minutes of 2013 AGM were approved. There were no matters arising. Proposer: Margaret Chambers. Seconder: Damien Davey

Cathaoirleach's Report:

Séamus Sheedy said that there had been many notable occasions and developments for the organisation over the past two years such as; the IACP position paper on Statutory Regulation and the difference between counselling and psychotherapy, the development of our second Strategic Plan, development of our Education standards and raising IACP's profile. Seamus said that the work of the Research Committee and the co-hosting of the BACP Research conference in the UK in May and the first IACP Research Conference, in Dublin last October were important events. He complimented those involved in the newly designed edition of Éisteach. Seamus also thanked the staff and Executive for all the support and guidance he received on the Executive Committee. Seamus asked that more Members become involved. Seamus offered Bernie Darcy and her new team his best wishes.

Company Secretary's Report:

Keith Brennan confirmed that the Executive Board Members had met on a monthly basis and that all legal and statutory requirements were adhered to in a professional manner. He then introduced Michael Chambers to present the Treasurer's Report.

Treasurer's Report:

Michael Chambers confirmed that the Financial Statements for 2013 had been prepared by our Auditors, Byrne Curtain Kelly (BCK), and they show that the IACP's Financial year has ended with a surplus for 2013. He explained that there had been good growth to our revenues in 2013, mainly through an increase in membership numbers. This is very encouraging for the IACP as we move into the first phase of our new Strategic Plan. Michael said that IACP continues to manage its expenditure in a prudent manner and in the best interests of its members, and to this end the following took place during 2013:

- The Finance Committee met regularly
- Management Accounts were prepared monthly for approval at these meetings
- Independent verification by the Treasurer of bank balances presented in these accounts
- The IACP continued to seek best value for all services supplied.

Michael said that following the 2012 motion relating to electronic communication (instead of post where possible), the IACP has achieved further cost savings in 2013 in both costs for printing and for postage.

2013 was a very busy year in our search for a suitable property to serve as a permanent home for the IACP Head Office. The IACP management staff viewed at least twenty properties in person where there was a good possibility of finding something suitable in the near future. Michael reported that on our Auditor's advice, IACP is transferring a further €125,000 to our Building Reserve Fund, which will leave a balance in the fund of €625,000. He thanked the finance Committee, the National Director, Accountant, Office Manager and all the Staff at the office for the patience, support and courtesy that they extended to him during the year.

National Director's Report:

Naoise Kelly welcomed the Members and commented that it was a great turnout with over 400 attending, making it the largest ever gathering of counsellors and psychotherapists in Ireland. Naoise said that all of the information contained in the various reports (including the 5 pages of information compiled in the Directors' report) related and impacted directly & indirectly on the Members. He highlighted the fact that the Association is in its strongest ever position, and is achieving more than it ever has. He said that although IACP and the profession are growing and developing very rapidly, he knows that many members still face significant difficulties on the ground, such as; the lack of state Regulation, high numbers of course graduates and dealing with the tough economic climate. He said that the Executive was well aware of these difficulties and that IACP had been consistently taking steps to deal with the challenges and build on IACP's existing strengths. He encouraged Members to read the Directors' reports and the IACP strategic plan which detailed what is being done to develop the association and meet those challenges. In particular, he mentioned the meetings with Minister/s for Health and the commitments received from them. He also highlighted the amount of awareness raising that is taking place and said that as IACP practitioners, members are more recognizable now than ever before.

Naoise said that the research company, Behaviour and Attitudes, conducted a survey for us in early 2010, and found that 9% of the general public had heard of IACP. 4 years later - in early 2014 the same nationwide survey found that 20% of the public had heard of IACP - an increase of approximately half a million people, which comes about as a direct result of our planned & budgeted PR activity. He said that in April of 2014, another PR project will start involving the supply, over 6 months, of all GP waiting rooms with IACP leaflets - 45,000 leaflets. On the property front, Naoise said that he could not confirm the purchase, but that hopefully, negotiations on modern, state of the art offices in Dun Laoghaire, Co. Dublin were near complete and that he hoped they would become the new IACP headquarters. He said that IACP had put in an offer and that it had been accepted. The amounts being discussed represent exceptional value to IACP as it is a receivership sale. Naoise said that an independent report on IACP Governance is being compiled and that a likely recommendation will be about our many Committees (adding that we have over 200 people generously giving of their time to serve on IACP Committees). He said that in the future it's likely that anyone looking to go onto any IACP Committee will firstly be given clear information on what the tasks and responsibilities involved are and that members skills will be better identified and matched to the Committee needs through interviews. Proper induction, training, support, evaluation and succession will also become part of the volunteering process at IACP.

Naoise announced that, starting in 2015, we will have a two-day IACP Annual Conference with high calibre speakers & workshops and plenty of social & networking opportunities. Naoise also announced that, by the end of 2015, all IACP members will receive IACP Membership cards which will offer validation and identification to Members in their dealings with Clients, the Public and with the IACP. There will be other benefits too, things like discounts at bookshops. Naoise finished by thanking Seamus, the Executive and all of the staff for their hard work during the year.

Questions and Answers (Q&A):

Séamus Sheedy then chaired a Q & A on the four reports that were presented to Members.

Financial Report:

The Annual Financial Statements were put to the AGM and were approved.

MOTIONS FOR IACP AGM 2014

MOTION 1 — Carried:

The following motion was proposed:

The Executive Committee propose the introduction of Annual Re-Accreditation from January 2016.
Proposed by: **Bernie Darcy** Seconded by: **Séamus Sheedy**

MOTION 2 — Defeated:

The following motion was proposed:

That IACP endeavor to protect its members and their job opportunities from exploitation by promoting the notion of counselling/psychotherapy as a profession.

Proposed by: **Annette Comiskey** Seconded by: **Anne Colgan**

MOTION 3 — Carried:

The following motion was proposed:

Restore all proxy voting rights, as heretofore, to Members unable to attend an AGM or EGM.
Proposed by: **Alan O'Dwyer** Seconded by: **Annette Comiskey**

MOTION 4 — Defeated:

The following motion was proposed:

That the IACP immediately petition the Government to ensure that the adequate budgets and sufficient funding is allocated to counselling providers. It is essential that our public representatives are aware of the huge levels of distress being experienced by many people, who are unable to access therapy.

Proposed by: **Philip Brennan** Seconded by: **Annette Comiskey**

ELECTIONS – Executive Committee 2014

As per Articles 36 & 37 of the IACP Articles of Association, all Executive Committee members, other than the Officers of the Company, shall retire from office every year. The Officers (Cathaoirleach, Leas Cathaoirleach, Treasurer and Company Secretary) serve for a term of two years. The following members were elected to the Executive Committee for 2014/2015:

Executive Officers:

Cathaoirleach: **Bernie Darcy**
Proposed by: **Seamus Sheedy** Seconded by: **Angela Corcoran Mahon**

Leas Cathaoirleach: **Maira Sharkey**
Proposed by: **Angela Corcoran Mahon** Seconded by: **Denis O'Connor**

Executive Committee:

Olive Bourke Proposed by: **Bernie Darcy** Seconded by: **Maggie Cox**
Angela Corcoran Mahon Proposed by: **Marianne Gurnee** Seconded by: **Eileen Finnegan**
Eileen Finnegan Proposed by: **Maira Sharkey** Seconded by: **Marianne Gurnee**
Attracta Gill Proposed by: **Bernie Darcy** Seconded by: **Angela Corcoran Mahon**

Marianne K Gurnee	Proposed by: Angela Corcoran Mahon	Seconded by: Maira Sharkey
Marina Sweeney	Proposed by: Maira Sharkey	Seconded by: Seamus Sheedy
Maggie Cox	Proposed by: Olive Bourke	Seconded by: Gearoid Manning
Eugene McHugh	Proposed by: Patricia Ashe	Seconded by: Catherine Tierney
Sheila Haskins	Proposed by: Bernie Darcy	Seconded by: Sally Griffiths

AOB:

Next AGM:

Séamus Sheedy announced Saturday 11th April 2015 as the date for the next IACP AGM.

Notes



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