

Irish Association for Counselling and Psychotherapy

# Annual Report and Financial Statements

For the period 1 July 2025 - 30 June 2026



## Mission

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

## Values

The underlying values guide our work:

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

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## Message from Cathaoirleach Jade Lawless and CEO Lisa Molloy

A Chairde,

This year's Board of Directors' Annual Report reflects the breadth and impact of our work on behalf of our members, the counselling and psychotherapy professions, and the public who engage with therapeutic services. It captures a period of continued evolution for the IACP, shaped by increasing demand for mental health support, heightened public awareness of the value of therapy, and a dynamic policy environment.

The IACP has experienced sustained growth in recent years across membership, services, and external engagement. This growth is a clear demonstration of the relevance of our work and the trust placed in us by both members and the wider community. As the largest professional body representing 7,060 members as of 30 June 2026, we remain steadfast in our commitment to promoting and advancing counselling and psychotherapy through high-quality education, training, and continuing professional development.

We continue to advocate for the value and benefits of therapy while supporting our members to practise to the highest professional and ethical standards. This commitment is central to safeguarding those who seek therapeutic support and ensuring confidence in our professions.

A key focus for the year has been preparation for state regulation. This journey presents both challenge and opportunity for the IACP. It calls on us to uphold robust standards, strengthen supports for practitioners, and ensure that the profession's voice is clearly and effectively represented in shaping the frameworks that will define its future. Our role is to provide leadership, clarity, and confidence for our members, while positioning therapeutic services as essential within Ireland's mental health and primary care systems.

Following a comprehensive consultation and engagement process, the Board of Directors approved a new Strategic

Plan for 2026–2030. This plan sets a clear and confident direction for both the organisation and the profession at a defining moment. It reflects an environment marked by growing demand for mental health services, evolving public expectations, and the significant transition toward statutory regulation under CORU.

The strength of the IACP lies in our diverse and dedicated membership, working across private practice, community and voluntary services, education, and health settings nationwide. Our strategy for the next five years is centred on preparation, positioning, and organisational strength. It is built around three interconnected pillars: strengthening member value and professional community; enhancing organisational capacity to support members and the profession; and elevating professional standing and organisational positioning.

At the heart of this strategy is a renewed commitment to accountability, transparency, and excellence. Our refreshed mission, vision, and values reflect both the changing landscape of practice and our ambition to lead with integrity and purpose.

As we look to a bright future with grace and determination, we remain guided by our shared commitment to thriving professions that serve individuals, families, and communities across Ireland. We thank our members for their loyalty and trust and look forward to continuing our journey together.

  
Jade Lawless  
Cathaoirleach

  
Lisa Molloy  
Chief Executive Officer



Nicole Mac Dermott, Communications Supervisor; Leas-Cathaoirleach Christopher Place, Minister Jennifer Carroll MacNeill, CEO Lisa Molloy, and Iwona Blasi, Innovation & Development Manager at the Department of Health meeting



Deputy Barry Ward, TD and Cathaoirleach Jade Lawless meet at the IACP offices to discuss CORU regulations and our strategic priorities



Leas-Cathaoirleach Christopher Place, CEO Lisa Molloy, Co-CEO of Community Therapy Ireland Maria Cleary, and Cathaoirleach Jade Lawless at the Annual Conference



The Executive Team at the AGM, **standing:** Kate Privett-Collins, Dr Ellen Kelly, Liz Gannon, Niall Kelly, Wayne Tobin, Lisa Molloy, Iwona Blasi, Aidan O'Leary, Olivia Baxter, Lia Wright. **Seated:** Hannah Furey, Jackie Jeanneret, James Stuart, Nicole Mac Dermott, Sandra Matthews, and Carla Kiely (not pictured Carol Murray)



ICP CEO Rúaidhrí O'Connor, ICP Chairperson Belina Moller, CEO Lisa Molloy, ICP Board Member Jacky Grainger, ICP Board Member John O'Connor and Cathaoirleach Jade Lawless (centre) at Leinster House before the Joint Committee on Health hearing regarding CORU standards



CEO Lisa Molloy with Co-CEO Maria Cleary of Community Therapy Ireland at their Clinical Governance Badge of Excellence launch event

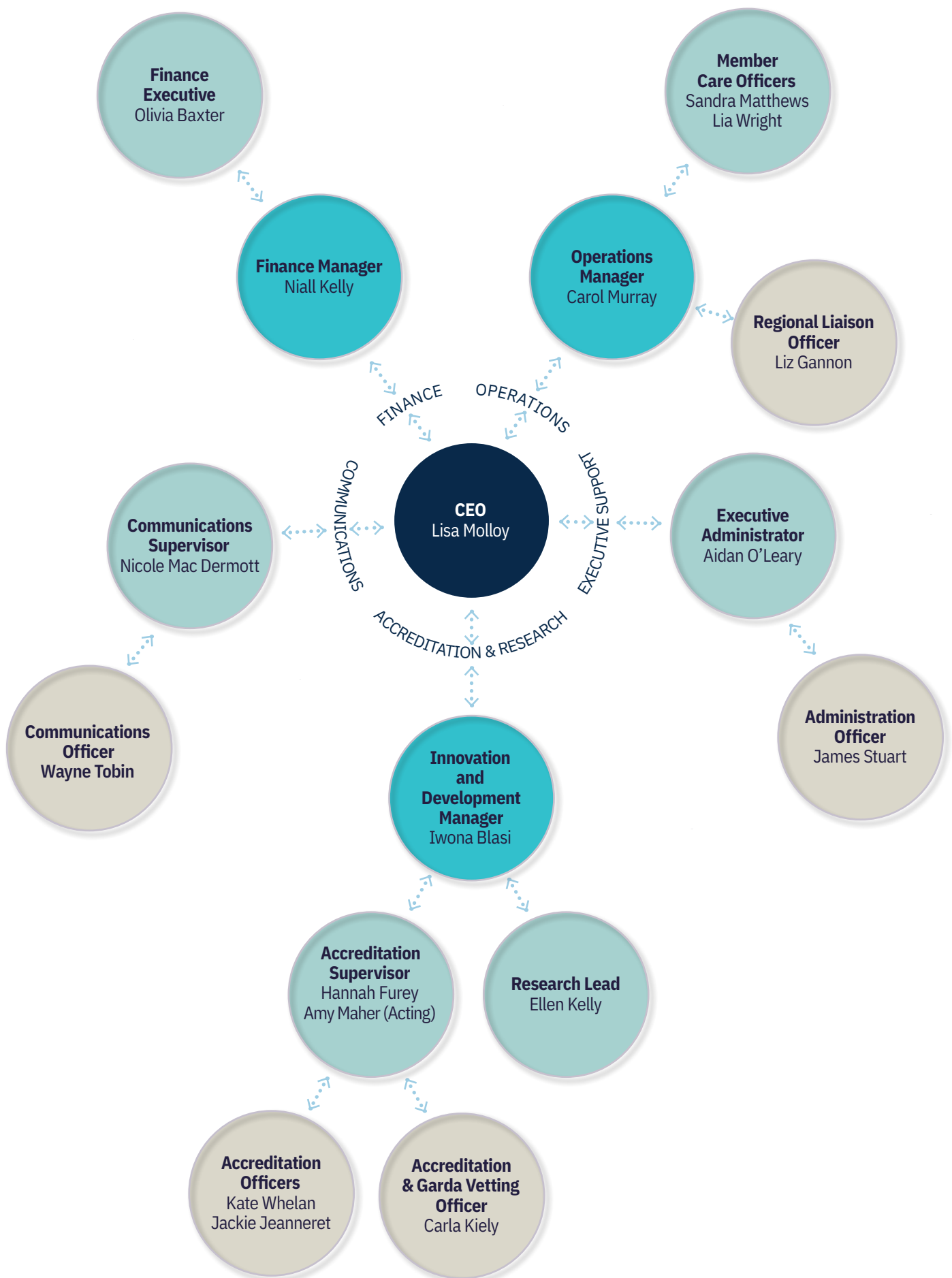


CEO Lisa Molloy and Newstalk's Alive and Kicking host Clare McKenna



Leas Cathaoirleach Christopher Place, Innovation & Development Manager Iwona Blasi, and Dr Rebecca Michel of De Paul University at the 9th joint conference

# Executive Team Organisation



# Board and Committees/Sub-Groups



# Directors and Other Information

as at 30th June 2026

## Directors

Jade Lawless  
Christopher Place  
Edward Boyne  
Brian Holohan  
Gael Kilduff  
Liam Neville  
Marcella Finnerty  
Clodagh Ní Ghallachóir

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## Company Secretary

Brian Holohan

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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  
A96 WC94  
Ireland

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## Auditors

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

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## Bankers

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

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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 IACP Board 2025/2026

## Members elected at AGM 2025

### Jade Lawless

Cathaoirleach

Attended 10 of 10 Board meetings



### Christopher Place

Leas Cathaoirleach

Attended 9 of 10 Board meetings



### Edward Boyne

Treasurer

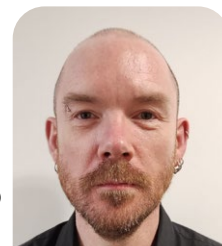
Attended 6 of 10 Board meetings



### Brian Holohan

Company Secretary (from 11th August 2025)

Attended 8 of 10 Board meetings



### John Cummins

Board Member (Extern - until 17th June 2026)

Attended 6 of 9 Board meetings



### Marcella Finnerty

Board Member

Attended 9 of 10 Board meetings



### Caroline Kehoe

Board Member (until 18th March 2026)

Attended 5 of 7 Board meetings



### Gael Kilduff

Board Member

Attended 10 of 10 Board meetings



### Liam Neville

Board Member

Attended 9 of 10 Board meetings



### Clodagh Ní Ghallachóir

Board Member

Attended 5 of 10 Board meetings



## Members elected at AGM 2024

### Andrew Harbourne-Thomas

Company Secretary (until 30th July 2025)

Attended 2 of 2 Board meetings



The Board of Directors and the Executive Team wish to thank Andrew Harbourne-Thomas, Caroline Kehoe, and John Cummins for their dedicated service to the IACP, following their retirement from the Board in the past year.

# Board Members' Meetings Attendance 2025/2026

| Board Member            | 18 July 2025<br>Online (extraordinary) | 25 July 2025<br>Hybrid | 13 Sept 2025<br>In Person | 28 Oct 2025<br>Online (extraordinary) | 21 Nov 2025<br>In Person | 13 Jan 2026<br>Online (extraordinary) | 23 Jan 2026<br>Hybrid | 20 Mar 2026<br>Hybrid | 08 May 2026<br>Hybrid | 19 June 2026<br>In Person (extraordinary) |
|-------------------------|----------------------------------------|------------------------|---------------------------|---------------------------------------|--------------------------|---------------------------------------|-----------------------|-----------------------|-----------------------|-------------------------------------------|
| Jade Lawless            | ●                                      | ●                      | ●                         | ●                                     | ●                        | ●                                     | ●                     | ●                     | ●                     | ●                                         |
| Edward Boyne            | ●                                      | ●                      | ■                         | ■                                     | ●                        | ●                                     | ■                     | ■                     | ●                     | ●                                         |
| Liam Neville            | ●                                      | ●                      | ●                         | ■                                     | ●                        | ●                                     | ●                     | ●                     | ●                     | ●                                         |
| Caroline Kehoe          | ●                                      | ●                      | ■                         | ●                                     | ●                        | ■                                     | ●                     | ▲                     | ▲                     | ▲                                         |
| Gael Kilduff            | ●                                      | ●                      | ●                         | ●                                     | ●                        | ●                                     | ●                     | ●                     | ●                     | ●                                         |
| Christopher Place       | ●                                      | ●                      | ●                         | ●                                     | ■                        | ●                                     | ●                     | ●                     | ●                     | ●                                         |
| Brian Holohan           | ●                                      | ●                      | ●                         | ●                                     | ●                        | ●                                     | ●                     | ■                     | ■                     | ●                                         |
| Clodagh Ní Ghallachóir  | ■                                      | ■                      | ●                         | ●                                     | ■                        | ●                                     | ■                     | ●                     | ●                     | ■                                         |
| Marcella Finnerty       | ●                                      | ●                      | ●                         | ●                                     | ●                        | ■                                     | ●                     | ●                     | ●                     | ●                                         |
| John Cummins            | ●                                      | ■                      | ●                         | ●                                     | ●                        | ●                                     | ●                     | ■                     | ■                     | ▲                                         |
| Andrew Harbourne-Thomas | ●                                      | ●                      | ▲                         | ▲                                     | ▲                        | ▲                                     | ▲                     | ▲                     | ▲                     | ▲                                         |

● Attended

■ Apologies

▲ Not on Board on this date

## Board Activities 2025-2026



# 88

The number of Board, executive, and committee memos reviewed by the Board during the year, in addition to strategic matters, correspondence, management reports, and supplementary reading.



### AUGUST 2025

The Board carried out a self-assessment of its efficiency, effectiveness, skills, procedures, culture, and governance.



### DECEMBER 2025

The Board participated in a Strategic Visioning Workshop facilitated by strategy consultants Zinto3, revisiting IACP's mission, vision, values, and clarifying the direction of the Strategic Plan 2026-2030.



### JANUARY 2026

The Board ratified a new Conflict of Interest Policy, which expands on the existing volunteer policy to give greater clarity to Board members and reaffirms their commitment to transparent management of conflicts of interest.



### JUNE 2026

The Board held its annual Strategy Day with members of the Management Team. This year's meeting focused on the implementation of the new Strategic Plan 2026-2030, as well as IACP's future strategy following the opening of CORU's registers.

# Cathaoirligh

**Jade Lawless**  
2024 – Present

**Séamus Sheedy**  
2022 – 2024

**Bernie Hackett**  
2020 – 2022

**Ray Henry**  
2017 – 2020

**Eugene McHugh**  
2017 – 2017

**Moirá 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

# Membership

| Category            | 2020  | 2021  | 2022  | 2023  | 2024  | 2025  | 2026  |
|---------------------|-------|-------|-------|-------|-------|-------|-------|
| Accredited          | 2,296 | 2,436 | 2,649 | 2,838 | 3,007 | 3,194 | 3,339 |
| Supervisor          | 666   | 707   | 733   | 778   | 835   | 892   | 939   |
| Pre-Accredited      | 661   | 693   | 579   | 620   | 658   | 857   | 1,086 |
| Retired Accredited  | 26    | 28    | 24    | 27    | 32    | 40    | 48    |
| Student             | 745   | 902   | 1,097 | 1,306 | 1,398 | 1,462 | 1,573 |
| Affiliate           | 81    | 65    | 55    | 51    | 50    | 44    | 40    |
| Supervision Courses | 7     | 7     | 7     | 6     | 6     | 7     | 8     |
| Accredited Courses  | 29    | 25    | 23    | 21    | 22    | 25    | 27    |
| Total               | 4,511 | 4,863 | 5,167 | 5,647 | 6,008 | 6,521 | 7,060 |

## The IACP year-on-year membership growth





Michael Ryan, MIACP facilitates a panel discussion with speakers Michael Harding and Karen Murphy, MIACP at the Annual Conference



Co-CEO Maria Cleary of Community Therapy Ireland, ICP CEO Rúaídhri O'Connor, and CEO Lisa Molloy in support of Deputy Sorca Clarke's private members motion on emergency mental health services at Leinster House



Board Member Brian Holohan and Cathaoirleach Jade Lawless catch up at the Annual Conference



Newly accredited members and supervisors celebrate at the Annual Accreditation Ceremony

# Strategic Planning

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# IACP Strategic Plan 2026-2030

The Board of Directors has approved a new strategic plan for 2026-2030. It sets out a clear and confident direction for both the organisation and the counselling and psychotherapy professions over the coming years.

This strategy was developed at a defining moment for our professions in Ireland—marked by growing demand for mental health support, evolving public expectations, and the significant transition toward statutory regulation under CORU.

Our focus over the next five years is on **preparation, positioning, and strength**, built around three interconnected strategic pillars:

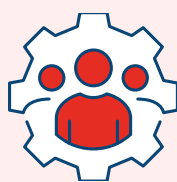
## PILLAR 01



### Strengthen Member Value and Professional Community

Ensuring that practitioners are supported, connected, and equipped to flourish. We are committed to building professional capacity, maintaining high standards in accreditation, supervision, ethics, and continuing professional development, and fostering a strong, engaged professional community.

## PILLAR 02



### Organisational Capacity to Support Members and the Professions

Recognising that delivering for our members requires strong internal systems and capabilities. We will invest in responsive member services, robust data systems to inform advocacy, and effective communications that keep members informed and connected.

## PILLAR 03

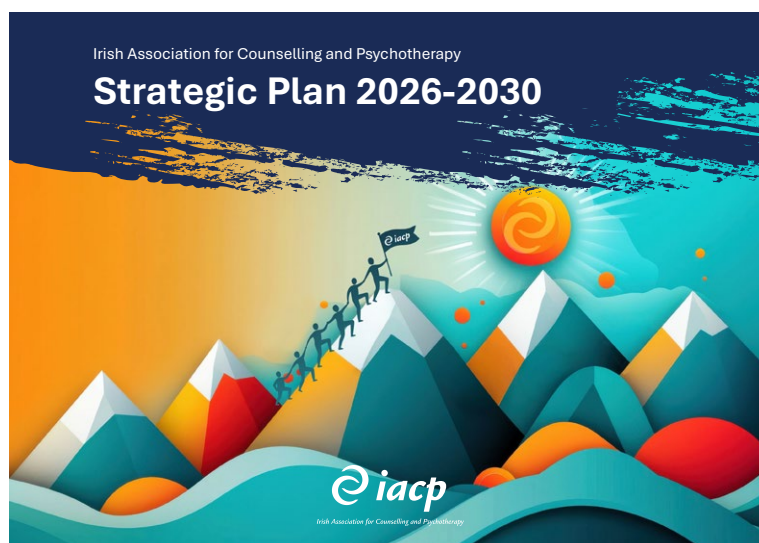


### Professional Standing and Organisational Positioning

Focuses on advancing the credibility and influence of both the IACP and the profession. Through engagement with policymakers, collaboration with stakeholders, and advocacy within regulatory processes, we will ensure that the realities of practice are reflected in decision-making and that members' voices are represented where it matters most.

At the heart of this strategy is a commitment to accountability, transparency, and excellence. We have refreshed our mission, vision, and values to reflect the evolving environment in which we practice.

We would also like to sincerely thank the many members, volunteers, staff, and stakeholders whose insights have shaped this plan. Your input has ensured it is grounded in real experience and focused on practical, achievable progress.



*This year's annual report highlights accomplishments and activities that are aligned with the Strategic Plan 2021-2025.*

## Strategic Plan Consultation by the numbers

**433**



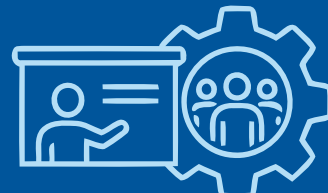
**MEMBER SURVEY  
RESPONDENTS**

**09**



**BOARD  
INTERVIEWS**

**01**



**EXECUTIVE TEAM  
WORKSHOP**

**04**



**COMMITTEE  
WORKSHOPS**

**07**



**EXTERNAL STAKEHOLDER  
SUBMISSIONS**

## Executive Team Reorganisation

We have experienced sustained growth in membership, services to members, and external stakeholder engagement in recent years. While this growth reflects the increasing relevance and success of our work, it has also placed significant operational pressure on existing staffing as well as volunteer structures.

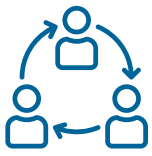
Staffing levels were established at a time when the organisation's membership base, member services portfolio, committee structure, and administrative requirements were significantly smaller. As a result, senior leadership capacity and operational resources are increasingly stretched.

To strengthen leadership capacity, improve operational resilience, and enable the organisation to manage and sustain future growth, we are expanding our staff in line with our new strategic direction. The Board of Directors

has approved the creation of a Deputy CEO position and three additional staff positions: Complaints and Governance Executive, Accreditation Officer, and CPD & Engagement Executive. These new roles will support continued membership growth, enhance member services and ensure the organisation can deliver on its strategic objectives.

# Key Accomplishments and Progress Against Strategic Goals

## Objective One



### Strong representation of IACP members by effective lobbying strategies and engagement with key IACP stakeholders

The representation of our members and the promotion of the benefits of therapy is at the heart of IACP's mission. We amplify our members' voices by lobbying the government on a range of issues such as VAT exemption, tax relief, increased investment in counselling and psychotherapy, and the development and expansion of the schools counselling programme.

#### Strategic Goals:

- Promotion of Counselling and Psychotherapy to the public through strong media representation and social media campaigns.
- Promote opportunities for members in private practice through active lobbying activities seeking increased accessibility to members' services, and by raising awareness of the benefits of Counselling and Psychotherapy.
- Lobbying government to call for increased investment in Counselling and Psychotherapy services.
- Active engagement with employers regarding job opportunities and recruitment criteria to be inclusive of IACP members.
- Continue to communicate with insurance providers regarding the cover for the services of IACP Members.
- Active engagement and collaboration with other professional bodies and similar organisations both nationally and internationally.

#### Key Accomplishments and Progress

- Continued to prioritise engagement on the introduction of state regulation for the counselling and psychotherapy professions. Further details are outlined under Objective Six: Support IACP Members with the Transition to State Regulation page 22.
- Played a leading advocacy role in national efforts calling for a ban on the use of therapy notes in sexual violence court cases, working alongside mental health professionals, survivor groups and policymakers to protect the confidentiality and integrity of the therapeutic relationship.

- Strengthened the IACP's international profile through the appointment of CEO Lisa Molloy as Chair of the International Association for Counselling Europe, reinforcing the association's leadership and influence within the profession internationally.
- Launched a joint public affairs campaign with the College of Psychiatrists of Ireland and the Psychological Society of Ireland advocating for legislative safeguards to address the risks associated with AI-generated 'therapy' and to protect the public.
- Achieved significant national visibility through more than 138 media engagements, including national press coverage, broadcast interviews and member contributions across a range of media platforms.
- Expanded the Association's digital reach, growing social media audiences to more than 19,000 followers and generating over 516,000 impressions and 8,300 engagements across key platforms.
- Discontinued engagement on the X platform to ensure organisational communications remained aligned with our values.
- Delivered a successful pre-budget advocacy campaign, facilitating 814 member communications to elected representatives through the IACP's online lobbying platform.
- Maintained active representation of members' interests through direct engagement with Government Ministers, TDs, and Senators on key professional and public policy issues.
- Strengthened relationships with national and international stakeholders through participation in policy forums, conferences, report launches, and sector events, including active membership of Mental Health Reform's Policy Working Group.
- Increased awareness of the profession through targeted regional media campaigns promoting the IACP Annual Conference, award recipients, and the value of counselling and psychotherapy services.
- Enhanced the public profile of the professions through the publication of member-authored articles across national and regional media outlets.
- Continued engagement with the Department of Education to support the recruitment of IACP members for the school counselling pilot initiative.
- Maintained collaboration with the British Association for Counselling and Psychotherapy (BACP) to share knowledge, standards and emerging developments affecting the profession.
- Continued strategic engagement with key stakeholders across the health, education and mental health sectors, strengthening collaboration and enhancing the voice of the professions.

## Objective Two



### Ensure development and provision of high-quality training, education and CPD reflecting members' needs.

Providing quality educational opportunities and upholding high ethical standards are key pillars of our mission. This is how we support our membership through an extensive range of benefits.

We will continue to achieve this through the promotion and provision of high-quality education, training, and professional development, both online and in person as appropriate.

The IACP reviews the content of planned CPD and regularly seeks feedback from the membership on the most sought-after topics in Counselling and Psychotherapy. We commit to providing relevant, engaging and practice-friendly knowledge and therapy insights through the Irish Journal of Counselling & Psychotherapy.

#### Strategic Goals:

- Delivery of high-quality Online CPD courses and webinars reflecting members' needs and interests.
- Delivery of free and paid high-quality IACP workshops, live streamed and/or in person as appropriate.
- New training strategies and initiatives to match the training needs of IACP members, including inclusion of a blended approach.
- Strong support of all membership categories through national workshops, events, networking opportunities and forums, live streamed and/or in person as appropriate.

#### Key Accomplishments and Progress

- Continued to provide members with access to high-quality, accessible CPD opportunities through the IACP online CPD portal, with more than 6,100 members engaging with IACP-approved learning content.
- Delivered more than 30 hours of free online CPD for members and 10 hours of free CPD for supervisors, supporting ongoing professional development across all membership categories.
- Hosted a successful National Supervisors Forum in Galway, providing a valuable opportunity for supervisor learning, networking and professional reflection, with a focus on creativity in supervision.
- Expanded learning opportunities for supervisors through the delivery of 13 online and in-person events, providing a total of 65 hours of CPD content.

- Enhanced member access to professional development through a programme of discounted online CPD courses available via the CPD portal.
- Maintained high standards in professional education through the assessment and approval of 49 applications for CPD recognition from external course providers.

## Objective Three



### Ensure Development of IACP Research Strategy and Activities

The IACP values research and is committed to engaging formally with it to help to shape the future direction of the organisation, to raise the profile and enhance the development of the profession and to contribute to public policy making. To this end the IACP will continue to conduct Member Surveys and General Public Surveys.

#### Strategic Goals:

- Advise on research issues and policies relating to research in counselling and psychotherapy and the mental health field .
- Identify and address research challenges that members encounter .
- Synthesise knowledge and disseminate research findings to encourage public debate, member practice, and education about counselling and psychotherapy .
- Develop new and existing resources relating to IACP research strategy, policy, and the code of ethics .
- Create and cultivate research networks both nationally and internationally and form links with other relevant committees .
- Advise on the standard of research education for accredited courses and encourage greater emphasis on research in training and training in research .
- Encourage and embed a research culture within the IACP and the profession .
- Develop a specific research agenda annually .

#### Key Accomplishments and Progress

- Hosted the third annual IACP Research Conference, attracting 350 members and supporting engagement with research and evidence-informed practice.
- Delivered three Research Journal Club events, with a combined attendance of 550 members, providing accessible research-focused CPD opportunities.

- Expanded research communications through the launch of the inaugural Research Bulletin, which achieved 4,615 opens, demonstrating strong member interest in research content.
- Enhanced access to research resources through ongoing development of website content, including Research Journey: Path to Publication, Research Glimpses, and Research Award Impact Videos, promoting research engagement and knowledge sharing across the profession.
- Supported the next generation of researchers through the Undergraduate Research Excellence Award, recognising outstanding student research and strengthening links between education, research and professional practice.
- Continued to foster a culture of research excellence through the annual Research Bursary and Research Excellence Award, honouring and supporting high-quality member research.

## Objective Four



### Provide highest quality service and professional standards

The IACP is committed to supporting members to work to the highest possible standards, for the benefit of the service and the protection of individuals seeking therapy.

The IACP’s mission is to promote the highest professional standards for Irish therapists and excel by the introduction of ongoing improvements to our processes, by ongoing review of current policies, criteria, and guidelines. This is all to support members with clear and consistent information and allow for compliance requirements to be met in the most efficient way.

We are also committed to upholding the highest professional and ethical standards through robust, fair, and transparent complaints procedures.

#### Strategic Goals:

- Review of current policies and standards and processes to reflect developments and changes within the operating environment.
- Review the education and professional development standards with educational institutions.
- Review of the IACP Code of Ethics and Practice for IACP Practitioners and IACP Code of Ethics and Practice for IACP Supervisors.
- Maintain high professional supervision standards for the IACP.
- Establishment of the Ethical Advisor service.
- Implementation of the revised complaints process.

## Key Accomplishments and Progress

- Progressed the comprehensive review of the IACP Code of Ethics and Practice, informed by engagement with the British Association for Counselling and Psychotherapy and supported by the development of a new Ethics Committee strategy.
- Supported members in addressing ethical and professional practice issues through the Ethical Advisor service, which responded to more than 100 ethical enquiries during the year.
- Commenced a review of the Inactive, Retired, and Honorary Membership categories to ensure alignment with the evolving needs of the membership.
- Successfully implemented the AGM motion establishing Academic Membership, including the development of membership criteria through collaboration between the Professional Practice Sub-Committee and the Accreditation Department.
- Continued to review and update organisational policies, standards, and criteria to ensure they remain relevant, responsive, and fit for purpose.
- Strengthened engagement with accredited course providers to support the ongoing review and development of education and professional standards.
- Maintained high standards of professional supervision through the work of the Supervision Committee, Ethical Advisor, and Supervisor Forum Organising Committee.
- Completed a comprehensive review of the CPD Policy, supporting the continued enhancement of professional development standards.
- Upheld high professional and ethical standards through the effective management of complaints and concerns relating to members’ practice.
- Continued to strengthen public confidence in the profession through the work of the Complaints Committee, ensuring complaints were managed through a fair, transparent, and robust process.

| Complaints July 2025–June 2026 |    |
|--------------------------------|----|
| Complaints Received            | 49 |
| Complaints Returned*           | 36 |
| Complaints Withdrawn           | 4  |
| Complaints Not Upheld          | 4  |
| Complaints Upheld              | 5  |
| Complaints Appealed            | 3  |

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



CEO Lisa Molloy and Regina Doherty, Member of the European Parliament ahead of her speech at the Annual Conference



Patricia Ashe, MIACP presents a motion at the Annual General Meeting



Members of the Board of Directors and the Executive Team during a strategic planning meeting



Members of the Accreditation and Supervision Committees, Board Members, and Executive Team at the Accreditation Ceremony

## Objective Five



### Embrace the IACP Community and Nurture Member Connection

Our volunteers' generous spirit and enthusiasm propel our initiatives forward. We extend our sincere appreciation to all our volunteers for the time, energy, and expertise they contribute to the IACP and to the professions.

Our Regional Committees represent the views and assess the needs of regional members to encourage regional member involvement, to support the organisation by delivering regional events and activities and to promote the IACP within the local communities.

The IACP developed a Volunteer Strategy to support the invaluable work of our volunteer members and to recognise and celebrate their work and achievements.

#### Strategic Goals:

- Regional Committees networking, development, and celebration.
- Recognition and support of IACP Volunteers through various Volunteer initiatives and development of the IACP volunteer strategy.
- Develop the IACP Equality, Diversity, and Inclusion Policy.
- Review of Member benefits, promote value of membership and grow numbers.
- Mentoring support programmes (e.g. CARA).
- Promotion of members' forums (Basecamp, Facebook, LinkedIn, IACP Members Area).
- Promotion of the Irish Journal of Counselling and Psychotherapy as a key mechanism of member connection.

#### Key Accomplishments and Progress

- Advanced implementation of the IACP Volunteer Strategy through the work of the Volunteer Engagement Committee, strengthening volunteer engagement, recognition, and support across the organisation.
- Enhanced volunteer development and wellbeing through a series of dedicated initiatives, including the inaugural online Volunteer Day and volunteer engagement events.
- Strengthened connections across the volunteer community through the Harness, Energise, Engage and Connect volunteer event and a dedicated workshop promoting volunteer participation within the IACP.

- Delivered the second Le Chéile Equality, Diversity and Inclusion Conference, attracting 180 members and providing high-quality learning, dialogue and ongoing access to conference content through the members' area of the website.
- Facilitated interdisciplinary dialogue through a keynote panel discussion featuring senior representatives from psychiatry, psychology, counselling, and psychotherapy, highlighting opportunities for greater collaboration across the mental health sector.
- Continued to support early-career practitioners through the Cara Mentorship Programme, fostering professional connection, knowledge sharing, and practice development.
- Progressed plans to enhance member engagement and professional scholarship through the future development of the Irish Journal of Counselling and Psychotherapy into a dedicated peer-reviewed academic journal alongside a separate member publication.
- Recognised the contribution of 14 volunteers at the IACP Annual Conference, celebrating their commitment to the association and the profession.
- Supported member connection and professional development through a programme of workshops, seminars, and networking events delivered across all eight regions.
- Advanced equality, diversity, and inclusion across the organisation through collaboration with IACP-accredited course providers and the promotion of inclusive educational practices.
- Delivered a series of EDI-focused networking events, creating opportunities for members to share experiences, strengthen professional connections, and promote inclusive practice.
- Strengthened strategic relationships with organisations including the Psychological Society of Ireland (PSI), the British Association for Counselling, and Psychotherapy (BACP) and the College of Psychiatrists of Ireland, supporting collaboration and shared learning in the area of equality, diversity and inclusion.

## Objective Six



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

During this transitional period the IACP is continuing to support our members, and actively engaging with CORU, the state regulator for health and social care professions, to ensure that the voice of the profession is heard, that the standards developed over decades are acknowledged, and that the heart of the work — that essential human connection — is preserved.

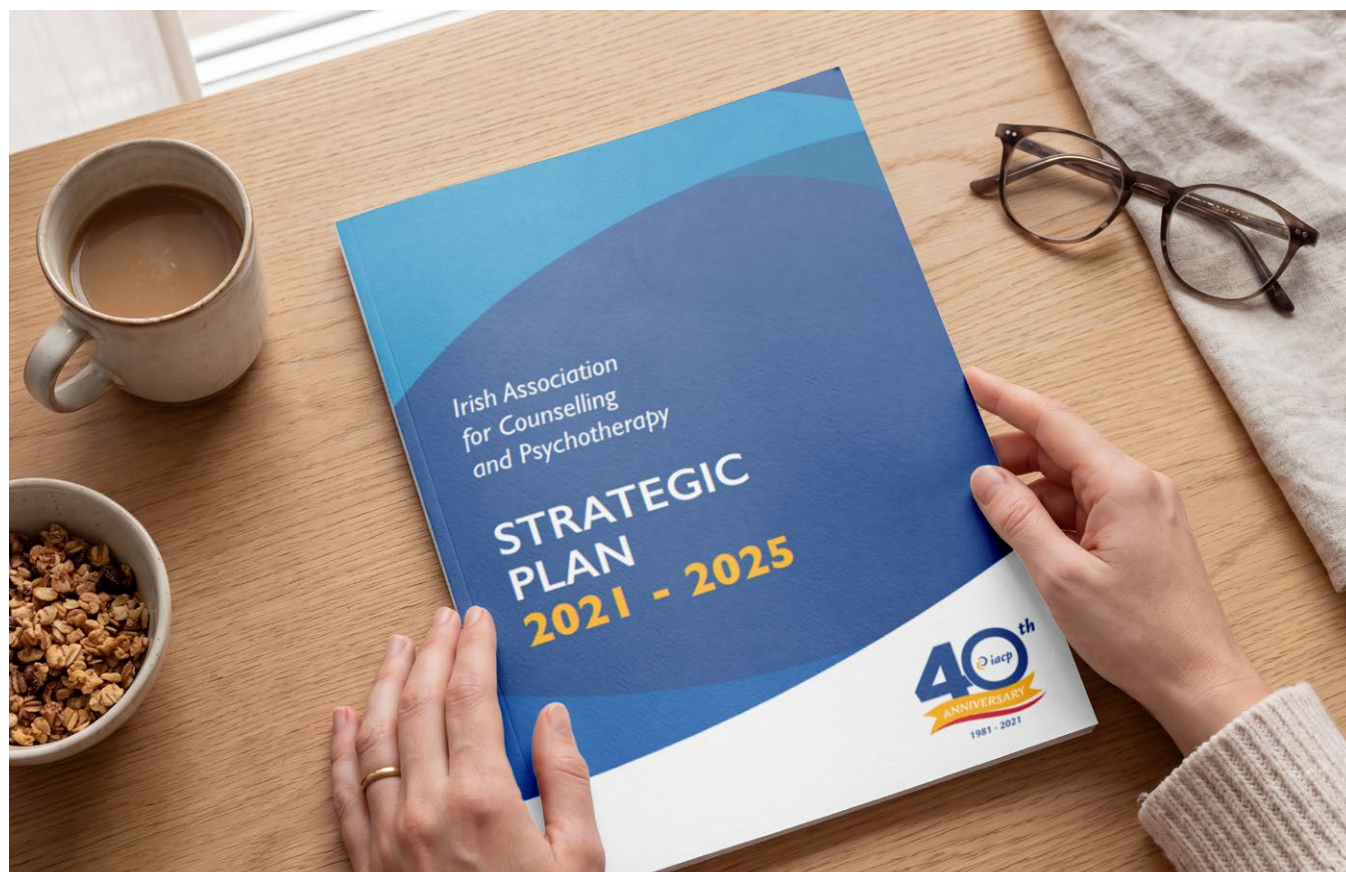
We believe that regulation will enhance public protection, elevate professional integrity, and foster consistency in training and practice. We are engaging actively and challenging the process to ensure that the unique nature of our work is properly understood and that regulation reflects the values and standards our profession has cultivated over decades. At every stage, we continue to advocate strongly for our members' interests.

### Strategic Goals:

- Support members in smooth transition to state regulation.
- Reframing and refocusing our mission.
- Engage strongly with the regulator on regulation development.
- Provide regular updates on the progress of the regulatory process to members.
- Maintained constructive engagement with CORU, the Department of Health and other stakeholders to promote a proportionate, evidence-based regulatory framework that reflects the interests of both practitioners and the public.
- Strengthened relationships with senior health sector stakeholders through meetings with key officials from the HSE, Department of Health and CORU.

### Key Accomplishments and Progress

- Continued to advocate on behalf of members regarding concerns with CORU's Standards and Criteria for Counsellors and Psychotherapists, securing direct engagement with the Minister for Health and other key decision-makers throughout the regulatory process.
- Advanced the association's regulatory advocacy through ongoing engagement with the Department of Health, including the submission of further legal and technical clarifications regarding the proportionality assessment process.
- Increased transparency and accountability within the regulatory process through the submission of a Freedom of Information request relating to the development and adoption of CORU's Standards and Criteria.
- Supported members through regular updates and communications on regulatory developments, ensuring timely access to information and guidance.
- Mobilised member advocacy through a national campaign that generated 2,154 communications to local TDs regarding concerns with the proposed Standards and Criteria for Counsellors and Psychotherapists.
- Approved a new Strategic Plan 2026-2030, positioning the IACP to support members through the transition to regulation and strengthen services in the post-regulation environment.



# The IACP Awards



Carl Berkeley Award recipient Séamus Sheedy with CEO Lisa Molloy



Liz Griffin, Vice-Chair of the Dublin Regional Committee accepted the Dublin Regional Award on behalf of Fr Donal Toal



Maura Carey recipient of the Midlands Regional Award



Julie Crone of the Northeast Regional Committee with Tom Tate, recipient of the Northeast Regional Award



Family of Northern Ireland Regional Award recipient, the late Sr Breige Reynolds



Catherine Twomey recipient of the Southeast Regional Award



Debbie Hegarty recipient of the Southern Regional Award



Margaret Tierney, Western Regional Committee Award recipient



Jane Madden accepted the North-West Regional Award on behalf of her late husband David Madden with their daughter



Public Inspiration Award recipient Paula Doyle



David Kelly recipient of the Research Excellence Award



Martin Ryan Postgraduate Bursary recipient Fiona Martin-Peelo



Undergraduate Research Excellence Award recipient Barbara Fiori



Evelyn Waters received the Research Bursary Award



CEO Lisa Molloy presents the Conference Chairty Partner donation to Colin Bell of the Kevin Bell Repatriation Trust

# Committees

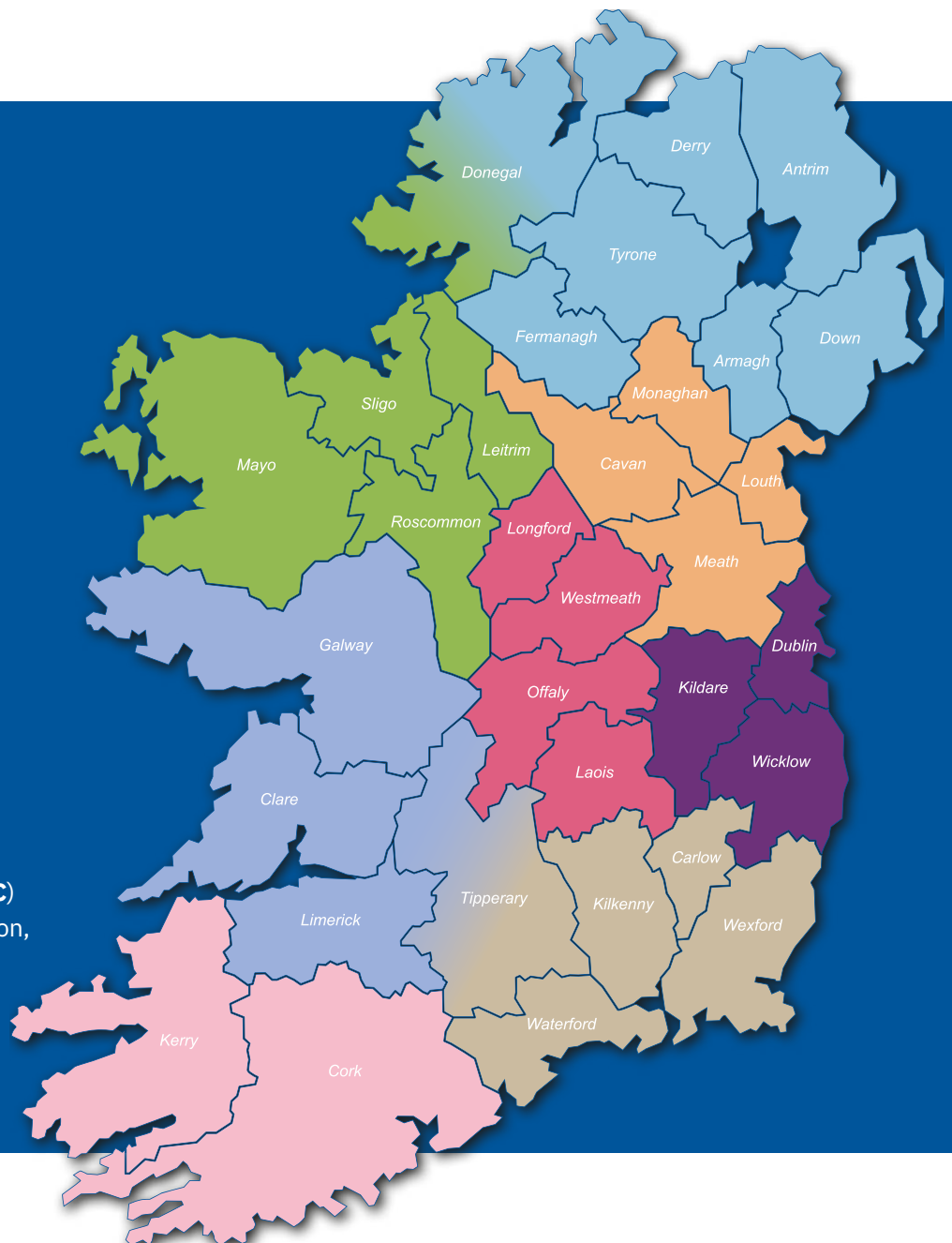
## Regional Committees

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

The committees provide invaluable opportunities through networking, continuing professional development sessions, Regional AGMs and various meetings throughout the year. Our Regional Director is Board Member Liam Neville, and he is the communication pathway between the Board and the regions, helping to provide important insights from our volunteers.

Representatives from all the regions meet twice a year in person and online at the National Regional Committee meetings to share experiences, exchange ideas, and address common issues. These engagements foster meaningful discussions and strengthen the sense of unity and collegiality across regions.

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



## Regional Committees Overview – 1 July 2025 to 30 June 2026

|                       | Dublin | Midlands | Northeast | Northern Ireland | South East | Southern | West North West | Western |
|-----------------------|--------|----------|-----------|------------------|------------|----------|-----------------|---------|
| <b>No of Meetings</b> | 9      | 11       | 7         | 5                | 8          | 6        | 8               | 10      |
| <b>No of events</b>   | 5      | 6        | 6         | 5                | 8          | 8        | 7               | 8       |

## Regional Committee Members – 1 July 2025 to 30 June 2026

| Dublin                  | Midlands                                              | North East                    | Northern Ireland               |
|-------------------------|-------------------------------------------------------|-------------------------------|--------------------------------|
| Chiara Antolovi - Chair | Louise Yourell - Chair                                | Linda Breathnach - Chair      | Angela Keaveney - Chair        |
| Wesley Smith            | Sinéad Keenan                                         | Thomas Tate                   | Kevin Bailey                   |
| Elizabeth Griffin       | Katrina Jones                                         | Robert Coyle                  | Jacqui Walsh                   |
| Sandra McQuoid          | Ciaran Whyte                                          | Bernadette King               | Shane Morrow                   |
| Karen O'Neil            | Catherine Kerwin                                      | Karen Savage                  | Kate Murphy                    |
| Csilla Pal              | Frank Harkin                                          | Julie Crone                   | Margaret Whyte                 |
| Cathal Young            | Kathy Harrison                                        | Ana Moore                     | Lea Braithwaite                |
| Janette Murphy          | Johanna Martyn                                        | Maria Brunt                   | Edel McBrearty                 |
| Elaine Barry            | Michael Sheahan                                       | Anne Reilly                   |                                |
| John Doyle              | Mary O'Neill                                          | Denise Wogan                  |                                |
| Ivy McArdle             |                                                       |                               |                                |
| Maryrose Maguire        |                                                       |                               |                                |
| South East              | Southern                                              | West North West               | Western                        |
| Ruth Curtis - Chair     | Caroline Flahive - Chair                              | Michael Shane McGuire - Chair | Briedge McCarney Joyce - Chair |
| Evelyn Waters           | Con Walsh                                             | Peter Kelly                   | Evelyn Doyle                   |
| Aisling Mac Carthy      | Breda O'Sullivan                                      | Paula Whyte                   | Mary Synnott                   |
| William Egan            | Denis Buckley                                         | Maura Conway                  | Ann Kelly                      |
| Rosemary Chaney         | Kathleen O'Connor Fleming                             | Jodi McCaffrey                | Eugene Mulcair                 |
| Glen Johnson            | Lynda Wakefield                                       | Lorena Sousa                  | MaryBeth Lee                   |
| Maria O'Brien           | Joe Murphy                                            | Nollag Cullinan               | Clara Hoyne                    |
| Catherine Lynch         | Barbara Devaney                                       | Josette Newman                | Mary Fitzgerald                |
| Susanne Lodola          | Clíodhna Ryan (Chair - October 2024 to November 2025) | Ursula Gilrane                | Elaine Wilbur                  |
| Timothy Crowley         |                                                       | Nollag Cullinan               |                                |
|                         |                                                       | Deirdre Blount                |                                |
|                         |                                                       | Vera Hrvatin                  |                                |



*Members of the National Regional Committee Meeting with members of the Board and Executive team*

## 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.

**Members:** Chairperson Martina McNamara, Vice-Chair Paul Loughlin, Linda McGuire, Tom Meade, Pauline Bergin, Maggie Cox, Georgina Kennedy.

**Meetings held:** 11

## Complaints Committee

The Complaints Committee supports the IACP's work to maintain professional standards by assessing and investigating complaints against accredited and pre-accredited members. The committee follows the IACP Complaints Procedure and the IACP Code of Ethics and Practice to ensure fair and thorough investigation and processing. The committee communicates with both parties and decides on any necessary actions or areas of professional development.

This year, the committee has undergone significant change, with a number of long-serving members concluding their terms after many years of dedicated service and commitment. Their contributions have been instrumental in supporting the work of the committee and advancing its objectives.

The committee placed a strong focus on strengthening the complaints procedure and enhancing the overall management of complaints. This has included reviewing the existing procedure and processes to improve procedural clarity, efficiency, and consistency.

**Members:** Mary Johnston (Chair), Kevin Gallagher, Annmarie Grey, James Doorley (Extern).

The committee would like to sincerely thank the following members that concluded their service on the committee in the 2025-2026 period: Colm Early, January 2020 to February 2026, former Chair; Pauline Tallon-Collins, October 2020 to February 2026; Stephanie Finan, May 2018 to December 2025; Tony Murphy, Extern; August 2017 to April 2026; Nancy St. John, April 2022 to December 2025; Patricia Toal, April 2022 to February 2026; Claire Murphy, January 2025 to February 2026.

**Meetings held:** 9

## CPD Committee

The CPD Committee has primarily focused on the review and update of our CPD Policy. The committee have been diligent in their review of the policy and have consulted with the membership to gain feedback and insights. It is planned to bring the revised and updated policy to the wider membership in the coming months.

**Members:** Chair Patricia Ashe, Martina McNamara, Elizabeth Tynan, Linda McGuire, Michelle Whelan Kennedy, and Margaret Plunkett (Chair, April 2013 to September 2025).

**Meetings held:** 6

## Editorial Committee

The Editorial Committee is responsible for sourcing, reviewing, and editing articles for the IACP's quarterly professional journal, The Irish Journal of Counselling and Psychotherapy. Each issue is overseen by a rotating editor, who manages the full editorial process: reviewing submissions; liaising with authors, designers, an assistant editor when appointed, and other relevant parties; and coordinating revisions to ensure timely publication and high professional standards.

The committee aims to provide content that reflects the diversity of the counselling and psychotherapy community in Ireland – showcasing original research,

supporting professional development, and encouraging reflection on clinical practice as well as on broader social, cultural, and philosophical issues.

The IJCP publishes a wide range of material, including academic and research articles, practitioner perspectives, reviews, and poetry.

**Members:** Chair & Editor-in-Chief Jayne Leonard, November 2025 to present and Vice-Chair September 2024 to November 2025; Vice-Chair Rosie Woolfson, November 2025 to present; Valeria Lorenzi, and Nicole Mac Dermott, Communications Supervisor.

Members who concluded their service in 2025-2026: Kaylene Petersen, April 2018 to December 2025; Hamza Mahoney, April 2023 to December 2025; Eve Menezes-Cunningham, Chair & Editor-in-Chief, February 2024 to November 2025, member of the committee May 2021 to November 2025.

**Meetings held:** 7

### Equality, Diversity, and Inclusion Committee

The Equality, Diversity and Inclusion Committee (EDIC) supports the achievement of the IACP's core value in encouraging and embracing EDI. The committee provides guidance with the formulation of IACP policies and procedures relating to EDI, while promoting and communicating EDI principles throughout the organisation.

The EDIC will continue to champion awareness, learning, and meaningful engagement in equality, diversity, and inclusion across the organisation. Over the coming 12 months and beyond, the Committee will further strengthen its engagement with members, students, supervisors, and IACP-accredited course providers. The committee looks forward to advancing the implementation of the organisation's five-year EDI strategy and supporting the development of a more EDI driven community.

**Members:** Chair Jim Hutton, Vice-Chair Ravind Jeawon, Lynne Chen, Jude Coughlan, Paula Fagan, Anita Furlong, Nimah Jimenez, Alan Kavanagh, Paul O'Beirne, and Ejiro Ogbevoen

### Members who concluded their service in 2025-2026:

Ishita Sangra, November 2023 to May 2026; John Delany, August 2024 to November 2025; Louise McDonagh Cullen, December 2025 to June 2026.

**Meetings held:** 7

### Ethics Committee

The Ethics Committee formulates and monitors the IACP Code of Ethics and Practice and oversees the Ethics Committee Strategy. It identifies issues arising from the implementation of the Code and advises the organisation on ethical matters. Working with the IACP Ethical Advisor, the committee responds to members' ethical enquiries, interprets the Code and makes recommendations where required. The Ethical Advisor attends meetings as a member of the committee.

**Members:** Michael Dayton, Heike Felzmann, Andrew Harbourne-Thomas, Anna Taaffe, Sean Phelan, Ray Tongue, Marie Comerford Kealy.

**Meetings held:** 10

### Finance and Risk Committee

This committee is responsible for examining all financial aspects of the association's business and making recommendations to the Board of Directors.

It is also tasked with identifying, examining, and reporting risk to the Board, so that it can act in a responsible and timely manner.

**Members:** Edward Boyne, Treasurer; Judith O' Donnell, Noel O'Callaghan, Lisa Molloy, CEO; Niall M. Kelly, Finance Manager.

**Meetings held:** 5



The EDI Le Chéile Conference was celebrated by EDI Committee members, speakers, Board, and Executive team

## Professional Practice Sub-Committee

The purpose of the Professional Practice Sub-Committee (PPSC) is to discuss policies and make recommendations to the Board pertaining to Accreditation, Supervision, Course Accreditation, CPD and Equality, Diversity and Inclusion.

The Sub-Committee ensures a coherent and comprehensive approach to the formation and application of policies regarding Accreditation, Supervision, Course Accreditation, CPD and EDI.

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.

The composition of the committee represents the IACP committees, comprising of up to two members from each: Accreditation, Supervision, CPD, EDI, Supervisors Forum Organising Committee, Ethics Committee, Regional representative, and a Board representative.

**Members:** Patrick Harraghy, Elizabeth Tynan, Martina McNamara, Paul Loughlin, Phillip Brennan, Patricia Ashe, Jim Hutton, Gael Kilduff, Andrew Harbourne-Thomas, Heike Felzmann, and Liam Neville.

Members who concluded their service in 2025-2026: Margaret Plunkett and John Delany.

**Meetings held:** 6

## Research Committee

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

The Committee continued to host new initiatives and to add to new resources in line with the IACP's Research Strategy - to aid the further development of a research function and the promotion of a research culture across the organisation, including: Research Conference 2025; Research Journal Club 2025-2026; Research Journey – Path to Publication; Research Glimpses; Inaugural Research Bulletin; Undergraduate Research Excellence Award; Research Bursary; Research Excellence Award; Research Award Impact Videos; General Public Survey; Devising Research Strategy 2026 – 2030.

The Committee also advised on research proposals, made recommendations on research related matters, and worked in sub-groups to develop the new Research Strategy 2026 – 2030.

**Members:** Aisling O'Connor, Chair; Caitriona Kinsella, Vice-Chair; Geraldine Sheedy, Kathy Keane, Laura Maybury, Barbara Moore, Izabela Morris, Julia Foerster, Noreen O'Brien, Ellen Kelly, Research Lead.

**Members who concluded their service in 2025-2026:** Cólín Ó Braonáin, Chair, October 2021 to October 2023, Vice-Chair, October 2019 to October 2021, member of the committee October 2019 to August 2025; Kevin Bailey, February 2024 to April 2026; Lesley Ann Martin, February 2024 to August 2025; Monta Ramina, February 2024 to May 2026.

**Meetings held:** 9

## Supervision Committee

The Supervision Committee plays a key role in addressing supervision-related queries and membership applications, while also clarifying the roles and responsibilities of supervisors and supervisees. In collaboration with the Professional Practice Sub-Committee, the committee has continued to strengthen and clarify the IACP's supervision requirements, with significant work underway on policy reviews and assessment of Supervisor applications.

**Members:** Patrick Harraghy, Chair; Philip Brennan, Brian Conlon, Maggie Cox, Muriel Hogan, Blanaid McDonnell, Eamon Boland, Ann Marie Murphy, Olive O'Riordan.

**Meetings held:** 6

## Supervisor Forums Organising Committee:

The Supervisor Forums Organising Committee (SFOC) provides professional development, support, and networking needs of the IACP accredited supervisor members throughout the country and to develop an ongoing system to meet these needs. The SFOC has begun to recruit Supervisor Representatives from each region to reflect CPD needs specific to that location, and to aid the organisation of local events.

**Members:** Chair Patrick Harraghy, Philip Brennan, Liam Neville (Board Representative), Pauline Bradley and Louise Yourell.



Guest speaker Andrew Harbourne-Thomas (MIACP) delivered a presentation with a focus on the autoethnographic and photovoice aspects of his research grounded in lived experience



*National Supervisor Forum 2026: Standing: Michael Shane McGuire, Patrick Harraghy, Philip Brennan, and Liam Neville Seated: Pauline Bradley, Jean Strong, Gerry Farrell, and Gina Dermody*

**Regional Supervisor Representatives:** **Midlands:** Louise Yourell; **North East:** Liam Neville; **South East:** Philip Brennan; **West/North West:** Brian Conlon and Shane Maguire; **Western:** Pauline Bradley.

**Committees seeking Supervisor Representatives:** Dublin, Northern Ireland, and Southern

**Member who concluded their service in 2025-2026:** Patrick Dermody, March 2021 to October 2025

**Meetings held:** 6

### Volunteer Engagement Committee

Our volunteers are the lifeblood and heart of our active professional organisation, building engagement and community across the membership.

The Volunteer Engagement Committee was established in early 2025 and is a collaboration between volunteer advocates and the executive team. The committee's remit is to develop and drive the IACP Volunteer Strategy and oversee the operational and strategic improvements to the volunteer experience to support an active, engaged volunteer community. The VEC mission is to engage with members and volunteers, to enhance volunteer engagement and the volunteer experience as a central part of our overall strategy, as a member led professional organisation.

**Members:** Christopher Place, Leas-Cathaoirleach; Liam Neville, Regional Director; Jim Hutton, EDI Committee Chair; Lisa Molloy, CEO; Iwona Blasi, Innovation & Development Manager; and Liz Gannon, Regional Liaison Officer.

**Meetings held:** 9

## Working Groups

### Motion Review Panel

The Motion Review Panel reviews all proposals for motions or amendments submitted for the AGM. The panel works

with proposers to help clarify anything in the motions or amendments that is unclear or ambiguous. The panel works to produce composite motions where there is more than one submission in the same area.

The aim is to ensure that the motions and/or amendments are clearly communicated to members of the IACP and that there is a clear issue to vote on.

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

**Members:** Jade Lawless, Cathaoirleach; Christopher Place, Leas Cathaoirleach; Brian Holohan, Company Secretary; Lisa Molloy, CEO; Niall M. Kelly, Finance Manager; and the IACP solicitor (in an advisory capacity).

**Meetings held:** 1

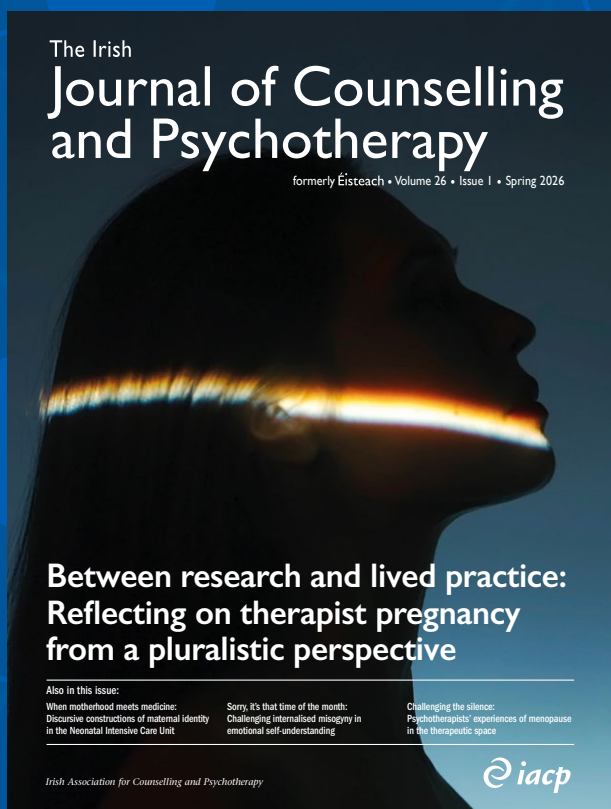
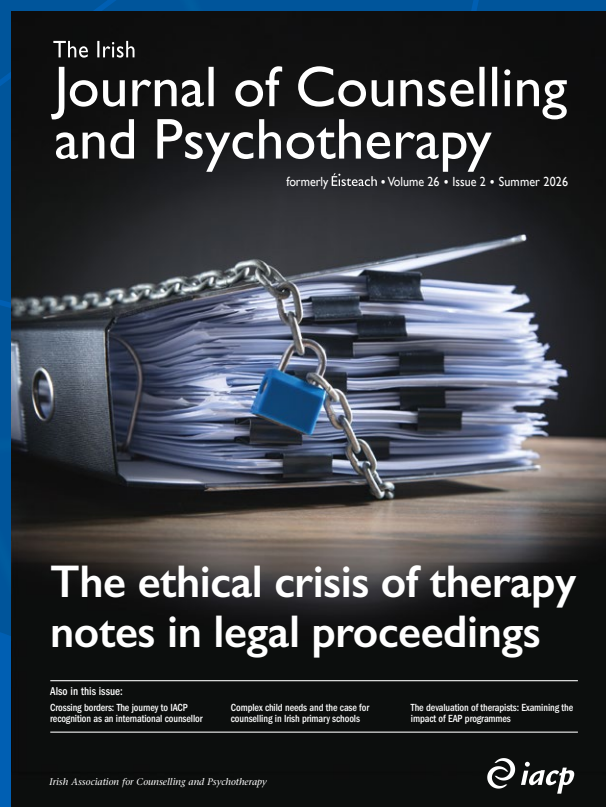
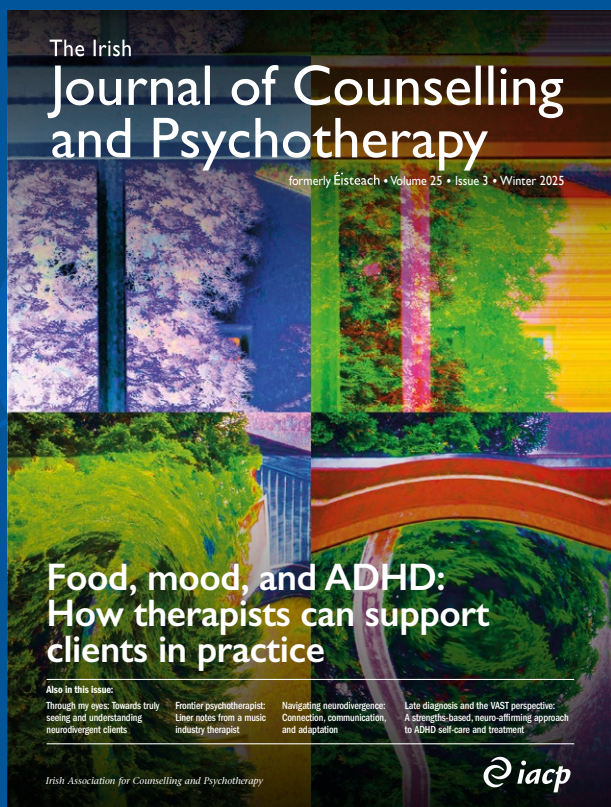
### Strategy and Insights Sub-Committee

The Strategy and Insight Sub-Committee (SISC) was established by the Board of Directors in March 2025 to oversee the development of the IACP's next strategic plan. The SISC is also tasked with overseeing the ongoing review and update of the organisation's strategy with consideration of key stakeholders.

The SISC supported the development of the new Strategic Plan that was approved by the Board in June 2026. The sub-committee worked together with the strategic consultants on preparing the strategic plan framework and the stakeholder consultation process.

**Members:** Jade Lawless, Cathaoirleach; John Cummins, Board Member; Liam Neville, Regional Director; Lisa Molloy, CEO; Iwona Blasi, Innovation & Development Manager.

**Meetings held:** 4



# Treasurer's Report

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for the period 1 July 2025 to 30 June 2026

# Treasurer's Report

Edward Boyne, Treasurer, presents the financial results of IACP for the period 1 July 2025 to 30 June 2026.

## In General

The IACP finished the year in a healthy financial position. We returned to a surplus, cash and reserves both grew, and the auditors identified no material uncertainty on going concern. There are challenging periods ahead, and these are set out under Looking Ahead below.

The accounts included in this Annual Report are for the period 1 July 2025 to 30 June 2026. Azets Audit Services Ireland Limited completed the audit and issued an unqualified opinion.

## Investing in Members and Services

During the year, the IACP continued to invest in member services and organisational capacity. Work is under way on a new member webpages initiative, part of a broader programme of digital development to improve access to member information and services.

The IACP also expanded its office team to support continued growth in membership and increasing service requirements, helping the organisation deliver high-quality support while progressing key strategic initiatives.

More than 6,100 members engaged with the IACP-approved learning content through the IACP online CPD portal. Members had access to more than 30 hours of free online CPD, with a further 10 hours provided specifically for supervisors.

The IACP Regional Committees supported continuous learning and networking and delivered 53 events for IACP members.

Learning and development for supervisors was further enhanced through 13 online and in-person events, providing 65 hours of CPD content, and a National Supervisors Forum held in Galway focused on creativity in supervision.

## Financial Results

The surplus for the year, after providing for depreciation, amounted to €72,886 (2025 - deficit €13,313). €40,426 of this is a gain on our investment fund (2025 - €20,226), which comes from market movements and may not repeat. Before that gain, the surplus was €32,460 (2025 - deficit €33,539).

At the end of the year the company has assets of €3,302,371 (2025 - €3,101,060) and liabilities of €1,168,579 (2025 - €1,040,154). The 'Total funds' of the company have increased by €72,886 to €2,133,792.

## Income

Total income was €1,978,689 (2025 - €1,867,521), an increase of €111,168 or 6.0%. IACP represents 7,060 members.

Membership subscriptions, which make up about 89% of our income, rose by €147,173 or 9.1% to €1,764,170 (2025 - €1,616,997). Conference and workshop income rose to €67,358 (2025 - €57,141). Journal advertising was level at €12,540 (2025 - €12,480) and other income was €34,133 (2025 - €38,010).

Processing fees (Garda Vetting, applications and renewals) fell by €42,681 or 31% to €96,400 (2025 - €139,081). The IACP have moved to initial Garda Vetting screening instead of a rolling screening every 3 years. These fees are restricted. Restricted expenditure of €129,146 was higher than the fees received, so the restricted fund fell by €32,746 to €111,120.

## Expenditure

Total expenditure was €1,946,229 (2025 - €1,901,060), an increase of €45,169 or 2.4%. Costs grew more slowly than income.

Staff costs (wages, employer's PRSI and pension contributions) were €993,212 (2025 - €908,390), up 9.3%, with average headcount unchanged at 17. They are 51% of total expenditure.

Legal costs rose to €73,868 (2025 - €17,027) and professional fees to €138,736 (2025 - €119,427). Advertising rose to €114,526 (2025 - €82,929).

These increases were partly offset by lower spend on workshops and annual events (€84,881; 2025 - €132,407), committee expenses (€124,828; 2025 - €150,878), the Eisteach journal (€103,177; 2025 - €127,153) and general office costs (€130,039; 2025 - €148,533).

## Cash, Reserves and Financial Position

Cash and cash equivalents increased by €122,988 to €2,112,504 (2025 - €1,989,516). Of this, €1,006,212 is held in cash equivalents i.e. deposit accounts (2025 - €502,126). A further €601,696 is held in the AIB Irish Life fund.

Deferred income of €913,619 (2025 - €830,672) is membership subscriptions received in advance. It is recognised as income over time, so not all of our cash is available for general use.

Total funds of €2,133,792 are held as follows: general reserves of €1,105,851; Designated Reserve 1 (contingency) of €750,000; Designated Reserve 2 (strategic project) of €166,821; and restricted funds of €111,120. The general reserves include the freehold premises at Marina House (net book value €481,439), so they are not all held in cash. Designated Reserve 2 was not drawn on during the year.

Unrestricted funds of €2,022,672 equal about 12 months of total expenditure. Excluding the value of our premises and equipment, they equal about 9 months.

## Investment

Our long-term investment in the AIB Irish Life fund was valued at €601,696 at 30 June 2026 (30 June 2025 - €561,270), an increase of €40,426 or 7.2%. There were no contributions or withdrawals, so the whole movement is market gain.

## Looking Ahead

The IACP starts 2026/27 from a sound position, but the Board expects some challenging periods ahead. The main ones are these.

- **CORU regulation.** CORU is Ireland's statutory regulator for health and social care professions and is already established and operating. It is working towards bringing counsellors and psychotherapists within its scope, and the IACP is in regular contact with CORU and the Department of Health on this. The timing and full requirements of regulation are not yet known, and there will be a cost to preparing for and complying with it. Subscriptions are 89% of our income, so our finances depend on the IACP remaining the professional body members choose once a statutory register exists. The Board is confident that the IACP is well placed to meet this change.
- **Legal proceedings.** The IACP is party to legal proceedings and the outcome and timing are uncertain. A provision has been recognised, the matter has been notified to our insurers and the Board will keep the adequacy of the provision under review (note 25).

- **Cost pressures.** Staff costs are 51% of expenditure and rose 9.3% this year, driven partly by the expansion of the office team. Our financial policy aims for a modest surplus of about 1% of turnover. Before the investment gain, this year's surplus was 1.6% of income. That is a thin margin, so budgets will need to stay tight as headcount and service levels grow.
- **Reliance on membership income.** Subscriptions are 89% of total income and rose 9.1% this year. The Board is not aware of any reason to expect this trend to reverse, but the concentration means results are sensitive to any change in member numbers or the subscription rate.
- **Digital development and the strategic project reserve.** The IACP is investing in the new member webpages initiative and a wider programme of digital development, alongside an expanded office team, to support member growth. The €166,821 Strategic Project Reserve is earmarked for a planned three-year programme of public awareness activity; the Board will need to approve and phase this spend alongside day-to-day cost pressures.

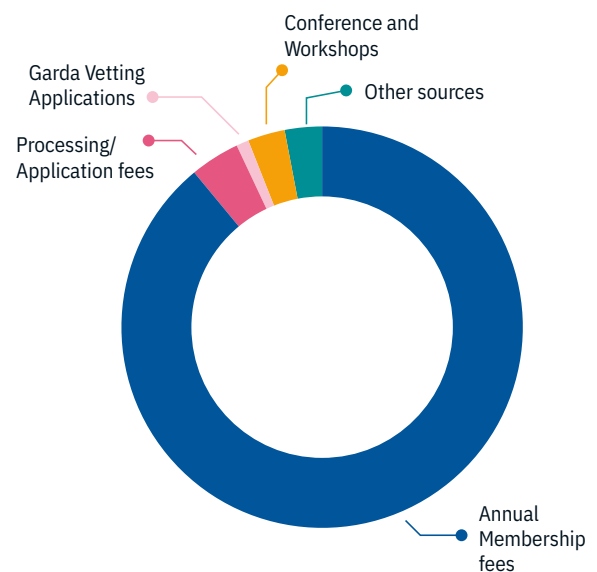
# Financial Statements – Trading Overview

The Financial Statements for the 12 months to 30th June 2026 were prepared by the finance team and were audited by Azets Audit Services Ireland Limited, Statutory Audit Firm.

## Income

Income Summary (as at 30 June 2026)

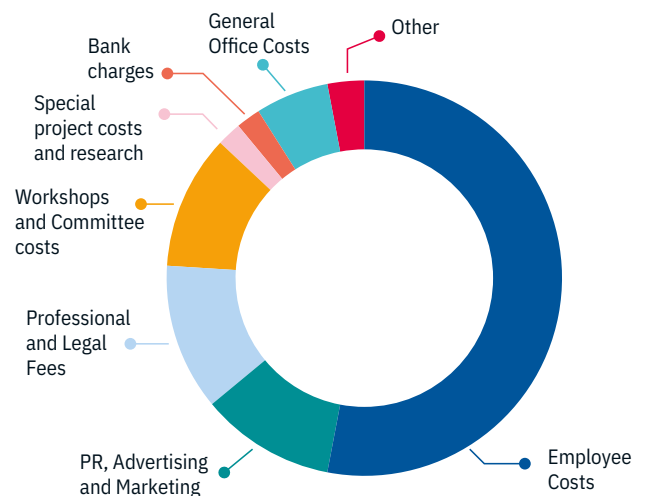
|                                                 | 2026<br>€        | As %<br>of total | 2025<br>€        | As %<br>of total |
|-------------------------------------------------|------------------|------------------|------------------|------------------|
| <b>Annual Membership fees</b>                   | <b>1,764,170</b> | 89%              | 1,616,997        | 87%              |
| <b>Processing/ Application fees</b>             | <b>73,000</b>    | 4%               | 85,742           | 5%               |
| <b>Garda Vetting Applications</b>               | <b>23,400</b>    | 1%               | 53,339           | 3%               |
| <b>Conference and Workshops</b>                 | <b>67,358</b>    | 3%               | 57,141           | 3%               |
| <b>Other income including investment income</b> | <b>50,761</b>    | 3%               | 54,302           | 3%               |
|                                                 | <b>1,978,689</b> |                  | <b>1,867,521</b> |                  |



## Expenditure

Expenditure Summary (as at 30 Jun 2026)

|                                              | 2026<br>€        | As %<br>of total | 2025<br>€        | As %<br>of total |
|----------------------------------------------|------------------|------------------|------------------|------------------|
| <b>Employee costs</b>                        | <b>1,028,880</b> | 53%              | 942,567          | 50%              |
| <b>PR, Advertising &amp; marketing</b>       | <b>217,703</b>   | 11%              | 210,082          | 11%              |
| <b>Professional &amp; legal fees</b>         | <b>228,060</b>   | 12%              | 155,086          | 8%               |
| <b>Workshop &amp; committee costs</b>        | <b>209,709</b>   | 11%              | 283,285          | 15%              |
| <b>Special projects &amp; research costs</b> | <b>32,997</b>    | 2%               | 44,284           | 2%               |
| <b>Bank charges</b>                          | <b>34,037</b>    | 2%               | 33,294           | 2%               |
| <b>General office costs</b>                  | <b>130,039</b>   | 6%               | 148,533          | 8%               |
| <b>Other costs</b>                           | <b>64,804</b>    | 3%               | 83,929           | 4%               |
|                                              | <b>1,946,229</b> |                  | <b>1,901,060</b> |                  |



# Annual Report and Audited Financial Statements

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for the financial year ended 30 June 2026

# DIRECTORS' ANNUAL REPORT

for the financial year ended 30 June 2026

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 30 June 2026.

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

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

In this report the directors of Irish Association For Counselling and Psychotherapy Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2026.

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

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

## 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.

## Mission, Objectives and Strategy

### Mission Statement

A registered charity, the IACP is the largest association for the counselling and psychotherapy profession in Ireland and represents 7,060 members in Ireland. The IACP accredits individual members at Accredited and Supervisor levels, as well as hosting Student and Pre-Accredited Members. The IACP currently accredits courses in Counselling and Psychotherapy at QQI Levels 8 and 9.

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

## Structure, Governance and Management

### Structure

The IACP is governed by a volunteer board. Eleven directors served during the year; eight remained in office at 30 June 2026, including four officer positions: Cathaoirleach, Leas-Cathaoirleach, Company Secretary, and Treasurer. All current members were elected at the AGM in 2025.

The Board held ten meetings in the period 1 July 2025 - 30 June 2026. Four of these meetings had a hybrid format, while three were conducted virtually, and three were held in person. For details of meeting attendance, please see page 11.

### **Governance**

During this period, Andrew Harbourne-Thomas, Caroline Kehoe and John Cummins retired from the Board. We would like to express thanks to all members of the Board, both current and past members. All members of the Board participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated.

We look forward to working together in 2026-2027 as we continue our important work in raising and maintaining the standards of the counselling and psychotherapy professions for the benefit and in the interests of safeguarding the public.

### **Financial Review**

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

### **Financial Results**

At the end of the financial year the company had gross assets of €3,302,371 (2025 - €3,101,060) and gross liabilities of €1,168,579 (2025 - €1,040,154). The net assets of the company have increased by €72,886.

### **Investment Position**

The IACP investment policy document details the association's decision making when considering making investment decisions. These can include bank deposit accounts as well as other types of fund investments. The IACP currently have monies invested in an AIB Irish Life Fund, which is shown in our financial statements in this report.

### **Reserves Position and Policy**

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

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

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

### **Principal Risks and Uncertainties**

CORU is Ireland's multi-profession health regulator. Their role is to protect the public through statutory regulation of health and social care professionals. CORU was set up under the Health and Social Care Professionals Act 2005 (as amended). It is made up of the Health and Social Care Professionals Council and the Registration Boards, one for each profession named in the Act. CORU currently regulates a number of Health and Social Care Professions; it is working towards introduction of regulation for Counsellors and Psychotherapists in the coming years. The company is in regular contact with CORU, the Department of Health and other stakeholders, in relation to upcoming regulation and other matters that affect members.

The Directors have delegated elements of the risk management process to the Finance and Risk Management Committee, whilst ensuring that they, as Directors, retain control and responsibility for its implementation.

Although the effects of regulation cannot be fully determined, the Board of Directors are confident that IACP will emerge strong through this period of change. They are of the view that the organisation will continue to be able to operate as normal into the coming years. The company plans to continue its present activities and current level of operations. Employees are kept as fully informed as practicable about developments within the business.

## Directors and Secretary

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

- Clodagh Ní Ghallachóir
- Christopher Place
- Jade Lawless
- John Cummins (Resigned 17 June 2026)
- Liam Neville
- Brian Holohan
- Marcella Finnerty
- Andrew Harbourne-Thomas (Resigned 30 July 2025)
- Caroline Kehoe (Resigned 18 March 2026)
- Edward Boyne
- Gael Kilduff

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

The secretaries who served during the financial year were:

- Brian Holohan (Appointed 30 July 2025)
- Andrew Harbourne-Thomas (Resigned 30 July 2025)

## Compliance with Sector-Wide Legislation and Standards

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

- The Companies Act 2014
- The Charities Statement of Recommended Practice (FRS 102)

## The Auditors

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

## Statement on Relevant Audit Information

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

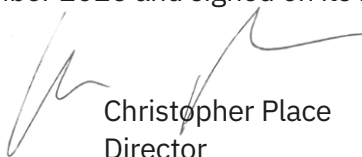
## Accounting Records

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

Approved by the Board of Directors on 12 September 2026 and signed on its behalf by:



Jade Lawless  
Director



Christopher Place  
Director

# DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 30 June 2026

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

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

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

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

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

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and net income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

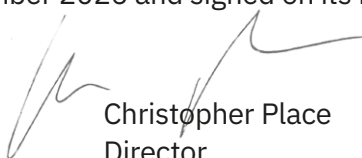
- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware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

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

Approved by the Board of Directors on 12 September 2026 and signed on its behalf by:



Jade Lawless  
Director



Christopher Place  
Director

# INDEPENDENT AUDITOR'S REPORT

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

## Report on the audit of the financial statements

### Opinion

We have audited the company financial statements of Irish Association For Counselling and Psychotherapy Company Limited by Guarantee ('the Charity') for the financial year ended 30 June 2026 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 30 June 2026 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further

described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditor's

Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

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

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

## **Respective responsibilities**

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

As explained more fully in the Directors' Responsibilities Statement set out on page 41, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and

perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the

audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

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



**Keith Doyle**

for and on behalf of

AZETS AUDIT SERVICES IRELAND LIMITED

3rd Floor

40 Mespil Road Dublin 4

12 September 2026

## STATEMENT OF FINANCIAL ACTIVITIES

for the financial year ended 30 June 2026

|                                                         | Notes | Unrestricted<br>Funds<br>2026<br>€ | Restricted<br>Funds<br>2026<br>€ | Total<br>Funds<br>2026<br>€ | Unrestricted<br>Funds<br>2025<br>€ | Restricted<br>Funds<br>2025<br>€ | Total<br>Funds<br>2025<br>€ |
|---------------------------------------------------------|-------|------------------------------------|----------------------------------|-----------------------------|------------------------------------|----------------------------------|-----------------------------|
| <b>Income</b>                                           |       |                                    |                                  |                             |                                    |                                  |                             |
| Charitable activities                                   |       |                                    |                                  |                             |                                    |                                  |                             |
| Professional body activities                            | 4.1   | 1,878,201                          | 96,400                           | 1,974,601                   | 1,724,628                          | 139,081                          | 1,863,709                   |
| Interest                                                | 4.2   | 4,088                              | -                                | 4,088                       | 3,812                              | -                                | 3,812                       |
| <b>Total income</b>                                     |       | <b>1,882,289</b>                   | <b>96,400</b>                    | <b>1,978,689</b>            | <b>1,728,440</b>                   | <b>139,081</b>                   | <b>1,867,521</b>            |
| <b>Expenditure</b>                                      |       |                                    |                                  |                             |                                    |                                  |                             |
| Charitable activities                                   | 6.1   | 1,817,083                          | 129,146                          | 1,946,229                   | 1,773,062                          | 127,998                          | 1,901,060                   |
| Net gains/(losses) on investments                       | 9     | 40,426                             | -                                | 40,426                      | 20,226                             | -                                | 20,226                      |
| <b>Net income/<br/>(expenditure)</b>                    |       | <b>105,632</b>                     | <b>(32,746)</b>                  | <b>72,886</b>               | <b>(24,396)</b>                    | <b>11,083</b>                    | <b>(13,313)</b>             |
| Transfers between funds                                 |       | -                                  | -                                | -                           | -                                  | -                                | -                           |
| <b>Net movement in funds<br/>for the financial year</b> |       | <b>105,632</b>                     | <b>(32,746)</b>                  | <b>72,886</b>               | <b>(24,396)</b>                    | <b>11,083</b>                    | <b>(13,313)</b>             |
| <b>Reconciliation of funds:</b>                         |       |                                    |                                  |                             |                                    |                                  |                             |
| Total funds beginning of the year                       | 20    | 1,917,040                          | 143,866                          | 2,060,906                   | 1,941,436                          | 132,783                          | 2,074,219                   |
| <b>Total funds at the end of<br/>the year</b>           |       | <b>2,022,672</b>                   | <b>111,120</b>                   | <b>2,133,792</b>            | <b>1,917,040</b>                   | <b>143,866</b>                   | <b>2,060,906</b>            |

The Statement of Financial Activities includes all gains and losses recognised in the financial year.

All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 12 September 2026 and signed on its behalf by:



Jade Lawless  
Director



Christopher Place  
Director

## SUMMARY INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 30 June 2026

|                                     | Statement of<br>Financial Activities | 2026<br>€          | 2025<br>€   |
|-------------------------------------|--------------------------------------|--------------------|-------------|
| Gross income                        | Unrestricted funds                   | 1,882,289          |             |
|                                     | Restricted funds                     | 96,400             |             |
|                                     |                                      | <u>1,978,689</u>   | 1,867,521   |
| Net gains/(losses) from investments | Unrestricted funds                   | 40,426             |             |
|                                     |                                      | <u>40,426</u>      | 20,226      |
| <b>Total income</b>                 |                                      | <b>2,019,115</b>   | 1,887,747   |
| <b>Total expenditure</b>            |                                      | <b>(1,946,229)</b> | (1,901,060) |
| <b>Net income/(expenditure)</b>     |                                      | <b>72,886</b>      | (13,313)    |

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

Approved by the Board of Directors on 12 September 2026 and signed on its behalf by:



Jade Lawless  
Director



Christopher Place  
Director

# Irish Association For Counselling and Psychotherapy Company Limited by Guarantee

## BALANCE SHEET

as at 30 June 2026

|                                                       | Notes | 2026<br>€          | 2025<br>€          |
|-------------------------------------------------------|-------|--------------------|--------------------|
| <b>Fixed Assets</b>                                   |       |                    |                    |
| Tangible assets                                       | 13    | <u>511,776</u>     | <u>510,788</u>     |
| <b>Current Assets</b>                                 |       |                    |                    |
| Debtors                                               | 14    | 76,395             | 39,486             |
| Investments                                           | 15    | 601,696            | 561,270            |
| Cash at bank and in hand                              | 16    | <u>2,112,504</u>   | <u>1,989,516</u>   |
|                                                       |       | <u>2,790,595</u>   | <u>2,590,272</u>   |
| <b>Creditors: Amounts falling due within one year</b> | 17    | <u>(1,168,579)</u> | <u>(1,040,154)</u> |
| <b>Net Current Assets</b>                             |       | <u>1,622,016</u>   | <u>1,550,118</u>   |
| <b>Total Assets less Current Liabilities</b>          |       | <u>2,133,792</u>   | <u>2,060,906</u>   |
| <b>Funds</b>                                          |       |                    |                    |
| Restricted funds                                      | 20    | 111,120            | 143,866            |
| General fund (unrestricted)                           | 20    | <u>2,022,672</u>   | <u>1,917,040</u>   |
| <b>Total funds</b>                                    | 20    | <u>2,133,792</u>   | <u>2,060,906</u>   |

Approved by the Board of Directors on 12 September 2026 and signed on its behalf by:



Jade Lawless  
Director



Christopher Place  
Director

## STATEMENT OF CASH FLOWS

for the financial year ended 30 June 2026

|                                                               | Notes     | 2026<br>€               | 2025<br>€               |
|---------------------------------------------------------------|-----------|-------------------------|-------------------------|
| <b>Cash flows from operating activities</b>                   |           |                         |                         |
| Net movement in funds                                         |           | 72,886                  | (13,313)                |
| Adjustments for:                                              |           |                         |                         |
| Fair value gain on investments                                |           | (40,426)                | (20,226)                |
| Depreciation                                                  |           | 25,596                  | 17,434                  |
| Interest receivable and similar income                        |           | (4,088)                 | (3,812)                 |
|                                                               |           | <u>53,968</u>           | <u>(19,917)</u>         |
| Movements in working capital:                                 |           |                         |                         |
| Movement in debtors                                           |           | (36,909)                | 52,804                  |
| Movement in creditors                                         |           | 128,425                 | 162,554                 |
| Cash generated from/(used in) operations                      |           | <u>145,484</u>          | <u>195,441</u>          |
| <b>Cash flows from investing activities</b>                   |           |                         |                         |
| Interest received                                             |           | 4,088                   | 3,812                   |
| Payments to acquire tangible assets                           |           | (26,584)                | (7,031)                 |
| Net cash used in investment activities                        |           | <u>(22,496)</u>         | <u>(3,219)</u>          |
| <b>Net increase/(decrease) in cash and cash equivalents</b>   |           | <b>122,988</b>          | <b>192,222</b>          |
| <b>Cash and cash equivalents at the beginning of the year</b> |           | <b>1,989,516</b>        | <b>1,797,294</b>        |
| <b>Cash and cash equivalents at the end of the year</b>       | <b>16</b> | <b><u>2,112,504</u></b> | <b><u>1,989,516</u></b> |

# NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 30 June 2026

## 1. GENERAL INFORMATION

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

### Currency

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

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

### Basis of preparation

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

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

### Statement of compliance

The financial statements of the company for the financial year ended 30 June 2026 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

### Fund accounting

The following are the categories of funds maintained:

### Restricted funds

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

## **Unrestricted funds**

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

## **Income**

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

### **Income from charitable activities**

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

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

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

## **Expenditure**

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

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

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

## **Foreign currencies**

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

## Employee benefits

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

(i) Short term benefits:

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

(ii) Defined contribution pension plans:

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

## Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

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

## Investments

Current asset investments are measured at fair value at the reporting date, with changes recognised in the Statement of Financial Activities.

## Debtors

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

## Cash at bank and in hand

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

## Taxation and deferred taxation

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

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

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

## **Pensions**

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

## **Research and development**

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

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

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

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

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

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

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

#### **Providing for doubtful debts:**

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

## 4. INCOME

### 4.1 CHARITABLE ACTIVITIES

|                                   | Unrestricted<br>Funds<br>€ | Restricted<br>Funds<br>€ | 2026<br>€        | 2025<br>€ |
|-----------------------------------|----------------------------|--------------------------|------------------|-----------|
| <b>Charitable activities:</b>     |                            |                          |                  |           |
| Income from charitable activities | <b>1,878,201</b>           | <b>96,400</b>            | <b>1,974,601</b> | 1,863,709 |

### 4.2 INVESTMENTS

|             | Unrestricted<br>Funds<br>€ | Restricted<br>Funds<br>€ | 2026<br>€    | 2025<br>€ |
|-------------|----------------------------|--------------------------|--------------|-----------|
| Investments | <b>4,088</b>               | -                        | <b>4,088</b> | 3,812     |

## 5. INCOME

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

|                          | Unrestricted<br>Funds<br>€ | Restricted<br>Funds<br>€ | 2026<br>€        | 2025<br>€ |
|--------------------------|----------------------------|--------------------------|------------------|-----------|
| Subscriptions/Member fee | <b>1,764,170</b>           | -                        | <b>1,764,170</b> | 1,616,997 |
| Processing fee           | -                          | <b>96,400</b>            | <b>96,400</b>    | 139,081   |
| Conference/Workshops     | <b>67,358</b>              | -                        | <b>67,358</b>    | 57,141    |
| Journal Advertising      | <b>12,540</b>              | -                        | <b>12,540</b>    | 12,480    |
| Other income             | <b>34,133</b>              | -                        | <b>34,133</b>    | 38,010    |
|                          | <b>1,878,201</b>           | <b>96,400</b>            | <b>1,974,601</b> | 1,863,709 |

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. EXPENDITURE

### 6.1 CHARITABLE ACTIVITIES

|                                      | Direct<br>Costs<br>€ | Other<br>Costs<br>€ | Support<br>Costs<br>€ | 2026<br>€        | 2025<br>€ |
|--------------------------------------|----------------------|---------------------|-----------------------|------------------|-----------|
| Expenditure on charitable activities | <b>492,556</b>       | -                   | (272)                 | <b>492,284</b>   | 581,155   |
| Member Services                      | -                    | -                   | <b>1,114,174</b>      | <b>1,114,174</b> | 1,056,995 |
| Processing & Vetting                 | -                    | -                   | <b>111,695</b>        | <b>111,695</b>   | 117,752   |
| Governance                           | -                    | -                   | <b>228,076</b>        | <b>228,076</b>   | 145,158   |
|                                      | <b>492,556</b>       | -                   | <b>1,453,673</b>      | <b>1,946,229</b> | 1,901,060 |

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

## 6.2 SUPPORT COSTS

|                            | 2026<br>€        | 2025<br>€        |
|----------------------------|------------------|------------------|
| Staff welfare and training | 35,668           | 34,177           |
| Management meetings        | 1,466            | 1,126            |
| Rates and service charges  | 20,188           | 32,872           |
| Social welfare costs       | 94,536           | 85,603           |
| Wages and salaries         | 848,125          | 783,962          |
| Auditor's remuneration     | 9,348            | 8,341            |
| Pension costs              | 50,551           | 38,825           |
| Professional fees          | 138,736          | 117,290          |
| Bank charges               | 34,037           | 33,294           |
| Legal costs                | 73,868           | 17,027           |
| General office costs       | 119,254          | 147,454          |
| Depreciation               | 25,596           | 17,434           |
| Charitable donations       | 2,300            | 2,500            |
|                            | <b>1,453,673</b> | <b>1,319,905</b> |

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

## 7. ANALYSIS OF SUPPORT COSTS

|                            | Basis of Apportionment | 2026<br>€        | 2025<br>€        |
|----------------------------|------------------------|------------------|------------------|
| Staff welfare and training | Staff time             | 35,668           | 34,177           |
| Management meetings        | Staff time             | 1,466            | 1,126            |
| Rates and service charges  | Staff time             | 20,188           | 32,872           |
| Social welfare costs       | Staff time             | 94,536           | 85,603           |
| Wages and salaries         | Staff time             | 848,125          | 783,962          |
| Auditor's remuneration     | Governance             | 9,348            | 8,341            |
| Pension costs              | Staff time             | 50,551           | 38,825           |
| Professional fees          | Governance             | 138,736          | 117,290          |
| Bank charges               | Transactions           | 34,037           | 33,294           |
| Legal costs                | Governance             | 73,868           | 17,027           |
| General office costs       | Staff time             | 119,254          | 147,454          |
| Depreciation               | Staff time             | 25,596           | 17,434           |
| Charitable donations       | Governance             | 2,300            | 2,500            |
|                            |                        | <b>1,453,673</b> | <b>1,319,905</b> |

## 8. NET INCOME

|                                                                     | 2026<br>€ | 2025<br>€ |
|---------------------------------------------------------------------|-----------|-----------|
| <b>Net Income is stated after charging/(crediting):</b>             |           |           |
| Depreciation of tangible assets                                     | 25,596    | 17,434    |
| Research and development<br>- expenditure in current financial year | 24,409    | 29,661    |
| Auditor's remuneration:<br>- audit services                         | 9,348     | 8,341     |

## 9. VALUE ADJUSTMENTS IN RESPECT OF INVESTMENTS

|                                                           | 2026<br>€ | 2025<br>€ |
|-----------------------------------------------------------|-----------|-----------|
| Value adjustments in respect of current asset investments | 40,426    | 20,226    |

## 10. EMPLOYEES AND REMUNERATION

### Number of employees

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

|                | 2026<br>Number | 2025<br>Number |
|----------------|----------------|----------------|
| Administration | 17             | 17             |

### The staff costs comprise:

|                       | 2026<br>€ | 2025<br>€ |
|-----------------------|-----------|-----------|
| Wages and salaries    | 848,125   | 783,962   |
| Social security costs | 94,536    | 85,603    |
| Pension costs         | 50,551    | 38,825    |
|                       | 993,212   | 908,390   |

## 11. EMPLOYEES

The number of higher paid employees are as follows:

|                     | 2026<br>€ | 2025<br>€ |
|---------------------|-----------|-----------|
| €60,000 - €70,000   | 3         | 2         |
| €120,001 - €130,000 | 1         | 1         |
|                     | 4         | 3         |

## 12. INTANGIBLE FIXED ASSETS

|                                          | Development<br>Costs<br>€ |
|------------------------------------------|---------------------------|
| <b>Cost</b>                              |                           |
| At 30 June 2026                          | 16,021                    |
| <b>Provision for diminution in value</b> |                           |
| At 30 June 2026                          | 16,021                    |
| <b>Net book value</b>                    |                           |
| At 30 June 2026                          | -                         |

## 13. TANGIBLE FIXED ASSETS

|                               | Land and<br>buildings<br>freehold<br>€ | Fixtures,<br>fittings and<br>equipment<br>€ | Computer<br>equipment<br>€ | Total<br>€ |
|-------------------------------|----------------------------------------|---------------------------------------------|----------------------------|------------|
| <b>Cost</b>                   |                                        |                                             |                            |            |
| At 1 July 2025                | 625,352                                | 89,876                                      | 48,480                     | 763,708    |
| Additions                     | -                                      | 10,717                                      | 15,867                     | 26,584     |
| At 30 June 2026               | 625,352                                | 100,593                                     | 64,347                     | 790,292    |
| <b>Depreciation</b>           |                                        |                                             |                            |            |
| At 1 July 2025                | 130,364                                | 82,213                                      | 40,343                     | 252,920    |
| Charge for the financial year | 13,549                                 | 2,624                                       | 9,423                      | 25,596     |
| At 30 June 2026               | 143,913                                | 84,837                                      | 49,766                     | 278,516    |
| <b>Net book value</b>         |                                        |                                             |                            |            |
| At 30 June 2026               | 481,439                                | 15,756                                      | 14,581                     | 511,776    |
| At 30 June 2025               | 494,988                                | 7,663                                       | 8,137                      | 510,788    |

## 14. DEBTORS

|               | 2026<br>€ | 2025<br>€ |
|---------------|-----------|-----------|
| Trade debtors | 30,546    | 4,027     |
| Other debtors | 11,145    | 8,881     |
| Prepayments   | 34,704    | 26,578    |
|               | 76,395    | 39,486    |

## 15. INVESTMENTS

|          | 2026<br>€ | 2025<br>€ |
|----------|-----------|-----------|
| AIB Life | 601,696   | 561,270   |

## 16. CASH AND CASH EQUIVALENTS

|                        | 2026<br>€        | 2025<br>€        |
|------------------------|------------------|------------------|
| Cash and bank balances | 1,106,292        | 1,487,390        |
| Cash equivalents       | 1,006,212        | 502,126          |
|                        | <u>2,112,504</u> | <u>1,989,516</u> |

## 17. CREDITORS

|                                     | 2026<br>€        | 2025<br>€        |
|-------------------------------------|------------------|------------------|
| Amounts falling due within one year |                  |                  |
| Trade creditors                     | 93,741           | 39,122           |
| Taxation and social security costs  | 21,778           | 24,466           |
| Other creditors                     | 14,682           | 6,693            |
| Accruals                            | 124,759          | 139,201          |
| Deferred Income                     | 913,619          | 830,672          |
|                                     | <u>1,168,579</u> | <u>1,040,154</u> |

## 18. 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 €50,551 (2025 - €38,825).

## 19. RESERVES

|                                          | Funds<br>€       | Unrestricted<br>Designated<br>Reserve 1<br>€ | Unrestricted<br>Designated<br>Reserve 2<br>€ | Total<br>€       |
|------------------------------------------|------------------|----------------------------------------------|----------------------------------------------|------------------|
| At the beginning of the year             | 1,144,085        | 750,000                                      | 166,821                                      | 2,060,906        |
| (Deficit)/Surplus for the financial year | 72,886           | -                                            | -                                            | 72,886           |
| At the end of the year                   | <u>1,216,971</u> | <u>750,000</u>                               | <u>166,821</u>                               | <u>2,133,792</u> |

|                                | Restricted<br>Funds<br>€ | Unrestricted<br>Funds<br>€ | Total<br>€       |
|--------------------------------|--------------------------|----------------------------|------------------|
| At the beginning of the year   | 143,866                  | 1,917,040                  | 2,060,906        |
| Deficit for the financial year | (32,746)                 | 105,632                    | 72,886           |
| At the end of the year         | <u>111,120</u>           | <u>2,022,672</u>           | <u>2,133,792</u> |

### 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 approved a further extension to the period for utilisation of the designated reserve. This reflects delays to the planned promotional and development activities arising from the impact of the Covid-19 pandemic and ensures that the reserve remains available to support the completion of its intended objectives.

#### Restricted Reserves:

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

## 20. FUNDS

### 20.1 RECONCILIATION OF MOVEMENT IN FUNDS

|                                    | Unrestricted<br>Funds<br>€ | Restricted<br>Funds<br>€ | Total<br>Funds<br>€ |
|------------------------------------|----------------------------|--------------------------|---------------------|
| At 1 July 2024                     | 1,941,436                  | 132,783                  | 2,074,219           |
| Movement during the financial year | (24,396)                   | 11,083                   | (13,313)            |
| At 30 June 2025                    | 1,917,040                  | 143,866                  | 2,060,906           |
| Movement during the financial year | 105,632                    | (32,746)                 | 72,886              |
| At 30 June 2026                    | <b>2,022,672</b>           | <b>111,120</b>           | <b>2,133,792</b>    |

### 20.2 ANALYSIS OF MOVEMENTS ON FUNDS

|                           | Balance<br>1 July 2025<br>€ | Income<br>€      | Expenditure<br>€ | Balance<br>30 June 2026<br>€ |
|---------------------------|-----------------------------|------------------|------------------|------------------------------|
| <b>Restricted funds</b>   |                             |                  |                  |                              |
| Restricted                | 143,866                     | 96,400           | 129,146          | 111,120                      |
| <b>Unrestricted funds</b> |                             |                  |                  |                              |
| Unrestricted General      | 1,917,040                   | 1,882,289        | 1,776,657        | 2,022,672                    |
| <b>Total funds</b>        | <b>2,060,906</b>            | <b>1,978,689</b> | <b>1,905,803</b> | <b>2,133,792</b>             |

## 21. STATUS

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

The liability of the members is limited.

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

## 22. RELATED PARTY TRANSACTIONS

The directors serve on the board in a voluntary capacity and received no fees or remuneration for their time spent carrying out these duties, which are reimbursed by the company for travel and subsistence costs they incur while carrying out their duties. During the period, total director expenses for 11 directors amounted to €19,407 (2025: €21,580). Other than the reimbursement of directors' expenses disclosed above, there were no related party transactions requiring disclosure during the financial year.

## 23. POST-BALANCE SHEET EVENTS

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

## 24. 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.

|                                        | 2026           | 2025           |
|----------------------------------------|----------------|----------------|
|                                        | €              | €              |
| Salaries and other short-term benefits | 331,661        | 298,181        |
| Pension costs                          | 22,786         | 18,813         |
|                                        | <u>354,447</u> | <u>316,994</u> |

## 25. PROVISION FOR LEGAL CLAIM

The charity is involved in legal proceedings arising in the normal course of operations. Having considered the legal advice received, the directors are satisfied that a present obligation exists at the reporting date and have therefore recognised a provision in the financial statements. In accordance with applicable accounting standards, and because disclosure of further information, including the amount provided, could seriously prejudice the charity's position in the ongoing proceedings, the directors have not disclosed additional details relating to the nature or amount of the provision. The matter has been notified to the charity's insurers and discussions remain ongoing. The ultimate outcome of the proceedings, including the timing of any resolution, remains uncertain. The directors will continue to monitor developments and review the adequacy of the provision.

## 26. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 12 September 2026.

## SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

### Operating Statement for the financial year ended 30 June 2026

|                                                        | 2026<br>€        | 2025<br>€        |
|--------------------------------------------------------|------------------|------------------|
| <b>Income</b>                                          |                  |                  |
| Subscriptions / Members fee                            | 1,764,170        | 1,616,997        |
| Processing fee                                         | 96,400           | 139,081          |
| Conference / Workshops                                 | 67,358           | 57,141           |
| Other income                                           | 34,133           | 38,010           |
| Journal advertising                                    | 12,540           | 12,480           |
|                                                        | <b>1,974,601</b> | <b>1,863,709</b> |
| <b>Expenses</b>                                        |                  |                  |
| Wages and salaries                                     | 848,125          | 783,962          |
| Social security costs                                  | 94,536           | 85,603           |
| Staff defined contribution pension costs               | 50,551           | 38,825           |
| Staff welfare and training                             | 35,668           | 34,177           |
| Rates and service charges                              | 20,188           | 32,872           |
| Workshop and annual expenses                           | 84,881           | 132,407          |
| Eisteach journal - printing & postage                  | 103,177          | 127,153          |
| Printing, postage and stationery                       | 10,216           | 13,273           |
| Advertising                                            | 114,526          | 82,929           |
| Consultancy - course accreditation                     | 6,108            | 10,291           |
| Research expenditure                                   | 24,409           | 29,661           |
| Legal                                                  | 73,868           | 17,027           |
| Professional fees                                      | 138,736          | 119,427          |
| Auditor's/Independent Examiner's remuneration          | 9,348            | 8,341            |
| Bank charges                                           | 34,037           | 33,294           |
| Bad debts                                              | -                | 11,796           |
| Committee expenses                                     | 124,828          | 150,878          |
| General office costs                                   | 130,039          | 148,533          |
| Subscriptions                                          | 6,504            | 6,054            |
| Special project fund                                   | 8,588            | 14,623           |
| Depreciation                                           | 25,596           | 17,434           |
| Charitable donations                                   | 2,300            | 2,500            |
|                                                        | <b>1,946,229</b> | <b>1,901,060</b> |
| <b>Miscellaneous income and changes in investments</b> |                  |                  |
| Bank interest                                          | 4,088            | 3,812            |
| Amounts written back on investments                    | 40,426           | 20,226           |
|                                                        | <b>44,514</b>    | <b>24,038</b>    |
| <b>Net surplus/(deficit)</b>                           | <b>72,886</b>    | <b>(13,313)</b>  |