

# AGM Booklet



**17th October 2025**



*Irish Association for Counselling and Psychotherapy*

# IACP AGM 2025 Agenda

Time: 1:00pm – 5:00pm

Opening by Cathaoirleach & Minutes of AGM 2024

Elections

Company Reports

*Company Secretary Report*

*CEO Report*

*Treasurer Report*

Open Question Session

Presentation of Financial Statements

10-minute Comfort Break

Motions

Announcement of the Board Election Results

AGM Close

# IACP AGM 2025

**Friday 17th October 2025**

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

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

## **Motions and Amendments**

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

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

The deadline for written proposals for motions and amendments, as well as nominations for the Board of Directors, was 3<sup>rd</sup> July 2025. No motions, amendments, or nominations will be accepted off the floor on the day of the AGM.

# IACP AGM 2025

## **Voting**

As per the IACP Constitution, voting shall be restricted to members, who have been deemed to be Accredited or Pre-Accredited by the Company and who have paid the annual membership subscriptions laid down from time to time by the Board of Directors.

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

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

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

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

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



## Officers 2024-2026

Officers were elected at the 2024 AGM for period of 2 years.



### **Cathaoirleach – Jade Lawless**

Jade is a chartered counselling psychologist and accredited member of the IACP with 17 years' experience in the field. Jade joined the IACP Board in 2018 where she has served two years as Treasurer and Chair of the IACP Finance & Risk Management Committee and two years as Leas Cathaoirleach. As a result, Jade has an in-depth understanding of the role of the IACP, member needs and issues facing the profession. Jade is invested in advocating for the profession and the membership. Jade is the Academic Director in PCI College. This requires her to have strong credentials in Counselling & Psychotherapy regarding best practice and educational standards, along with demanding an awareness of Counselling & Psychotherapy approaches. Through this role and her work with IACP, Jade is well versed in CORU regulation and contributed significantly to the stakeholder feedback process. Jade is employed as a Counsellor/ Therapist within the HSE, more recently working within the trauma service, and consults as part of a Clinical Team within a residential care setting. Jade remains highly motivated and energised to continue this work and she aims to continue to bring these characteristics forward in the role of Cathaoirleach on the Board of Directors.

**Proposer:** Séamus Sheedy

**Secunder:** Gael Kilduff

## Officers 2024-2026



### **Leas-Cathaoirleach – Christopher Place**

Chris Place is a dedicated psychotherapist and supervisor based in Galway city, where he runs a bustling practice committed to comprehensive mental health care. His practice includes a low-cost clinic, ensuring therapy is accessible to as many as possible. With years of experience, Chris combines evidence-based techniques with a deep understanding of the power of relationship and connection. His practice supports clients through their mental health journeys and serves as a training ground for aspiring therapists, reflecting his passion for mentoring and professional development. Beyond the therapy room, Chris is an enthusiastic communicator of therapeutic ideas. He shares insights and knowledge through his popular podcast, TherapyTalks, where he explores various aspects of mental health, making therapy concepts accessible and engaging for a broader audience. His commitment to education extends to teaching roles, where he encourages students and professionals alike with his knowledge and enthusiasm. Currently serving on the Board of IACP, Chris is eager to bring his skills and passion to the role of Vice Chair. He believes in the power of collaboration and innovation to advance the field of psychotherapy, advocating for enhanced support and resources for practitioners and clients across Ireland.

**Proposer:** Jade Lawless

**Seconder:** Gael Kilduff

## Nominations: Officers 2025-2026



**Edward Boyne**

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

**Proposer:** Caroline Kehoe

**Seconder:** Janet Murray

## Nominations: Board Members 2025 - 2026



**John Cummins**

A seasoned executive with over 20 years of experience in scaling businesses and driving revenue-growth within the competitive financial landscape, he brings a wealth of expertise in transformative leadership, business operations management, and product development.

Starting his career as a consultant, advising institutions across Europe, he transitioned to a global investment bank and then to the stock exchange of Switzerland.

His strategic contributions have led to significant achievements, including generating multimillion revenues, establishing key partnerships with institutions like Central Banks, and spearheading successful market infrastructure initiatives.

With a background in corporate finance, business psychology, and computer engineering, he possesses a unique blend of analytical skills and strategic insight that fuels his success in steering complex initiatives to fruition.

His second passion is as a trauma-informed coach in private practice which allows him to support others on their own journeys.

John is excited to be able to continue supporting the IACP mission by leveraging his diverse skill set to drive innovation and manage change.

**Proposer:** Andrew Harbourne-Thomas

**Seconder:** Brian Holohan

## Nominations: Board Members 2025 - 2026



**Marcella Finnerty**

I am pleased to express my interest in serving on the IACP Board of Directors at this critical juncture for the counselling and psychotherapy profession in Ireland. Over the past three decades, I have dedicated my career to advancing the field and contributing to national education and accreditation frameworks, as well as holding key positions on various regulatory bodies.

The IACP as a professional body has been a constant throughout my career, and being a member of the Board gives me the opportunity to give back by supporting the organisation as it meets the challenges and opportunities ahead. As the founder of Ireland's largest community-based counselling service, and a long-standing contributor to accreditation, regulatory, strategic, research and educational bodies, I bring an understanding of the sector and a track record of ethical, inclusive leadership.

I believe the IACP will lead boldly through change while remaining inclusive, ethical, and responsive. I would be honoured to contribute any insights I may have together with a dedication to help shape the future of our profession.

**Proposer:** Pamela Patchell

**Secunder:** Jade Lawless

## Nominations: Board Members 2025 - 2026



**Brian Holohan**

Brian is an IACP accredited Counsellor, Psychotherapist and Supervisor in private practice and he is also the co-founder and CEO of 2gether Online, a not-for-profit counselling, psychotherapy and mediation service online. He is the Clinical Manager with ACCORD Dublin and is a lecturer in Counselling & Psychotherapy with Dublin Business School. He holds a Master's in Sexuality Studies, a BA(Hons) Degree in Counselling & Psychotherapy, a Diploma in Counsellor Supervision, a Diploma in Addiction Psychology and is currently completing a MSc in Pluralistic Counselling & Psychotherapy. He has a keen interest in masculinity, sexuality, gender identity, LGBTQIA+ issues. He has over 28 years' experience in management roles in industry, and 11 years' experience working in senior management in the charity and NGO sectors in Ireland. He was appointed to the Specialist Group Panel of the National Implementation Monitoring Committee (NIMC) by Mary Butler TD, Minister for Mental Health, and Older People. The NIMC is collectively responsible for driving and overseeing the long-term implementation of the recommendations of the national mental health policy Sharing the Vision – A Mental Health Policy for Everybody. He is passionate about improving access to professional counselling and psychotherapy for all who need it.

**Proposer:** Barbara Moore

**Seconded:** Geraldine Sheedy



## Nominations: Board Members 2025 - 2026



**Caroline Kehoe**

Caroline is a fully accredited member of IACP. She trained as a psychotherapist with the Tivoli Institute and holds a MA. (Clinical) in Integrative and Humanistic Psychotherapy. She originally studied philosophy and then completed a Masters in leadership/ Community Development. Before training in Psychotherapy, Caroline worked for over 25 years in Education sector and worked in a number of leadership, teaching and Training roles in Adult ed and community Development. Caroline Has been a member of the Board of IACP for the last 3 years and continues to be interested and committed to continuing her work and bringing her experience and resources to the board at this time. Caroline maintains a private practice in Dublin and works in Training with Students of Psychotherapy.

**Proposer:** Edward Boyne

**Seconded:** Luci Gately

## Nominations: Board Members 2025 - 2026



**Gael Kilduff**

Gael Kilduff is an IACP-accredited therapist and supervisor with over 27 years of experience in counselling and psychotherapy. She began her career specialising in relationship and couples counselling and subsequently pursued further professional training in counselling and psychotherapy. In 2009, she founded Athlone Counselling Practice, where she has worked extensively with individuals and couples.

Gael has also provided psychological support to adolescents and young adults through her work with the Longford Westmeath Educational Training Board. Her practice evolved to include clinical supervision, with a particular focus on promoting reflective practice among therapists and guidance counsellors. This has become a central focus of her work in supporting professional development and ethical practice within the field.

For the past sixteen years, Gael has been actively involved in counselling education. She currently serves as Associate Academic Director at PCI College, where she leads programme development and oversees both undergraduate and postgraduate offerings.

Gael remains strongly committed to professional standards and development within the field. As statutory regulation approaches, she is dedicated to supporting the IACP's work in upholding excellence in practice, education, and advocacy for the profession and its members.

**Proposer:** Margaret O'Connor

**Seconder:** Colm Early



## Nominations: Board Members 2025 - 2026



### **Liam Neville**

Liam has worked in the Mental Health field for over 30 years. Liam initially trained as a Psychiatric Nurse, then undertook a degree in Counselling & Psychotherapy, advanced Diploma in Trauma Management, Diploma in Supervision, Diploma in Spirituality, and completed a Masters in Bereavement in 2024. Liam has specialised in complex bereavement & developmental trauma for the past 20 years. Since being nominated to the BOD additional to attending BOD meetings Liam has been part of the Supervisors Forums Organising Committee & a member of the Register and Strategies Committee. Liam is currently IACP Regional Director.

Liam coordinates the HSE Sligo-Leitrim Bereavement Service coordinating a team of accredited, pre-accredited, and student therapists. He manages client screening, assessment, and case management. Additionally, he facilitates reflective practice & assessment monthly groups for students and pre accredited Therapists and has specialised in Critical Incident Response.

In the early nineties, Liam was instrumental in establishing two charities, Support after Homicide (SAH) and Advocates for the Victims of Homicide (AdVic), providing outreach support to bereaved families by homicide nationwide. Liam previously served on the IACP West/North-West Committee, for 6 years and was the previous Chairperson. Liam has presented motions at the IACP National AGMs, positively influencing the welfare of students, counsellors, and supervisors, and ultimately enhancing client welfare.

**Proposer:** Liam Cannon

**Second:** Margaret McGoldrick

## Nominations: Board Members 2025 - 2026



### **Clodagh Ní Ghallachóir**

Clodagh Ni Ghallachoir is a client centered counsellor, sensorimotor psychotherapist and organisational psychologist. She trained as a nurse in St James's Hospital during the AIDS epidemic. In recent years she has completed the Post-Graduate Certificate in the Psychotherapy of Rape and Sexual Violence from Dublin Rape Crisis Center.

Clodagh has a Post Graduate Diploma in Family Law from the Law Society of Ireland and is presently completing the Diploma in Law in the Law Society of Ireland.

Clodagh is passionate about supporting those who have experienced rape and sexual violence and has a particular interest in the move to trauma informed evidence in rape and sexual violence cases within the Irish court system. Clodagh's other interests include professional ethics and supporting individuals and families navigating the Family Court system. She has a strong history of advocacy originating in the AIDS Movement and developing from that point to sexual violence, domestic violence, access to health care and support during family law proceedings. Clodagh works in Higher Education.

**Proposer:** Catherine Duff

**Seconder:** Jade Lawless

# Motions

## Order of Motions:

- 1.Governance Review
- 2.Directors Terms
- 3.Garda Vetting & Access NI Vetting
- 4.Prior accreditation recognition for IACP supervisor accreditation
- 5.Pre-Accredited Board Members
- 6.Third Party Complaints
- 7.Supervision by former trainers
- 8.Payment to Members
- 9.Retirement Age Practice Requirements

# Motions

## “Governance Review”

### **Motion:**

To make provision for an External Evaluation of the Governance of IACP to be carried out every 3 years.

### **Rationale:**

Currently every member of IACP undertakes a re-accreditation process. This is effectively an evaluation of our work to ensure our membership, fitness to practice and ultimately keep our clients safe. The process is carried out in collaboration with our Supervisors.

Equally good governance and a functional Board needs oversight and evaluation to ensure good participation, transparency, effectiveness and accountability. This ensures that an organisation is well managed, ethical and serves the best interests of all stake holders. This involves an active involvement and engagement with staff and members which contributes to the direction of an organisation.

External Evaluations or Audits look to the function of Boards. The Audit helps ensure that highest standards and best practice are maintained. It looks to the strengths and skills of the board members, identifies area which need support.

Good governance is the foundation of every business. It safeguards the rights and well being of all stakeholders and enhances our reputation.

An external evaluation or audit of governance at least every 3 years is recommended by numerous bodies involved with high business standards in Ireland including Governance Ireland and Community Enterprise Association Ireland.

An external evaluation of our governance will help us all with our roles and responsibilities . It will help the Board to lead with clarity and drive sustainable success.

**Proposer:** Patricia Ashe

**Seconder:** Maura Dunne

# Motions

## **“Director terms”**

To extend Director terms to two years, ensuring governance, continuity, and effectiveness of the Board.

That the Constitution (Articles of Association) of the Company be amended as follows:

**1. Article 12.1 to be replaced – to extend Director term to two years, and add clarity on partial years served.**

### **Current version:**

**12.1** Directors shall be elected by the Annual General Meeting of the Company and may be re-elected each year, serving for a maximum of six consecutive years.

### **Proposed replacement:**

**12.1** Directors shall be elected by the Annual General Meeting of the Company for a period not exceeding two years, and may be re-elected each year, serving for a maximum of six consecutive years.

Any period served between Annual General Meetings shall count as one year for the purpose of calculating the six consecutive years, provided that where a Director has been appointed by the Board to fill a casual vacancy and has held office for less than six months before the next Annual General Meeting, that period shall not be counted. All other periods, including where a Director resigns mid-term, shall be counted as a full year.

# Motions

## **2. Article 12.2 to be replaced to extend terms to two years, ensure minimum rotation, and add clarity on calculation of minimum rotation.**

### **Current version:**

**12.2** All the current Board of Directors members other than the officers of the Company shall retire from office every year.

### **Proposed replacement:**

**12.2** Each Director shall serve for a term of two years. At each Annual General Meeting, no fewer than one-third of the Directors shall retire from office every year.

For the purpose of determining the total number of Directors and calculating the number constituting one-third:

- Directors currently serving as Officers whose Officer term does not expire at that Annual General Meeting shall be excluded from the calculation.
- Directors whose Officer term expires at the Annual General Meeting shall be included in the calculation.
- The total number of Directors to retire shall be rounded to the nearest whole number.

The Directors so retiring shall be those who have been longest in office since their last appointment or re-appointment, and, as between persons appointed or last re-appointed on the same day, those to retire shall (unless they otherwise agree among themselves) be determined by lot.

## Motions

**3. The following new Article 12.8 shall be inserted after Article 12.7 (caters for situation where Director has served 5 years, they cannot stand for two more years)**

**Proposed addition:**

12.8 Notwithstanding the provisions of Article 12.2 and Article 12.1, where a Director has already served five consecutive years, they may be elected to serve a further term of one year, provided that such election shall not permit them to exceed the six consecutive years maximum in office.

**4. All other Articles and Bye-Laws shall remain unchanged.**

**Rationale:**

These amendments are proposed to enhance the governance, continuity, and effectiveness of the Board. The changes will introduce two year Director terms, replacing the current one-year terms, which will allow Directors sufficient time to become effective in their roles and contribute to the strategic direction of the organisation. A minimum of one-third of Directors will retire each year to maintain regular opportunities for renewal and fresh perspectives. The amendments clarify how terms are calculated, including how partial years and Board appointments are counted, ensuring transparency and consistency. The existing six-year maximum consecutive service limit is retained, with a provision allowing a Director with five years' service to stand for a final one-year term to complete the maximum period, supporting orderly succession. These proposals reflect good governance practice. They balance the need for stability with the importance of accountability and renewal and provide clarity for all members and prospective Directors about term expectations.

**Proposer:** Brian Holohan (M10473)  
(M14094)

**Seconded:** Caroline Kehoe

*As this motion proposes an amendment to IACP's governing documents, it can be decided only by a vote of 75% majority of the members attending the AGM.*



# Motions

## “Garda Vetting & AccessNI Vetting”

### **Motion:**

Parity of esteem for Garda Vetting & AccessNI Vetting process to reduce the need (and cost) to complete both processes if working in Northern Ireland.

### **Rationale:**

This motion proposes that IACP recognise a parity of esteem between Garda Vetting (RoI) & AccessNI Vetting (UK) enabling choice for members and reducing the need to have to complete and pay for two separate processes.

Having both vetting process in place provides comprehensive safeguarding for IACP, while ensuring practitioners are vetted through the relevant process strengthens public trust, enhances professional accountability, and ensures compliance with legal and regulatory frameworks.

Garda Vetting provides access to criminal history information within the RoI, while AccessNI offers checks within the UK, including NI. Implementing both vetting systems, ensures that no relevant criminal history is overlooked due to jurisdictional limitations. This dual approach is especially beneficial for members who work/volunteer near the border or who offer remote services across the island. Moreover, dual vetting reinforces the IACP’s commitment to the highest safeguarding standards, particularly when working with vulnerable clients. It demonstrates a proactive and transparent approach to client safety and professional integrity. Overall, adopting both Garda and AccessNI vetting reflects best practice in safeguarding and risk management, and helps protect the reputation of both individual members and the wider profession.

**Proposer:** Kevin Bailey

**Seconder:** Jacqui Walsh



# Motions

## “Prior accreditation recognition for IACP supervisor accreditation”

### **Motion:**

To amend IACP’s Accreditation Policy so that individuals who have recently become accredited with the IACP, but who previously held accreditation with a recognised and commensurate professional body, would be eligible to apply for IACP supervisor accreditation – provided they can demonstrate a minimum of five years of post-qualification accreditation and hold acceptable qualifications in supervision.

### **Rationale:**

The amended stipulations for IACP Accredited Supervisor applicants could read as follows:

(ii) be an accredited IACP member for a minimum of 5 years and have been in continuous supervised practice since accreditation.

### **Or**

For individuals who have recently become accredited with the IACP but were previously accredited with a commensurate professional body:

(iib) Have at least 5 years accreditation with a recognised professional body, which demonstrate equivalent ethical guidelines and principles with those of the IACP, and have successfully completed a recognised or approved training programme in supervision.

### **Key Justifications:**

**Comparable Standards:** Professional bodies such as the Psychological Society of Ireland (PSI) uphold ethical codes and supervision training requirements closely aligned with those of the IACP (e.g., PSI’s Code of Ethics mirrors IACP principles).

**Recognition by Major Employers:** The HSE and Department of Education both recognise:

- Chartered Clinical and Counselling Psychologists with PSI
- Practitioners accredited with branches of the Irish Council for Psychotherapy (ICP)

## Motions

**Current Supervision Practice:** PSI-accredited professionals are already permitted to receive supervision from IACP and ICP-accredited therapists.

**Impending CORU Regulation:** When registration under CORU opens, government-funded services (e.g., HSE) are likely to become primary placement providers for psychotherapy trainees.

**Workforce Reality:** These services typically employ multi-disciplinary teams of therapists from IACP, PSI, and ICP backgrounds.

**Practical Benefits:** Broadening supervisor eligibility would give trainees and accredited professionals access to supervisors with diverse, evidence-based theoretical orientations—enhancing training and reflective practice.

This change would support quality, inclusivity, and flexibility in clinical supervision while aligning with current professional and workforce realities.

**Proposer:** Kathleen O'Hara

**Seconded:** Olive Cross

# Motions

## “Pre-Accredited Board members”

### Motion:

The IACP amends its constitution to reflect the membership category of pre-accredited counsellor/psychotherapist on the Board of Directors of the IACP.

### Rationale:

Pre-accredited members:

- 1.Represents a significant and growing segment of the IACP, with approximately 782 individuals currently holding this status.
  - 2.Are actively engaged in clinical practice, are subject to supervision, and adhere to the same Code of Ethics as fully accredited members. Despite this, their voices remain underrepresented at the highest level of decision-making within the IACP. To further illustrate this point, it is our understanding, based on the recent expression of interest application process in January 2025, that no Pre-accredited member met the criteria to be on the Board of Directors.
  - 3.Pre-accredited members are represented at the Regional Committee level and, as such, should be reflected on the Board of Directors.
  - 4.Would ensure that the challenges and needs of early-career professionals are reflected in the IACP’s strategic planning and policy development.
  - 5.Promote inclusivity, transparency, and engagement throughout all stages of professional development.
  - 6.Strengthen the unity of the profession by fostering greater connection and continuity between Pre-accredited, Accredited practitioners and Supervisors.
- To conclude, a Pre-accredited member on the Board of Directors of the IACP would support leadership development and succession planning within the organisation.

**Proposer:** Mary Keogh Prunty

**Seconder:** Emma Kennedy

*As this motion proposes an amendment to IACP’s governing documents, it can be decided only by a vote of 75% majority of the members attending the AGM.*

## Motions

### “Third Party Complaints”

**Motion:**

That the IACP Complaints Procedure is amended to allow for the submission of complaints by any relevant concerned third parties.

**Rationale:**

The rationale for this motion is that currently IACP only allows complaints through its complaints procedure from clients or former clients. This is not the case for other accreditation bodies, most notably BACP-IACP's sister org. The preamble to IACP Code Of Ethics says "Members agree to comply with the provisions of the Code. The Code applies to their professional activities and any behaviour that might impinge on those."

The 2nd paragraph in the preamble uses the word ‘ethical’ four times - though restricting the ability to file complaints to clients alone raises significant ethical concerns. Fellow professionals for example are often uniquely positioned to recognise unethical conduct that clients may not see or understand, or may not be in a position to address.

Additionally, such a restriction can discourage whistleblowing and create barriers to holding therapists accountable, thereby fostering a culture of secrecy or professional protectionism rather than ethical responsibility. Ultimately, this lack of oversight can bring the accreditation body, and by extension, the entire profession, into disrepute, undermining public trust and confidence. If there is no mechanism by which to hold its members to this code of ethics, then it is redundant.

**Proposer:** Jacky Grainger

**Seconder:** Mary-Kate Kelly

## Motions

### **“Supervision by former trainers”**

#### **Motion:**

That the current supervision guideline for Pre-Accredited and graduated Members be amended to remove the restriction preventing supervision with an Accredited Supervisor (IACP, BACP or IAHIP) who was involved as a core trainer, lecturer, or assessor in the supervisee’s Course/College/Institute.

That the clause that extends this restriction for two years after the end of the supervisor’s involvement with the training organisation should also be removed.

#### **Rationale:**

This change allows greater flexibility for Pre-Accredited and graduated members, especially in rural areas where access to supervisors is limited. Once training is completed, the professional relationship changes— the supervisor is no longer in a position of authority or assessment. In many cases, the supervisor may not have directly taught or assessed the supervisee during training.

The IACP Code of Ethics continues to guide boundaries and professionalism in supervision.

**Proposer:** Susi Lodola

**Seconder:** Orlaigh Byrne

# Motions

## “Payments to members”

### **Motion:**

Constitutional Compliance with Charities Act 2009, pending commencement of Charities (Amendment) Act 2024 affecting payments to members.

A change within Section 17 “Income and Property” of the Articles of Association.

Section 17.4 notes that “However the following payments may be made in good faith by the company:” That Section 17.4(a) of the Constitution be amended to read:

(a) Reasonable and proper remuneration (as approved by the Board of Directors) to any member, officer or servant of the Company (not being a Director) for any services rendered to the Company only if and insofar as such payment is permitted by the Charities Act 2009 and approved in accordance with the requirements of the Charities Act 2009

### **Rationale:**

The Board of IACP must bring this issue to the AGM for consideration. Under current law, payments to members of a charitable CLG are not permitted. The Charities Regulator has clearly instructed us to present this amendment. Based on legal advice, the Board proposes a change to comply with current law.

Specifically, the change is the addition of the second half of the revised Section 17.4(a) which effectively prevents payments to members, in compliance with the Charities Act 2009. The Charities (Amendment) Act 2024 allows for payments to members, however the relevant section is not yet commenced. This wording will allow for payments to members to restart, once the relevant section is commenced, and is based on legal advice.

Without this change, IACP risks loss of charitable status, as the Charities Regulator may seek to remove IACP from the register. We are engaging with, and making ongoing representations to the Charities Regulator. At the same time, we are exploring alternative options to maintain affected services.

**Proposer:** Andrew Harbourne-Thomas

**Seconder:** Christopher Place

*As this motion proposes an amendment to IACP’s governing documents, it can be decided only by a vote of 75% majority of the members attending the AGM.*

# Motions

## **“Retirement Age Practice Requirements”**

### **Motion:**

That the IACP review the requirements for counsellors/therapists reaching retirement age who wish to continue a small practice, with a view to reducing them.

### **Rationale:**

I am proposing that the IACP review the requirements for practising therapists at or around retirement age, so that they can continue their active membership with a reduced level of supervision more appropriate to their client hours, and with reduced CPD requirements. Consideration might also be given to having a reduced membership fee for this cohort of practising therapists.

As an accredited and practising member of IACP for many years at retirement age, I would very much like to continue a small practice as long as I am fit to do so.

However currently the baseline costs of practising as a therapist and complying with the relevant IACP requirements, including monthly supervision, ongoing CPD, and membership fees, make the cost of operating a practice with a small number of clients prohibitive. No doubt there are other members in a similar position. It seems a shame that very experienced and well qualified therapists are lost to the profession because of this.

**Proposer:** Carmel Carey

**Seconder:** Eileen Mulcahy



# Standing Orders

## Chair

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

## Voting

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



## Standing Orders

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

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

### Speaking to Motions at General Meetings

11. Members shall where possible stand while speaking and commence by announcing their name. All speakers shall address their remarks to the Chairperson. The Chairperson shall have the right to determine the orders of speakers but shall endeavour to give precedence in the order that Members have signalled their intention to speak.

12. Proposers of motions or amendments shall be allowed to speak uninterrupted for a maximum of five minutes, and subsequent speakers for up to three minutes each.

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

14. Members speaking in response to proposers of motions can address the following matters only:

- a. Points of order (relating to alleged breaches of Standing Orders or the Bye Laws or Articles of Association);
- b. Points of explanation (where speakers who feel they have been misrepresented clarify their views);
- c. Points of information (requests for specific relevant information);
- d. Objections to the motion.

15. The Proposer of an original motion shall be allowed a maximum of five minutes to reply to discussion on the motion and on each amendment before votes are taken. No new matter may be introduced during such reply.

## Standing Orders

16. Apart from proposers of original motions, no Member may speak more than once on a motion or amendment except on a point of order, explanation or information, or by special permission of the Chairperson. The meeting may decide to suspend this Standing Order (i.e. go into Committee) for a stated period of time. Proposals to go into Committee must indicate the duration of suspension desired and shall only be deemed passed if supported by at least two thirds of those present and voting.

### Motions and Amendments

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

18. Every amendment shall be relevant to the motion under consideration.

19. After votes have been taken on each succeeding amendment, the surviving proposition shall be put to the vote as the final motion, and if carried it shall become a resolution of the meeting.

20. Discussion of a proposed amendment to a motion may be terminated as follows: If the Chairperson is of the reasonable opinion that there is no progress or consensus on the item under discussion then he/she can call a vote to determine whether the discussion on said item should continue or be terminated.

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

22. If the proposed amendment to a motion is carried, the original motion shall be deemed disposed of, and if the proposed amendment is lost, then discussion shall be resumed on the original motion.

**This Revised Edition was adopted by the AGM October 2019.**

# Minutes

**Friday 18<sup>th</sup> October 2024**

**Hybrid Meeting:** Royal Marine Hotel, Dún Laoghaire & Zoom Webinar

**Start of Meeting:** 2:00 p.m.

**Chairperson:** Séamus Sheedy, IACP Cathaoirleach

## **Opening**

The Cathaoirleach opened the Annual General Meeting, welcomed all in attendance and went through the Agenda for the day. It was noted that the meeting was quorate.

Minutes of the 2023 AGM and Matters Arising

There were no matters arising. The Minutes were adopted as drafted on the proposal of Patricia Ashe and seconded by Martina McNamara.

## **Elections**

The Cathaoirleach explained the process and rules for voting in the Board of Directors election. Voting was held by secret ballot together with an online poll. The ballot papers were collected and removed to a private room to be counted along with the online votes by IACP staff. The count was overseen by the Operations Manager and one non-voting member of IACP.

## **The Annual Reports and Financial Statements of the Company**

The Company Secretary Report was presented by the Company Secretary, Andrew Harbourne-Thomas. The re-appointment of auditors Azets Audit Services Ireland Limited was approved on the proposal of Gráinne Clancy and seconded by Martina McNamara.

The CEO, Lisa Molloy, welcomed everybody and presented the CEO Report, including an overview of the operational activities of IACP in the previous year. The Treasurer, Edward Boyne, then presented the Treasurer's report as contained within the Annual Report.

Following the reports, the Audited Financial Statements were proposed by Luci Gately and seconded by Catriona O'Brien.

Following this, a Questions and Answers session was held.

## **Election Results**

The following members were elected to the Board of Directors: Edward Boyne, Andrew Harbourne-Thomas, Caroline Kehoe, Gael Kilduff, Jade Lawless, Liam Neville, Christopher Place.

Jade Lawless was elected as Cathaoirleach, Christopher Place was elected as Leas-Cathaoirleach, and Andrew Harbourne-Thomas was elected as Company Secretary.

# Minutes

## Motions

### Motion 1

To create a new membership category called Academic Member.

To amend the Bye-laws (as amended October, 2019) as follows – adding section 1.10: 1.10 Academic Membership is available to those who hold current Accredited or Supervisor Membership in good standing who are engaged in Counselling and Psychotherapy Academic Activities meeting criteria laid down from time to time by the Board of Directors.

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

**This Motion was carried.**

### Motion 2

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

**Proposed by:** David Horan **Seconded by:** Maureen Raymond

**This Motion was carried.**

### Motion 3

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

**Proposed by:** David Horan **Seconded by:** Maureen Raymond

**This Motion was not carried.**

Notes

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