



Irish Association for Counselling and Psychotherapy

*Irish Association for
Counselling & Psychotherapy Ltd*

ANNUAL GENERAL MEETING
Saturday 23rd March 2013

Annual Reports and Financial Statements
(for the year ended 31st December 2012)



Irish Association for Counselling and Psychotherapy

Contents

	<i>page</i>
AGM 2013	
Agenda	1
AGM voting	2
Motions for AGM	2
Nominations for Election to Executive Committee	3
Cathaoirleach's Report	6
Treasurer's Report	7
Regional Reports	8
Sub-Committee Reports	12
Directors' Report and Financial Statements	
Directors' Report	14
Independent Auditors' Report	21
Income and Expenditure	24
Balance Sheet	25
Cash Flow Statement	26
Notes to the Cash Flow Statement	27
Notes to the Financial Statements	28
Management Information	35
Appendix	
1. IACP Standing Orders	37
2. Minutes of AGM 2012	40

ANNUAL GENERAL MEETING

Saturday 23rd March 2013
Heritage Golf & Spa Resort, Killenard, Co Laois

AGENDA

9:00am – 10:00am	Registration Tea / Coffee
10:00am – 10:20am	Cathaoirleach's Welcome Official Opening by Mayor of Portlaoise Apologies 2012 AGM Minutes & Matters Arising
10:20am – 10:45am	Cathaoirleach's Report Secretary's Report Treasurer's Report National Director's Report
10:45am – 11:15am	Questions & Answers on Reports Approval of Audited Financial Statements
11:15am – 11:35am	Tea/Coffee Break
11:35am – 12:00am	Election of Executive Committee
12:00am – 12:30pm	Motions
12:30pm – 12:45pm	AOB
12:45pm – 2:00pm	Lunch
2:00pm – 3:00pm	Guest Speaker: Dr Harry Barry
3:00pm	Close

IACP ANNUAL GENERAL MEETING 2013

Highlights of the day include:

- ◆ Mayor of Portlaoise
- ◆ Guest Speaker: Dr Harry Barry

IACP AGM Voting

Please familiarise yourself with all proposed Motions. Motions and Nominations for the Executive Committee will not be accepted off the floor on the day of the AGM. The deadline for written proposals for Motions and Nominations for the Executive Committee was the 8th of February 2013.

Voting on the Day:

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

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

MOTIONS FOR IACP AGM 2013

MOTION:

The membership hereby ratify the revised IACP Memorandum, Articles of Association, Regulations and Bye Laws of the Association as put before the members.

Rationale for the Motion:

Following the advice of the IACP solicitor all company documentation has been reviewed and updated and must be passed at an AGM before being filed at the Companies Registration Office.

Proposed by: **Bernie Darcy**

Seconded by: **Séamus Sheedy**

OFFICERS OF THE EXECUTIVE COMMITTEE 2013

CATHAOIRLEACH — SÉAMUS SHEEDY



Séamus Sheedy joined IACP as a student of the Diploma in Counselling in Trinity College in 1999. He was accredited as counsellor/psychotherapist in October 2003. Seamus served as a member of the Midlands Regional Committee of IACP from 2005 to 2007 as Treasurer. He joined the Executive Committee in 2009 and was a member of the Strategic Planning Committee in 2009. After finishing an advanced diploma in Supervision from Middlesex University Seamus was accredited as a supervisor with IACP.

LEAS CATHAOIRLEACH — BERNIE DARCY



Bernie Darcy works in private practice as a Counsellor and Psychotherapist in Gorey, Co. Wexford and has been a member of the South East Regional Committee of IACP since 2002. She holds a Diploma in Counselling & Psychotherapy and specialises in working with people who live with chronic illness.

COMPANY SECRETARY — KEITH BRENNAN



Keith Brennan B.Sc. (Psych), Grad. Dip (Psychoanalysis), M.A. (Add. St.), M.S.C. (Couns Psych.), B.A. (Law), M.I.A.A.A.C., MIACP P.S.I. Keith is a graduate of Trinity College Dublin and Magee College (University of Ulster). He has extensive experience of working with adults and adolescents in active addiction. Keith's research interests include Borderline Personality Disorder, Stress and Depression. Since 2008, Keith has been an active member of the Ethics Committee where he utilises his legal knowledge in addressing presenting issues.

TREASURER — MICHAEL CHAMBERS



Michael Chambers has been involved in Counselling and a Member of IACP since 1993. He is an Accredited Member and Accredited Supervisor with IACP & an Accredited Member and Accredited Supervisor with IAAAC. Michael is a Practicing Mediator and Member of Irish Mediators Institute since 1996. He holds a Diploma in Counselling from Trinity College Dublin, Diploma in Mediation, University College Dublin & a Diploma in Education & Training University College Galway.

NOMINATIONS FOR THE EXECUTIVE COMMITTEE 2013

Eileen Finnegan

Proposed by: Marianne Gurnee

Seconded by: Attracta Gill



Eileen Finnegan is currently the Deputy Clinical Director in One in Four. Eileen has been working as a Psychotherapist for the past twenty years; her involvement in therapy began through ACOA (adult children of alcoholics). She began her studies in Maynooth, and then completed her Diploma in Psychotherapy in the Tivoli Institute in Dún Laoghaire. Eileen continued her professional training with Diplomas in Gestalt Therapy, Child and Adolescence Therapy, Sensory Motor and Trauma Therapy.

Attracta Gill

Proposed by: Eileen Finnegan

Seconded by: Angela Corcoran Mahon



Attracta has been in private practice as a Psychotherapist in Naas since 2004. She initially trained in Psychodynamic Counselling & Psychotherapy and followed this with a MA in Humanistic and Integrative Psychotherapy from the University of Limerick specializing in Gestalt and Existential Psychotherapy. She has just finished 4 years training with Mr David Boadella the founder of Biosynthesis Body Psychotherapy in Switzerland. Attracta is an experienced 3rd Level Psychotherapy Educator and is committed to maintaining high standards in this field. She joined the Accreditation Committee of IACP in November 2011 and will become a Doctoral Student in Psychotherapy (DCU) in the Autumn of 2012 researching Somatic Trauma Therapy.

Marianne K. Gurnee

Proposed by: Angela Corcoran Mahon

Seconded by: Eileen Finnegan



Marianne moved to Ireland from the U.S. six years ago and spent her first four years working in Cork. She earned a MSc in Clinical Social Work/Psychotherapy from Columbia University, New York and is licensed to practice in the U.S. where Marianne primarily worked for mental health organizations on multi-disciplinary teams. Marianne's particular interest lies in working with adolescents and families, and she has developed prevention and treatment programmes for at risk youth. Marianne has served on the IACP Executive Committee for the last two years and is also the IACP representative for the European Association for Counselling. She is an active member of the Southern Regional Committee and is part of the working group on statutory regulation. Marianne is BACP accredited and is also a qualified social worker (NQSWS). Marianne now works privately in Co. Waterford.

Angela Corcoran Mahon

Proposed by: Bernie Darcy

Seconded by: Séamus Sheedy



Angela Corcoran Mahon is a graduate of Middlesex University, (B.Sc. in Counselling & Psychotherapy, 2004), she has a Certificate in Child Psychotherapy (Children's Therapy Centre) as well as being a qualified Supervisor, working with both groups and individuals. Angela has extensive experience working with the Department of Children and Youth Affairs' School Completion Programme in both primary and secondary schools since 2003. She also works with adults in her private practice and is an Affiliate Counsellor with a number of Employee Assistance Programmes.

Moira Sharkey

Proposed by: Marina Sweeney

Seconded by: Brenda Tighe



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

Denis O'Connor

Proposed by: Séamus Sheedy

Seconded by: Liam Cannon



Denis has over 20 years' experience in the field as a therapist, supervisor and facilitator. Holds an MA in Supervision, BSc. Counselling & Psychotherapy, Dip. in Suicidology, Dip. Hypnotherapy. He works in private practice and with Console-The National Suicide Charity. Three years ago Denis established the Console Centre in Wexford and has since then been the co-ordinator of services for same, working with a team of accredited therapists. He has a particular interest in mental health issues and works with members of many communities in helping them recognise persons who may be at risk and to connect them to suicide intervention resources. Denis is also interested in the ongoing professionalisation of the field of therapy and supervision and the adherence to best practice and standards.

Eoin Stephens

Proposed by: Jean Notaro

Seconded by: Geraldine Byrne



With over 20 years' experience in the field as a therapist, teacher and supervisor, Eoin is President of PCI College, and a director of CBT Solutions therapy practice in Clondalkin. He has particular interest in issues such as Sexual Addiction and Social Anxiety, and is well known for his therapy, training and media work in these areas. He has previously served on the Executive Committee, including a term as Leas-Cathaoirleach, and has also worked on the Course Recognition and Editorial sub-committees. He is especially interested in the area of Statutory Regulation and the ongoing professionalisation of our field, including the raising of its academic standards. He was the 2010 recipient of the Carl Berkeley Memorial Award.

Olive Bourke

Proposed by: Bernie Darcy

Seconded by: Maggie Cox



Olive Bourke is working as a psychotherapist & supervisor in private practice. She is a trainer in Turning Point Training Institute. In the early 1990s Olive worked as a facilitator in a group programme for the separated and bereaved. She subsequently brought a Young Adult version of this programme from the US. Olive trained in psychosynthesis in Eckhart House and completed a Diploma in Counselling and Psychotherapy at the Tivoli Institute. She continued her professional training with an Intensive Diploma in Gestalt Therapy, a Gestalt Supervision course, and a one year training programme in assessing and treating sexual offenders with J. Sullivan, Lucy Faithful Foundation, UK. Olive served on the Governing Body of IAHIP as Honorary Secretary and eventually as Chair.

Cathaoirleach's Report AGM 2013

I would like to thank you, the members of IACP, for your commitment to the organisation and its mission to professionalise Counselling & Psychotherapy in Ireland.

As I have stated often in my articles in *Eisteach*, the success of the organisation has been made possible by the hard work and commitment of the members who are willing to give voluntarily of their time and of the ever diligent employees of IACP. We have been extremely fortunate in the quality, commitment and dedication of our professional employees and the dedication of the Cathaoirleach who went before me. This enthusiasm and energy has most definitely borne fruit and many of the notable occasions and developments for the organisation come to mind as I reflect over the year. As Helen Keller says 'Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence'.

In collaboration with our 15 Accredited Courses and research at International level we have started to work towards all our recognised training courses being at degree level in order to comply with statutory regulations, so that anybody in the future who sets themselves up as a counsellor / psychotherapist in this country will have the appropriate qualifications.

IACP attended four major public events, having a stand at Electric Picnic, Rude Health, the National Ploughing Championships and the Over 50s show, some of which I had the privilege to attend. IACP received good publicity from these events and connected with many members of the public.

We have developed our research arm and the work of the Research Committee has started. The purpose of developing a research arm is to provide evidence for the effectiveness of counselling & psychotherapy and to research best practice and new ideas. This will further raise our profile, as we intend to publish suitable elements of this research. And I want to thank Ron Lehr from the Canadian Counselling and Psychotherapy Association (CCPA) which is a national and bilingual organisation dedicated to the enhancement of the counselling profession in Canada and the BACP for the help they have given us so far in this.

A full review of the course accreditation process took place during the year and, following that, the main restructuring recommendations were adopted. The course Accreditation process will, from now on, be managed and assessed by our Training Course Assessment Officer and our Course Assessors (IACP members).

IACP have agreed with the BACP to co-host the BACP Research conference in the UK in May 2013. A follow-up BACP/IACP research event will happen in Dublin in October 2013.

An independent review of IACP's Governance and Structure will be carried out in 2013, by an external expert (consultant). Having systematically reviewed the governance and operation of the various committees and work areas (e.g. meeting with Executive members, Head Office staff, Sub and Regional committee volunteers and working groups) the consultant can make recommendations on the Governance requirements.

'Governance' refers to how an organisation is run, directed and controlled. Good governance means an organisation will design and put in place policies and procedures that will make sure the organisation runs effectively. Good governance is not about rules alone. It is an attitude of mind. It is about the ethical culture of the organisation, protecting and promoting the reputation of I.A.C.P. An integral aim of the Governance Review will be to ensure that all members of the Executive Committee, volunteers on sub-committees, working groups and staff will share a clear understanding, declaring and managing of conflicts of interest/conflicts of loyalty. To this end IACP has developed and adopted a Conflict of Interest Policy.

I am impressed by the level of commitment given by the members of the Executive and would like to

thank the outgoing members of the Executive for all of their hard work and welcome the new members. We have a real opportunity to progress the aims and objectives of IACP, in line with the wishes of you, the members, and in all decisions we make we need to remember we hold at our core the protection of the public.

Séamus Sheedy, Cathaoirleach

Treasurer's Report

Dear Members,

As you can see from these Financial Statements, as prepared by our Auditors, Byrne Curtain Kelly (BCK), IACP's Financial year has ended with a surplus in 2012. The figures show better revenues in 2012, with good control of expenditure through tighter Financial controls. On the income side, there has been an overall increase in membership subscriptions and only a slight decrease in levels of advertising revenue (through Éisteach).

The continuing improvements made in the management of finances over the last few years, were continued into 2012 and these include:

- Regular meetings of the Finance Committee;
- Close contact between IACP Accountant and Treasurer and Executive Committee;
- Detailed reporting on Expenditure and Income;
- On-going savings through planned cost control and cost reduction projects at head office and the systematic renegotiation of all fees being paid for services to IACP.

Technological advances at IACP have helped make the fiscal management more effective.

This year, on our Auditors' advice, we are transferring a further €250,000 to our Reserve Fund. This accumulation of reserves of the Association is welcome given our strategic aims, and, in fact, we are very actively exploring the prospect of purchasing a property this year. Our accountant, Martin Ryan, is at present working on a cost analysis of this project, and we are constantly seeking, vetting, and looking for a suitable property.

The Finance Committee is very grateful for the action taken by the Executive Committee in mitigating the impact of the recession on individual members during 2012 and onwards.

Finally I wish to extend my sincere thanks to each member of the Finance Committee for the support and courtesy that they have extended to me during the year, in particular, Martin Ryan, Naoise and Seamus.

Michael Chambers, IACP Treasurer

REGIONAL REPORTS

GALWAY REGIONAL COMMITTEE:

A new IACP Regional Committee was launched in the Menlo Park Hotel, Galway on 29th September 2012 by the Cathaoirleach Mr. Séamus Sheedy.

It was attended by 25 accredited and pre-accredited members of IACP, living in Galway city and county. The new committee consists of Josephine O'Halloran, Chair, Paula Short, Vice-Chair, Olive Bane, Secretary, Katherine McGee, Treasurer and Dolores Cunnane, PRO.

The Galway Committee look forward to supporting and assisting all the Regional members with Workshops/Seminars & Events that will be of great value in their professional capacity. All attendance certificates to the events will include CPD hours.

The Committee contacted the members before Christmas to enquire what workshops are of interest to them and plan to run 2 or 3 workshops in the New Year.

Our chair, Josephine O'Halloran, attended a media training day with Carr Communications on 7th February 2013.

Our first committee meeting of the New Year took place on 25th January 2013 at which we discussed the workshops that members requested. We wish all our members a very happy 2013.

Warm regards, **Josephine O'Halloran.**
Chair, Galway Regional Committee.

NORTHERN IRELAND REGIONAL COMMITTEE:

During the past year The Northern Ireland Regional Committee has continued to work on its aims and objectives. These are:

- To promote the interests of IACP members in the North of Ireland .
- To represent the interests of our members to the Executive in Dublin.
- To organise training and opportunities for personal and professional development relevant to counselling in the North of Ireland.
- Where ever we can, to give mentoring, advice and encouragement to students of counseling in the North of Ireland.
- To be involved at all levels of IACP

2011/2012:

The year began with the Regional Committee AGM in November 2011 when we welcomed An Cathaoirleach, Ray Henry, and Shane Kelly, Professional Services Manager, to the meeting in Antrim. Their attendance was highly appreciated and noted by several non-committee members .

Professional Development

We took the opportunity provided by the AGM to offer an important workshop on, "The employment of a Cognitive Model within an Integrative Approach to counselling". This workshop was delivered by Brendan Armstrong who is an expert in the field of CBT. and it attracted a large attendance of both qualified and student counsellors from Antrim, Down, Derry and Donegal.

We continued throughout the year to organise several opportunities for continuing professional development.

These took the form of several workshops / talks and presentations. They included a residential weekend in Solution Focused Brief Therapy delivered by Marina Sweeney, which took place in Crossgar, Co Down, Sociomotor Psychotherapy in Treating Trauma delivered by Dr Andrew Harkin expert in the field of body work in the treatment of trauma and 'Suicidology Intervention and Postvention' delivered by Barry Mc Gale Western Health and Social Care Trust.

Nomination

The committee also nominated one of its members for the coveted Carl Berkley Memorial Award and this was presented to Marina Sweeney at the National AGM in Dublin on March 31st 2012.

Representation on Sub Committees

Our committee members continued to take an active role in a variety of sub committees of the Executive,

with Brenda Tighe serving on the supervision committee and Ann Long and Pauline Irving taking an active part in the Continuing Professional Development Committee.

Acknowledgments

As present chairperson of the Northern Ireland Branch I would like to take this opportunity to thank outgoing committee members, Dr Pauline Irving, Dr Ann Long and Anne Reilly for their commitment to the Northern Ireland branch. I would also like to thank Catherine Boyle, Marjorie Blake and Brenda Tighe for their support in what has been a time of change for the Northern Ireland Regional Committee. On a personal level I have valued the learning and the richness of the experience of working together with all of these women to sustain the common purpose of upholding best practice by engaging in the development of the profession of counselling in Ireland.

On the basis of this experience I would encourage up and coming practitioners to grasp any opportunity to be involved with their professional body where they can.

New Committee

The AGM which was held on November 24th brought changes to the committee with new members expressing a willingness to volunteer for IACP. The following IACP members have been proposed to serve for 2013

Chairperson: Marina Sweeney, **Vice chair:** Catherine Boyle, **Secretary:** Marjorie Blake,

Workshop Organiser: Brenda Tighe

Proposed new committee members: Stella Mc Cole, Moira Sharkey, Gabrielle Farrell, Liam Cannon. Finally I wish to appreciate the attendance and participation of IACP's current Cathaoirleach Séamus Sheedy at our recent AGM. This was a helpful and informative support to all present.

Marina Sweeney (Chairperson)

SOUTH EAST REGIONAL COMMITTEE:

At the 2012 AGM of the South East Regional Committee, committee member John O'Brien stepped down having served two terms on the committee. Our outgoing chairperson Bernie Darcy also stepped down, having served a fantastic 10 years on the regional committee. The other members of the committee made a presentation to Bernie on behalf of the members to thank her for her contribution over the years. Bernie is now Leas Cathaoirleach of the Association and will no doubt serve the entire membership with the same dedication and commitment as she did while on the regional committee.

The committee elected for the 2012/2013 term are:

Chairperson: Tony Freegrove, **Secretary:** Amanda Sheil, **PRO:** Clair Bel-Maguire

Committee Members: Linda O'Reilly, Catherine O'Donoghue, Claire Lalor, Fiona Hughes and Elinor Mountain.

At the first meeting of the committee, it was agreed that the position of Vice Chairperson would be elected at the next AGM, by the members. Linda O'Reilly agreed to assume the role of assistant chair for the current year.

The committee ran 8 workshops over the course of the last year including Working with Issues of Child Sexual Abuse Parts 1 and 2 – A Dublin Rape Crisis Centre Workshop, Solution Focused Brief Therapy Part 2, Dreams in Counselling & Psychotherapy Part 2, Couples Therapy & Trauma, Exploring Gay & Lesbian Sexuality Level 2, and The Internet & Mental Health.

The committee drew up revised terms of reference for our regional committee and submitted them to the national executive.

In conjunction with the National Executive, 4 members of the committee received Media Training from Carr Communications. We established a dedicated email address for the committee so that members can contact us directly on serc@iacp.ie.

Members of the committee attended a national meeting of regional committees in Portlaoise in October, which offered the opportunity to share experiences and initiated a process of communication between the chairpersons of the regional committees.

The committee have agreed to arrange 5 workshops in total for 2013, and these are being planned at time of writing.

SOUTHERN REGION COMMITTEE:

Summary of Activities:

March 2012: Participation in Cork Lifelong Learning Festival

Staffing a Public Information stand providing information on Counselling & Psychotherapy and the Role of IACP.

May 2012: IACP Public Information Day Cork : “Hope in Hard Times”

Speakers included: Minister Kathleen Lynch, Lord Mayor of Cork Terry Shannon, John Lonergan (Former Governor of Mountjoy Prison), Padraig O’Morain, (Psychotherapist/ Author), Séamus Sheedy (IACP Cathaoirleach), Fenella Murphy (Reachout.com) and an Interactive Performance by Cork’s Playback Theatre Company, “Speakout Theatre For Transformation”.

As well - Exhibition and Public Information Stands from a wide range of Counselling and Support Services.

Co-hosted with the IACP Head Office:

September 2012: Workshop on Supervision Through Collaboration & Reflection

Presented by Annie Sampson, (Psychotherapist & Supervisor, MIACP, MIAHIP)

October 2012: Seminar on Running a Small Business. Co-hosted with the IACP Head Office.

November 2012 : Pre-AGM Talk - Applying A Recovery Approach in Mental Health Care

Presented by Dr Pat Bracken (Consultant Psychiatrist West Cork)

November 2012 Regional AGM

Presentations by Cathaoirleach, Séamus Sheedy and IACP National Director, Naoise Kelly

As you can see, it has been a busy year for IACP Southern Regional Committee. Preparing to host the National Public Information Day in May concentrated our energies and feedback from IACP members, members of the public, presenters and exhibitors who attended confirmed it a resounding success. However, record high temperatures contributed to a lower footfall than we had hoped for in the city centre venue.

We collaborated locally with Cork Lifelong learning Festival and nationally with IACP Head office to co-host two other successful events during the year.

In Autumn we hosted a very well-received workshop on Supervision and a Pre-AGM Talk on Mental Health Services. Chairperson, Geraldine Burke, and Eileen McCarthy also attended the first meeting of representatives of all regional Committees in Portlaoise, which has already created opportunities for better communication and collaboration between the regions.

Our AGM in November was very well attended. We said goodbye to our two dedicated Committee members: Chairperson, Geraldine Burke, and Vice Chairperson, Alice Stoa. We extend our sincerest appreciation to Geraldine and Alice for their years of service to IACP and the membership of the region and warmest wishes for the future. New Chairperson, Eliz Egan, and Vice Chairperson, Eileen McCarthy, and the new committee look forward to continuing to work on behalf of members in the region. The region is also ably represented at national level and beyond by committee members. Marianne Gurnee continues to serve on the National Executive and also on the executive of the EAC (European Association for Counselling) and Jimmy Browne is a member of the IACP Accreditation Committee.

We are still finalizing our programme of activities for the year ahead so please watch out in Éisteach and on email for upcoming workshops and events in the Southern Region.

WEST/NORTHWEST REGIONAL COMMITTEE:

Committee: Chairperson: Geraldine Gilroy. **Vice Chairperson:** Allen Gilhooly. **Secretary:** Nollag Cullinan. **Treasurer:** Padraic O Doherty. **Committee members:** Hugh Bennett, Marie Egan, Patricia Hannan, Michelle Maguire.

I would like to begin by thanking outgoing members, Celia Brennan, Mairead Fagan and Susan Graham for their participation in the committee for the past year.

Last year Michelle Maguire and I attended a Media Training Workshop with Carr Communications. Following the training we have been invited to speak about counselling related issues on Community radio programmes. This has provided an opportunity to promote counselling and the IACP as a professional organisation within our region and beyond. We are delighted that IACP are continuing to provide

communication training to additional members this year.

Our committee members availed of the free seminar held in Athlone on Counselling/Psychotherapy and the Law. This seminar gave practical advice on court reporting and courtroom skills training.

We were also represented at the free seminar on “Running a Small business” organised by IACP. This also proved to be informative and educational.

We decided that all members of the committee would have the opportunity to attend a National Executive meeting and to report back at our regional meeting.

The workshop on Addiction Counselling presented by Maura Russell was held in June 2012. It was filled to capacity and feedback was very positive.

We urge our regional members to communicate their preference for workshops via our email westnorthwestregion@iacp.ie Committee members logged on to the Webinar and learned ways of using the social media to promote their counselling practice.

Padraic O Doherty and I attended the National Regional Committee Meeting in November 2012. I look forward to being in contact with other Regional Chairpersons to exchange ideas about workshops and relevant issues.

It has been brought to the attention of our committee that counsellors in our region are struggling to pay for workshops as a result of a reduced number in clients attending private counselling. We would like the National Executive Committee to respond to the current economic climate in whatever way possible to support our members in the invaluable service they provide.

Geraldine Gilroy, Chairperson

MIDLANDS REGIONAL COMMITTEE:

At the 2012 AGM we were delighted to be joined by Cathaoirleach, Séamus Sheedy, Emer Kilmartin and Ailish McDonough stood down as Chairperson and Vice-Chairperson respectively. The new committee comprises: Christine Moran (**Chairperson**) Liz Sugar (**Secretary**) Ailish McDonough (**Treasurer**), Kevin Langan (**PRO**), and **committee members** - Bernie Brady, Ray Henry, Brian Holland, Tom Moran, Marie Reynolds. We are especially pleased to welcome Ray back on to the committee as he was a founder member of the Midlands regional group.

2012 was a successful year for the Midlands region. Two excellent, well attended workshops were held at Tuar Ard, Moate, Co. Westmeath. Reviews have been published in Éisteach. The first was “Sensor motor Psychotherapy” presented by Dr. Andrew Harkin and the second was “Working with Complicated Grief” presented by Dr. Helen Greally. Athlone was the location for the delivery of two free IACP seminars – “Counselling and the Law” in April and “Running a Small Business” in October. Our training sub-committee continue to work on organising a longer (5 - 6 day) certification training programme following the high level of interest shown in the questionnaire at last year’s regional AGM and we look forward to organising further interesting workshops in the coming year. Our aim this year is to better get to know and support our fellow professionals in the Midland region, which began with a Networking Evening in February 2013.

The Midlands Committee were honoured to be asked to once again organise the social on the evening before the 2012 AGM at Croke Park. The feedback has been very positive and a ‘good night was had by all’.

NORTH EAST REGIONAL COMMITTEE:

Chairperson: Eileen Mulcahy, **Secretary:** Carmel Care, **Treasurer:** Jo Devlin

Committee members: Miriam Divilly, Sean McKiernan, Carmel Gavin, Paul Plummer, Aine Duffy, Martha Morrison

As chairperson of the North Eastern Regional Committee, I would like to thank all the committee members of our busy committee for their commitment and work over the last year.

We held two workshops which were both facilitated by Paul Bradley - Dreams in Counselling and Psychotherapy and Experience the Inner Child through your Dreams. Both workshops were very well attended and have added extra tools to our counsellors already abundant baskets of skills.

We endeavour to provide workshops and information days for the therapists in our region which are relevant, worth-while and skills enhancing. We are always mindful of the economic difficulties faced by society at the moment and the need for value for money.

We held monthly meetings changing venue each month to try and accommodate our committee members, as we are spread across the counties of Monaghan, Louth, Cavan and Meath as well as a counsellor who attends from Leitrim. We also ensure that at least two of our meetings is spent on caring for ourselves as therapists which includes meditation and mindfulness days.

We thank the IACP for their assistance and support throughout 2012 and look forward to another interesting year .

Eileen Mulcahy, Chairperson.

SUB-COMMITTEE REPORTS

SUPERVISION COMMITTEE REPORT:

Outgoing Chairperson: Christine May

Committee Members: Noreen Sweeney, Jean Prior, Brenda Tighe, Katrina Flanagan, Maggie Cox, Ursula Brennan, Pricilla Duffy, Patrick Harraghy, Barbara Kinsella, Angela Corcoran Mahon.

Supervisors are the 'gatekeepers' of professional standards and the Supervision Committee's primary role is to monitor and maintain the standard of supervision practice within IACP. The committee is responsible for processing supervisor accreditations and re-accreditations and dealing with all queries relating to supervision.

The Committee revised the Information Sheet relating to Supervision with the aim of clarifying the supervision requirements for each membership category. The Information Sheet highlights the supervisor's responsibilities to the supervisee and during the year a letter was sent to all members reminding them of their ethical responsibilities as supervisors and supervisees.

During this year a Working Group was established to explore the process of Supervision Training Course Recognition. The Working Group will report to the Executive Committee.

The Supervision Committee met monthly through 2012 and was ably assisted by Jackie O'Donovan, the IACP staff member responsible for Supervision issues.

SUPERVISORS' FORUM (ORGANISERS) COMMITTEE:

This committee was formed to provide for the professional development, support and networking needs of the I.A.C.P. accredited supervisor membership. The committee continues to liaise with the regional committees and the Dublin Workshop Group and has organised Supervisors' Forum meetings in each of the regions. Very successful and excellent seminars were presented by Maria Gilbert and Susie Shine (legal issues).

The committee comprises of ten supervisor members (Philip Brennan – Chair, Helen Crilly – Vice-Chair, Eileen Kelly – Secretary, Patricia Farrell, Joe Heffernan, Christina Hogan, Frances Larkin, Mary Lyng, Ann McDonald and Joan McKenna) and Angela Gill who liaises with the Executive Committee and Supervision Committee.

The Supervisors' Forum has always been a place of shared learning and development and the Supervisors' Forum Committee is committed to maintaining this valued space.

Philip Brennan, Chairperson

EDITORIAL BOARD:

The remit of the Editorial Board is to oversee and co-ordinate the publication of the IACP Journal *Éisteach*. The Editorial board is made up of volunteers. Meetings are held five or six times a year. Minutes are taken at each meeting and copies of these are sent to each Board member and to the IACP offices in Bray.

Each edition of *Éisteach* is normally edited by one person and this is done on a rotating basis. On occasion two members of the Board may decide to edit an edition. At every Board meeting discussions take place about whether the following editions of *Éisteach* are themed or not. If the decision is for a themed edition, potential authors are identified and contacted with a view to submitting an article relevant to the theme. The Board constantly encourages members of the IACP to submit articles for publication. The response from IACP members ebbs and flows. At Board meetings submitted articles, poems, letters (emails) and written views are assessed and a decision is taken as to their suitability for publication. Authors will be

contacted if the Board feels some adjustments need to be made before publication will be considered. Potential authors, considering submitting an article for publication, are requested to follow the 'Guidelines for Authors' format available on the IACP website.

At the Editorial Board meeting following the publication of each edition of *Éisteach* time is given to evaluating the issue. Any correspondence received in the interim is also dealt with. Presently, meetings are taking place with the IACP Executive to ascertain how we can take this flagship publication of the IACP into the future.

Mike Kelly, Editorial Board Chair

COMPLAINTS COMMITTEE:

Committee Members: Derek Hanrahan (**Chair**), Claire Missen, Breda Butler, Colin Fallon, Maggie Cox, Bernie Darcy.

Extern: Joe Cahill

The committee investigates complaints made against IACP Accredited Members, be they Counsellor/Therapists, Supervisors, Trainer/Tutors etc. This year saw an increase in the number of complaints received, from 9 in 2012 to 17 this year. Though not every complaint received progresses to an investigation, for example it may not be in the committee's remit or may not be pursued by the complainant, all complaints come to the committee for discussion in order to establish a course of action and are then duly processed.

Common areas of complaint involve a lack of ethical awareness, lack of clarity regarding contracts and lapses in clinical judgement, poor level of assessment at intake, and practitioners straying outside their area of competence. The committee would, in general, view a complaint as an opportunity for the committed clinician to learn from the experience. Rather than see the complaint as something to be rigorously defended against, there could be something very important here for a practitioner's clinical and professional development. This might be of interest to Supervisors and for course trainers and tutors. Genuine practitioners will make genuine clinical mistakes. Having a complaint made against you is a crisis which requires, among other things, a clinical understanding.

However, it must be also said that some complaints received have been of a grave and very serious nature. We would welcome queries and encourage members to familiarise themselves with IACP Complaints Procedures which can be accessed on the IACP website.

2012 Statistics:

Complaints carried over from 2011:	3
New Complaints received:	17
Complaint Investigations:	8
Complaints not within our remit:	7
Complaints withdrawn or not pursued	2
Investigations completed:	3
Complaints upheld:	3
Complaints not upheld:	0
Complaints carried over to 2013:	8

The IACP Complaints against Courses Committee is a sub-committee of the Complaints Committee. The remit covers complaints against IACP Recognised Courses and is only convened when a complaint is received. Of the seventeen (17) complaints received by the Complaints Committee, three (3) were made against training courses.

The work of the Complaints Committee requires commitment and I would like to take this opportunity to acknowledge the hard work and attention to detail given by the members.

The committee would like to acknowledge the administrative support provided by IACP staff and operational personnel for their availability, support and guidance during the year.

Finally, I would like to mention Margaret Watchorn who retired from the committee and the IACP in 2012. Margaret's reflective capacity, particularly in complex cases, was greatly valued by the committee.

Derek Hanrahan, on behalf of the Complaints Committee



Directors' Report and Financial Statements for the year ended 31 December 2012

Company Information

Directors: The following directors have held office since 1 January 2012:

- Séamus Sheedy
- Ray Henry (Resigned 31 March 2012)
- Keith Brennan
- Michael Chambers
- Padraig O' Morain (Resigned 31 December 2012)
- Bernie Hackett
- Bernadette Darcy
- Marie Tonkin (Resigned 31 March 2012)
- Eileen Finnegan
- Pauline Irving (Resigned 31 March 2012)
- Marianne Gurnee
- Attracta Gill (Appointed 31 March 2012)
- Angela Corcoran Mahon (Appointed 31 March 2012)
- Eoin Stephens (Appointed 31 March 2012)

Secretary	Keith Brennan
Company Number	194640
Charity Registration Number	CHY6615
Registered Office	21 Dublin Road, Bray, Co. Wicklow
Auditors	Byrne Curtin Kelly, Verschoyle House 28/30 Lower Mount Street, Dublin 2
Bankers	Bank of Ireland (Dun Laoghaire) Dun Laoghaire, Co. Dublin Allied Irish Bank (Bray) 107/108 Main Street, Bray, Co. Wicklow Ulster Bank (Blackrock) Main Street, Blackrock, Co. Dublin
Solicitors	Keith Walsh Solicitors 8 St. Agnes Road Crumlin Village



Directors' Report for the year ended 31 December 2012

The Directors present their report and financial statements for the year ended 31 December 2012.

Principal activities and review of the business

Established in 1981, the IACP identifies, develops and maintains professional standards of excellence in counselling and psychotherapy through education, training and accreditation. In promoting best practice and the professional development of its members, IACP holds at its core the protection of the public. IACP is a registered Charity representing over 3,500 members.

IACP ACHIEVEMENTS 2012:

Strategic Planning

Successful Implementation of Strategic Plan Goals for “Year Three” (2012) including:

- Establishment of a Research body within IACP.
- Establishment of stronger connections with other National and International Counselling and Psychotherapy organisations.
- Review of Financial, Human Resources and Health and safety practices.
- Began the process to improved transparent communication of governance and governance related matters at all levels of the Association.
- Draft Volunteer Policy Produced.
- Provide workshops/seminars regarding professional practice.
- Scope review and produce recommendations on potential revenue growth areas.
- Provide training and support to Voluntary committee members.
- Continued to raise the IACP's profile both nationally and regionally.
- Started the re-design and enhancement of quarterly Journal.
- Develop and maximize the utilisation of technological support.
- Review of Course Accreditation Process: A full review of the current process took place and following that, the main restructuring recommendations were adopted.
- Continued push for Statutory Regulation and engagement with the Psychological Therapies Forum.
- Maximize the use of the IACP website and digital media.
- Upgrading of IACP Database.
- Budgetary and resources review.

Statutory Regulation

IACP continued to lead the call for Statutory Regulation. Activity in 2012 included:

- Met with (Health and Social care professional's council (CORU): A useful and informative meeting was held with CORU. Senior Personnel in CORU agree on the need for Counselling and Psychotherapy regulation.
- Continued participation in the Psychological Therapies Forum including contributions to both



Directors' Report **for the year ended 31 December 2012**

the plenary and all working group meetings.

- Development of the scope and work of the IACP Working Group on Statutory Regulation.
- Correspondence with both Minister's (Health / Mental Health) including requests for the regulation of Counselling and Psychotherapy under the Health and Social Care Professionals Act. In November 2012, Minister for Health gave his personal commitment to start to regulate Counselling & Psychotherapy, "by 2014".
- Included the call for Statutory Regulation within all IACP public relations activity.

Public Relations / Organisational Profile

An high level of activity took place around raising the Association's profile including:

- Regular issuing of press releases to all print media.
- Targeted advertising of IACP services in a variety of publications.
- IACP attendance at events, including:
 - The National Ploughing Championships
 - Electric Picnic
 - The Over 50s Show, RDS
 - National Health Show – Rude Health, RDS
- Accreditation talks delivered to students by IACP Professional Services Manager.
- Participation in National and Regional radio interviews.
- Media Training provided for 14 IACP Regional representatives/spokespersons.
- Public Information Day: Running of a highly successful Public Information Day, in May, in Cork, attended by Minister for Mental Health Kathleen Lynch T.D.
- Distribution of IACP Information leaflets.
- Times releasing of the IACP Behaviour & Attitudes survey results.

Finances

See Treasurer's Report and Annual Accounts.

Member Services

- Accreditation of over 160 members in 2012.
- Pre-accredited members surveyed on circumstances and potential supports.
- Free nationwide "Running a small business / Taxation matters" Seminar for members.
- Development of new IACP website.
- Upgrading of Database to enable better service of member requirements.
- Regular email communication with members to inform of Counselling and Psychotherapy related items of interest.
- Successful running of IACP AGM 2012 with 360 members attending. Guest Speaker – Fr. Peter McVerry gave a fascinating talk on campaigning to help Dublin's young homeless people. The Carl Berkeley Memorial Award was presented to Marina Sweeney at the AGM.



Directors' Report for the year ended 31 December 2012

- Provision of all IACP accredited members with an IACP logo for their use.
- IACP held a very successful accreditation social evening for all those receiving first time accreditation in 2011.

Reciprocity and Partnership

- IACP/IAHIP: Continuity of recognition and co-operation between IACP and the
- Irish Association of Humanistic and Integrative Psychotherapy (IAHIP) including the renewal of the Supervisor reciprocity agreement in April 2012.
- IACP/BACP: Strengthening of relations with our closest partner including information exchange relating to policy, practices and developments within the profession.
- Significant strengthening of links with 15 organisations (Charities and Agencies) that offer Counselling and Psychotherapy as part of their services. These organisations took a stand at the IACP Public information day.
- Continued engagement with other professional bodies through participation in the Psychological Therapies Forum.
- Continued liaison and development with the 15 IACP Recognised Training Courses.
- Consultation with other Professional Associations seeking IACP recognition.
- Representation at the BACP Annual Research Conference.
- Meeting with COSCA (Counselling in Scotland) to further professional links and potential co-operation.
- IACP Member representation at both the International Association for Counselling (IAC) and the European Association for Counselling (EAC) conferences.
- Continued membership of the Mental Health Reform Group.

Research

During 2012, work in this area included:

- Meetings of the IACP Research Committee
- Planning for IACP's co-hosting of the BACP Research conference in Birmingham, UK, May 9-11th 2013.
- Planning the follow up BACP/IACP research event, October 12th 2013, Dublin.
- Planning the Year 3 (2013) Research goals.

Premises

The search for a suitable IACP premises continued in 2012 with market prices and availability being closely monitored. In general, the availability of suitable commercial property continues to be limited as sellers are not yet releasing properties, in the hope that the market will pick up. IACP's negotiated an excellent reduced-rate lease (with a crucial 3 month break-clause) with our current landlords, in March 2012. Other related progress includes:

- Consultations with property agents/experts.
- Viewing of 12 properties in 2012.
- Ideas and plans for the new building were developed.



Directors' Report for the year ended 31 December 2012

Human Resources (HR) and Operations

A number of HR and Operations tasks completed during 2012 including:

- Provision of training to all staff including, computer and technology based training, Fire Safety, manual Handling, Customer service, First aid and administrative training.
- Bi-Monthly meetings of the HR Management Group.
- Improved internal communication & teambuilding through regular staff, Management, individual meetings and the use of a line management structure
- Recruitment of new IACP Accreditation Secretary and IACP Course Accreditation Officer.
- Staff Appraisal System: Continued system of structured goal setting and appraisal for all staff.

IACP OBJECTIVES 2013

With the IACP Strategic Plan introduced and operating effectively, the structured Framework exists to ensure that the Professional Standards, Governance, Resources, Public relations and Member Services objectives, identified in the plan for completion by the end of "Year 4" (2013), will be carried out. Importantly, the work of "Years 1,2 & 3" must also be continued. The 2013 objectives include:

- Development of the research goals and culture within IACP.
- Production of a new Strategic Plan (2014-2017/8)
- Development of IACP Regions through supporting Committee's and reviewing current operations.
- External assessment of accreditation practices and procedures.
- Development of IACP policy relating to Counselling and Psychotherapy specialisation.
- Improved transparent communication of governance and governance related matters at all levels of the Association.
- Clear definition of the duties and responsibilities, authority levels, lines of communication and reporting structure for all staff and voluntary personnel.
- Provision of workshops/seminars regarding professional practice.
- Scope review and produce recommendations on potential revenue growth areas.
- Provide training and support to Voluntary committee members.
- Continue to raise the IACP's profile both nationally and regionally.
- Seek suitable premises for IACP Headquarters.
- Completion of enhancement of quarterly Journal - "Éisteach".
- Production of a database of Medical facilities in Ireland.
- Develop and maximize the utilisation of technological support.
- Continued push for Statutory Regulation and engagement with the Psychological Therapies Forum.



Directors' Report **for the year ended 31 December 2012**

Directors

The following directors have held office since 1 January 2012:

Bernadette Hackett

Ray Henry (Resigned 31 March 2012)

Keith Brennan

Attracta Gill (Appointed 31 March 2012)

Michael Chambers

Seamus Sheedy

Angela Corcoran - Mahon (Appointed 31 March 2012)

Marianne Gurnee

Padraig O'Morain (Resigned 31 December 2012)

Eoin Stephens (Appointed 31 March 2012)

Bernadette Darcy

Maire Tonkin (Resigned 31 March 2012)

Eileen Finnegan

Pauline Irving (Resigned 31 March 2012)

Books of Accounts

The company's directors are aware of their responsibilities, under section 202 of the Companies Act 1990 to maintain proper books of account and are discharging their responsibility by employing a financial controller. The books of account are held at the company's business premises which is 21 Dublin Road, Bray, Co Wicklow.

Taxation Status

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

Auditors

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

Statement of Directors' Responsibilities

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

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



**Directors' Report
for the year ended 31 December 2012**

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2012. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Results for the Year

Retained Surplus for the year
Surplus brought forward

Transfer to designated reserves

Surplus carried forward

2012	2011
€	€
139,511	70,981
228,195	707,214
_____	_____
(250,000)	(550,000)
_____	_____
117,706	228,195
=====	=====

In accordance with best practice and Corporate Governance procedures, the Executive Committee have determined that reserves should be designated for specific purposes. Full details are provided in note 12 to the financial statements.

By order of the board

Keith Brennan
Director

Michael Chambers
Director

Date: 9 February 2013

9 FEBRUARY 2013



Independent Auditors' Report to the Members of Irish Association for Counselling & Psychotherapy Limited

We have audited the financial statements of Irish Association For Counselling & Psychotherapy Limited for the year ended 31 December 2012 set out on pages 24 - 34. These financial statements have been prepared under the accounting policies set out therein.

Respective responsibilities of the directors and auditors

As described in the Statement of Directors' Responsibilities on page 19 the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and published by the Institute of Certified Public Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

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

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the Companies Acts, 1963 to 2012. We also report to you whether in our opinion: proper books of account have been kept by the company; whether the information given in the directors' report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit, and whether the company's balance sheet and its income and expenditure account are in agreement with the books of account.



Independent Auditors' Report to the Members of Irish Association for Counselling & Psychotherapy Limited

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

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

Basis of audit opinion

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

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

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

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2012 and of its surplus for the year then ended;

and

- have been properly prepared in accordance with the requirements of the Companies Acts, 1963 to 2012.



**Independent Auditors' Report to the Members of
Irish Association for Counselling & Psychotherapy Limited**

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion, proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

In our opinion, the information given in the directors' report is consistent with the financial statements.

Tony Kelly for and on behalf of Byrne Curtin Kelly

Certified Public Accountants

Registered Auditor

Verschoyle House

28-30 Lower Mount Street

Dublin 2

9 FEBRUARY 2013



Income & Expenditure Account
for the year ended 31 December 2012

	Notes	2012 €	2011 €
Income		965,705	905,137
Administrative expenses		(856,818)	(856,875)
Operating surplus	2	108,887	48,262
Other interest receivable and similar income	3	30,624	22,719
Surplus on ordinary activities before taxation		139,511	70,981
Tax on surplus on ordinary activities	6	-	-
Surplus for the year		139,511	70,981

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

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

The notes on pages 28 - 34 form an integral part of these financial statements.

The financial statements were approved by the board on 9 February 2013 and signed on its behalf by:

Keith Brennan
Director

Michael Chambers
Director



Balance Sheet
as at 31 December 2012

	Notes	2012		2011	
		€	€	€	€
Fixed Assets					
Tangible assets	7		28,797		13,335
Current Assets					
Debtors	8		12,114		23,897
Cash at bank and in hand			1,036,088		934,094
			<u>1,048,202</u>		<u>957,991</u>
Creditors: amounts falling due within one year	9		(159,293)		(187,171)
Net Current Assets			<u>888,909</u>		<u>770,820</u>
Total Assets Less Current Liabilities			917,706		784,155
Creditors: amounts falling due after more than one year	10		-		(5,960)
			<u>917,706</u>		<u>778,195</u>
Capital and Reserves					
Designated reserves	12		800,000		550,000
Income and Expenditure Account	11		117,706		228,195
			<u>917,706</u>		<u>778,195</u>

DIRECTORS' REPORT & FINANCIAL STATEMENTS FOR 2012

The notes on pages 28 - 34 form an integral part of these financial statements.

The financial statements were approved by the board on 9 February 2013 and signed on its behalf by:

Keith Brennan
Director

Michael Chambers
Director



Cash Flow Statement
for the year ended 31 December 2012

	2012		2011	
	€	€	€	€
Net cash inflow from operating activities		104,358		62,295
Returns on investments and servicing of finance				
Interest received	30,624		22,719	
	<hr/>		<hr/>	
Net cash inflow for returns on investments and servicing of finance		30,624		22,719
Capital expenditure				
Payments to acquire tangible assets	(32,988)		(1,709)	
	<hr/>		<hr/>	
Net cash outflow for capital expenditure		(32,988)		(1,709)
		<hr/>		<hr/>
Net cash inflow before management of liquid resources and financing		101,994		83,305
Financing				
Repayment of other long term loans	-		(2,652)	
	<hr/>		<hr/>	
Net cash outflow from financing		-		(2,652)
		<hr/>		<hr/>
Increase in cash in the year		<u>101,994</u>		<u>80,653</u>



**Notes to the Cash Flow Statement
for the year ended 31 December 2012**

	2012	2011
	€	€
1 Reconciliation of operating surplus to net cash inflow from operating activities		
Operating surplus	108,887	48,262
Depreciation of tangible assets	17,527	7,896
Decrease in debtors	11,783	3,567
(Decrease)/Increase in creditors within one year	(33,839)	2,570
Net cash inflow from operating activities	<u>104,358</u>	<u>62,295</u>

2 Analysis of net funds	1 Jan 2012	Cash flow	Other non-cash changes	31 Dec 2012
	€	€	€	€
Net cash:				
Cash at bank and in hand	934,094	101,994	-	1,036,088
Debt:				
Debts falling due within 1 year	(2,652)	2,652	-	-
Debts falling due after 1 year	(5,960)	5,960	-	-
Net funds	<u>925,482</u>	<u>110,606</u>	<u>-</u>	<u>1,036,088</u>

3 Reconciliation of net cash flow to movement in net funds	2012	2011
	€	€
Increase in cash in the year	101,994	80,653
Cash outflow from decrease in debt	8,612	2,652
Movement in net funds in the year	<u>110,606</u>	<u>83,305</u>
Opening net funds	925,482	842,177
Closing net funds	<u>1,036,088</u>	<u>925,482</u>



Notes to the Financial Statements
for the year ended 31 December 2012

1 ACCOUNTING POLICIES

1.1 Accounting convention

The financial statements are prepared under the historical cost convention.

1.2 Compliance with accounting standards

The financial statements are prepared in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Certified Public Accountants in Ireland (Generally Accepted Accounting Practice in Ireland), which have been applied consistently (except as otherwise stated).

1.3 Research and development

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

1.4 Tangible fixed assets and depreciation

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

Computer equipment	33.33% Straight Line
Fixtures, fittings & equipment	15% Straight Line

1.5 Leasing

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

1.6 Pensions

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

1.7 Foreign currency translation

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



Notes to the Financial Statements
for the year ended 31 December 2012

...continued

2 Operating Surplus

Operating surplus is stated after charging:

	2012	2011
	€	€
Depreciation of tangible assets	17,527	7,896
Research and development	1,918	8,876
Operating lease rentals		
—Plant and machinery	7,519	9,963
Auditors' remuneration	6,250	6,350
Exchange differences	-	79
	<u> </u>	<u> </u>

3 Other interest receivable and similiar income

Bank interest

	2012	2011
	€	€
Bank interest	30,624	22,719
	<u> </u>	<u> </u>
	<u>30,624</u>	<u>22,719</u>

4 Employees

Number of employees

The average monthly number of employees
 (including directors) during the year was:

	2012	2011
	Number	Number
Administration	11	11
	<u> </u>	<u> </u>



Notes to the Financial Statements
for the year ended 31 December 2012

...continued

	2012	2011
	€	€
Employment costs		
Wages and salaries	361,902	357,133
Social welfare costs	38,511	38,741
Other pension costs	15,180	20,443
	<u>415,593</u>	<u>416,317</u>

5 Pension and other post-retirement

benefit commitments

Defined contribution

Contributions payable by
the company for the year

	2012	2011
	€	€
	15,180	20,443
	<u>15,180</u>	<u>20,443</u>

6 Taxation

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

7 Tangible fixed assets

	Computer equipment	Fixtures, fittings & equipment	Total
	€	€	€
Cost			
At 1 January 2012	97,561	67,831	165,392
Additions	25,543	7,445	32,988
	<u>123,104</u>	<u>75,276</u>	<u>198,380</u>
At 31 December 2012	<u>123,104</u>	<u>75,276</u>	<u>198,380</u>



Notes to the Financial Statements
for the year ended 31 December 2012

...continued

Depreciation

	Computer equipment	Fixtures, fittings & equipment	Total
	€	€	€
At 1 January 2012	91,233	60,823	152,056
Charge for the year	14,272	3,255	17,527
At 31 December 2012	105,505	64,078	169,583
Net book value			
At 31 December 2012	17,599	11,198	28,797
At 31 December 2011	6,328	7,007	13,335

8 Debtors

	2012	2011
	€	€
Trade debtors	4,590	3,492
Prepayments and accrued income	7,524	20,405
	12,114	23,897

**9 Creditors: amounts falling due
within one year**

	2012	2011
	€	€
Trade creditors	48,605	57,799
Other creditors	13,810	10,613
Accruals and deferred income	96,878	118,759
	159,293	187,171



Notes to the Financial Statements
for the year ended 31 December 2012

...continued

Included in other creditors are amounts relating to taxation as follows:

VAT control account	283	110
PAYE control account	13,527	7,851
	<u>13,810</u>	<u>7,961</u>

**10 Creditors: amounts falling due after
more than one year**

Other creditors

2012	2011
€	€
-	5,960
<u>-</u>	<u>5,960</u>

11 Reconciliation of retained surplus

Retained surplus brought forward
Surplus for the financial year

2012	2011
€	€
228,195	707,214
139,511	70,981
<u>367,706</u>	<u>778,195</u>

Transfer to designated reserves (See note 12)

(250,000)	(550,000)
<u>(250,000)</u>	<u>(550,000)</u>

Retained surplus at year end

117,706	228,195
<u>117,706</u>	<u>228,195</u>



Notes to the Financial Statements
for the year ended 31 December 2012

...continued

12 Designated reserves

	At 01/01/2012 €	Transfer to/ (from) €	At 31/12/2012 €
Contingency reserve (A)	300,000		300,000
Building reserve (B)	250,000	250,000	500,000
	<u>550,000</u>	<u>250,000</u>	<u>800,000</u>

(A) Contingency reserve

The Executive Committee have determined that the above amounts be transferred to designated reserves to protect the Association's ongoing and future activities from unexpected changes in income, thereby ensuring the sustainability of the Association's services.

(B) Building reserve

As approved by members at Annual General Meeting, the Executive Committee is pursuing the acquisition of premises to serve as headquarters for the Irish Association for Counselling & Psychotherapy Limited. Accordingly an amount has been transferred to designated reserves for this specific purpose.

13 Contingent liabilities

There were no contingent liabilities at the balance sheet date.



Notes to the Financial Statements
for the year ended 31 December 2012

...continued

14 Financial commitments

At 31 December 2012 the company was committed to making the following payments under non-cancellable operating leases :

Operating leases which expire:
Within one year
Between two and five years

Fixtures, fittings and equipment	
2012	2011
€	€
7,557	7,557
10,706	18,263
<hr/>	<hr/>
18,263	25,820
<hr/> <hr/>	<hr/> <hr/>

15 Capital commitments

There were no capital commitments at the balance sheet date.

16 Auditors' Ethical Standards

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

17 Approval of financial statements

The directors approved the financial statements on 9 February 2013.



**Supplementary Information not forming part of the Audit of the Financial Statements for
the year ended 31 December 2012**

Management Information

**Detailed Trading, Income and Expenditure Account
for the year ended 31 December 2012**

	2012	2011
	€	€
Turnover	965,705	905,137
Administrative expenses	(856,818)	(856,875)
	<hr/>	<hr/>
Operating surplus	108,887	48,262
Other interest receivable and similiar income		
Bank interest received	30,624	22,719
	<hr/>	<hr/>
Surplus before taxation	<u>139,511</u>	<u>70,981</u>



**Supplementary Information not forming part of the Audit of the Financial Statements for
the year ended 31 December 2012**

**Schedule of Administrative Expenses
for the year ended 31 December 2012**

	2012	2011
	€	€
Administrative expenses		
Wages & salaries	369,763	373,882
Employer PRSI, pension & training	58,572	65,618
Rent & rates	33,434	42,166
General office costs	66,968	69,241
Workshops	54,590	33,149
Committee expenses	49,921	42,711
Printing, postage & stationary	84,711	100,472
Advertising & PR	63,947	62,893
Research	1,918	8,876
Professional fees	49,217	43,542
Audit fees	6,250	6,350
Other	-	79
Depreciation	17,527	7,896
	<hr/>	<hr/>
Total	856,818	856,875
	<hr/> <hr/>	<hr/> <hr/>

APPENDIX 1

IACP STANDING ORDERS FOR GENERAL MEETINGS

CHAIR

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

VOTING

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

SPEECHES

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

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

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

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

MOTIONS AND AMENDMENTS

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

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

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

19. Discussion of an item may also be terminated on the following ways, subject to the agreement of the Chair:

- a) if the vote is carried the item under discussion shall then be put to the vote. The proposer of the original motion has the right to reply before this latter vote is taken.
- b) members who have not previously contributed to discussion on the current item. Speeches on the proposal must be directly related to it. If the proposal is carried, the original item shall be deemed disposed of; if lost, discussion shall be resumed.

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

APPENDIX 2

MINUTES FROM PREVIOUS YEAR'S AGM

Minutes of the IACP Annual General Meeting 2012 Saturday 31st March 2012 Croke Park Conference Centre Dublin

Cathaoirleach:	Ray Henry	Leas Cathaoirleach:	Séamus Sheedy
Company Secretary:	Keith Brennan	Treasurer:	Pauline Irving

Keith Brennan, company secretary, began the 2012 AGM with some housekeeping / safety information. He then introduced Ray Henry, IACP Cathaoirleach, who in turn introduced the **Lord Mayor of Dublin, Andrew Montague**. Lord Mayor Montague spoke of his delight to be present on this day, especially since IACP was celebrating its 30th Anniversary Year.

Apologies: Keith Brennan noted the apologies in the booklet, and also read out the additional apologies received after printing. Keith also introduced the people sitting at the top table.

Minutes of 2011 AGM and Matters Arising:

The Minutes of 2011 AGM were approved. There were no matters arising.

Proposer: Margaret Chambers

Seconded by: Marianne Gurnee

Cathaoirleach's Report: Ray Henry

Ray thanked Lord Mayor Montague for his attendance. He then mentioned our two guests from BACP, Chairperson Amanda Hawkins and CEO Laurie Clarke.

Ray thanked the IACP National Director, Naoise Kelly, and the rest of the staff of IACP for their hard work and good humour during the year. He also thanked the sub-committees as well as the regional committees, without whom the Association would not be where it is today.

Ray spoke of his time as Cathaoirleach and the challenges that arose for the Association during this period. He also said that the members attending today were representative of the growth and development the organisation had achieved. He had hoped that in his time as Cathaoirleach that the distance between the ordinary member and the Executive had come closer than ever before.

Ray emphasised that IACP want to develop as much as possible, both nationally and internationally. He said there were representatives from BACP here today, IACP met with COSCA last year, there is a rep from the Canadian Association of Counselling and Psychotherapy on the research panel and IACP was also involved with the International Association for Counselling.

Ray welcomed the incoming Cathaoirleach, Séamus Sheedy. He said he hoped it would be as enjoyable for Séamus as it was for him. It was an honourable position to hold in the organisation, the largest of its kind in the country.

Company Secretary's Report: Keith Brennan

Keith confirmed that the Executive Board Members had met on a monthly basis and that all legal and statutory regulations were met in a professional manner. He then asked Bernie Darcy to present the Treasurer's Report for Pauline Irving, who could not attend today

Treasurer's Report: Bernie Darcy

Bernie introduced herself, explaining that she was standing in for Pauline Irving who could not attend on the day.

Bernie stated that IACP were in good health financially, with 2011 seeing a surplus of €71,000 returned to reserves, giving an overall retained reserve of €778,000. Of this €550,000 has been moved to Designated Reserves - €250,000 to a Building Reserve and €300,000 to a Contingency Reserve. This contingency is maintained to ensure the continued operation of the association against a fall in revenue.

Bernie stated that income has risen on foot of an increase in member numbers. Expenditure had also increased due to an increase in spending on Public Relations (and 30 Year book). There was a slight decrease in Journal advertising income, but a healthy increase in bank interest received.

Bernie reported that the Finance Committee meets every month and reports to the Executive, so finances are monitored continuously. Professional fees paid by IACP have been re-negotiated this year and there has been a large reduction (30%) on office rental.

Bernie stated that Tony Kelly of auditors Byrne Curtin Kelly was present and would be available to answer any questions relating to the audited accounts.

National Director's Report: Naoise Kelly

Naoise welcomed the members and commented that it was a great turnout with over 350 people attending. He brought their attention to the IACP Vision outlined on the accompanying screen.

He said that the director's report in the booklet included over 4 pages of bullet points detailing IACP's achievements during 2011, and that it showed that IACP is progressing according to plan. All the developments taking place were based on what members had said they wanted to be achieved.

Over 100 new members joined IACP in 2011, with membership now standing at over 3,500 and IACP remaining, by far, the largest counselling / psychotherapy association in Ireland.

Reciprocity and partnership with BACP was very important to the IACP. He said that 2013 would see IACP co-hosting the prestigious Annual BACP Research Conference, with a follow up event in Dublin in October the same year.

Naoise commented on our renewed PR efforts. He said we wanted IACP to be readily recognised by the public, and have counselling / psychotherapy and the IACP synonymous in peoples minds. As well as holding our own Open Days we needed to attend other events that the public go to in large numbers. To this end we attended events like the Ploughing Championships and Public Health shows. Naoise thanked all the members who volunteered their time at these events.

He further stated that the Association now had a research committee. The aim was to start slowly and build a solid foundation for this exciting project.

The lack of statutory regulation was a serious challenge for the IACP. It is one of the main aims in our "Vision" according to Naoise, but it has not yet happened. Anyone can still call themselves a counsellor or a psychotherapist. IACP has met with the Minister for Mental Health and her officials both in 2011 and 2012, and has made a strong case for regulation on each occasion.

Naoise outlined the continuing efforts being made by IACP on behalf of the members, such as staged payments for annual fees and a discount for members over 65. Free seminars will continue to be provided with 3 seminars on "tax issues" scheduled for 2012.

Naoise concluded by saying that IACP are in a strong financial position, steadily growing our membership and this is helping to move us closer to our vision. He thanked all the IACP members and the Executive Committee, especially Ray Henry. Naoise thanked the staff for their hard work during the year and the members for attending.

Questions and Answers:

Keith then conducted a Q & A on the four reports that were presented to members.

Incoming Cathaoirleach: Séamus Sheedy

Séamus Sheedy addressed the assembled members as new Cathaoirleach and said he was honoured and privileged to be elected to this position. He also thanked the outgoing Cathaoirleach, Ray Henry, for his enormous contribution to the Association.

Séamus then went on to outline four goals he wished to see implemented within the IACP over his term of two years. These are:

- Work towards all our recognised training courses being at degree level
- To develop our research arm
- Develop training standards for members specialising in different areas of counselling and psychotherapy, such as working with children
- To set up a counselling bank

Finally, Séamus recognised the work of the staff and volunteers, over 100 now, and said he looked forward to working with them over the next two years.

MOTIONS FOR IACP AGM 2012

MOTION 1 — Carried

The following motion was proposed:

This AGM authorizes the National Executive to explore the feasibility of changing our reaccreditation process from five-year to annual, to coincide with membership renewal (similar to the BACP).

Proposed by: **Padraig O' Morain**

Seconded by: **Marianne Gurnee**

MOTION 2 — Carried

The following motion was proposed:

Proposed amendment to IACP Articles of Association. Section – Notices 61.

Current wording:

NOTICES 61: A notice may be given by the Company to any Member either personally or by sending it by post to him/her to his/her registered address. Where a notice is sent by post, service of the notice shall be deemed to be effected by properly addressing, prepaying and posting a letter containing the notice, and to have been effected in the case of a notice of a meeting at the expiration of three days after the letter containing the same is posted and in any other case at the time at which the letter would be delivered in the ordinary course of post.

Proposed wording:

NOTICES 61: A notice may be given by the Company to any Member either personally or by **electronic communication** or by sending it by post to him/her to his/her registered address. Where a notice is sent by **electronic communication** or by post, the service of the notice shall be deemed to be effected by properly addressing, prepaying and posting a letter containing the notice, and to have been effected in the case of a notice of a meeting at the expiration of three days after the letter containing the same is posted **or sent via electronic communication**, and in any other case at the time at which the letter would be delivered in the ordinary course of posting or **electronic communication**.

Proposed by: **Ray Henry, Cathaoirleach**

Seconded by: **Séamus Sheedy, Leas Cathaoirleach**

MOTION 3 — Defeated

The following motion was proposed:

The Executive proposes that outgoing Cathaoirleach will be invited to remain on the National Executive in a non-voting capacity for a term of two years after serving his or her term of office.

Proposed by: **Bernie Hackett**

Seconded by: **Séamus Sheedy**

MOTION 4 — Defeated

The following motion was proposed:

The West / North-west Committee proposes that, under the IACP Strategic Plan 2010–2013, specifically Goal Area ‘Governance’, the implementers charged with responsibility to ‘ensure optimal governance structure’ be required to align all written expressions of Governance in order to give consistency and clarity to the documentation regulating the IACP.

Proposed by: **Susan Graham**

Seconded by: **Mairead Fagan**

Padraig spoke on behalf of Susan Graham who was absent

MOTION 5 — Defeated

The following motion was proposed:

“Where within the Supervising Members of IACP and IAHIP (with whom there is currently a reciprocal arrangement) there is a difficulty accessing or an absence of specific professional expertise that may be required by an accredited member, supervision from a supervising member of an equivalent body within ICP (Irish Council for Psychotherapy) will be recognised. (For the purposes of this motion, an equivalent body is deemed to be a professional representative body for Psychotherapy, whose members meet exacting professional standards, adhere to a strict code of ethics and where there are specific relevant criteria in place for supervising members)”.

Proposed by: **Maeve Dooley**

Seconded by: **Ruth Steenvoorden**

MOTION 6 — Defeated

The following motion was proposed:

“Where, within the Supervising members of IACP and IAHIP (with whom there is currently a reciprocal arrangement) there is a difficulty accessing or an absence of specific professional expertise that may be required by an accredited member, supervision from an equivalent body within the UKCP (United Kingdom Council for Psychotherapy) will be recognised”. (For the purposes of this motion, an equivalent body is deemed to be a professional representative body for Psychotherapy, whose members meet exacting professional standards, adhere to a strict code of ethics and where there are specific relevant criteria in place for supervising members).”

Proposed by: **Maeve Dooley**

Seconded by: **Ruth Steenvoorden**

MOTION 7 — Carried

The following motion was proposed:

“That the IACP explores the possibility of establishing a charter/code of professional service outlining how issues of concern, difficulty or complaint raised within IACP are addressed and responded to”.

Proposed by: **Maeve Dooley**

Seconded by: **Ruth Steenvoorden**

ELECTIONS – Executive Committee 2012

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

The following four Officers were elected:

- | | |
|------------------------|---------------------------------|
| • Cathaoirleach | Séamus Sheedy |
| Proposed by: Ray Henry | Seconded by: Marianne K. Gurnee |

- | | |
|-----------------------------|---------------------------------|
| • Leas Cathaoirleach | Bernie Darcy |
| Proposed by: Bernie Hackett | Seconded by: Marianne K. Gurnee |

- | | |
|-------------------------------|------------------------|
| • Company Secretary | Keith Brennan |
| Proposed by: Michael Chambers | Seconded by: Ray Henry |

- | | |
|------------------------------|-----------------------------|
| • Treasurer | Michael Chambers |
| Proposed by: Eileen Finnegan | Seconded by: Bernie Hackett |

Executive Committee:

Eileen Finnegan	Proposed by: Padraig O'Morain	Seconded by: Séamus Sheedy
Attracta Gill	Proposed by: Séamus Sheedy	Seconded by: Ray Henry
Marianne K. Gurnee	Proposed by: Pauline Irving	Seconded by: Keith Brennan
Bernie Hackett	Proposed by: Ray Henry	Seconded by: Pauline Irving
Angela Corcoran Mahon	Proposed by: Séamus Sheedy	Seconded by: Ray Henry
Padraig O'Morain	Proposed by: Bernie Darcy	Seconded by: Marianne Gurnee
Eoin Stephens	Proposed by: Alan O'Dwyer	Seconded by: Geraldine Byrne

Keith Brennan

As there are three members standing down and three nominees, it's proposed that we elect the board members en mass, provided there are no objections. The Executive have been passed.

Following voting the newly elected Executive Officers for 2012-2013 are:

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

AOB

The Annual Financial Statements which were approved by the Executive on 10th March were put to the AGM to be approved.

Michael Chambers Proposer **Ann Meade** Seconder

Next AGM: Séamus Sheedy announced Saturday 23rd March 2013 as the date for the next IACP AGM.



Irish Association for Counselling and Psychotherapy



Irish Association for Counselling and Psychotherapy

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