

**Annual General Meeting**  
Friday 19th October 2018

Irish Association for Counselling  
and Psychotherapy Ltd

## **Annual Report and Financial Statements**

For the period ended 30th June 2018

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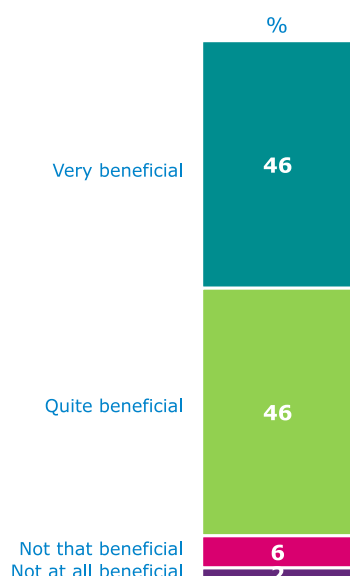
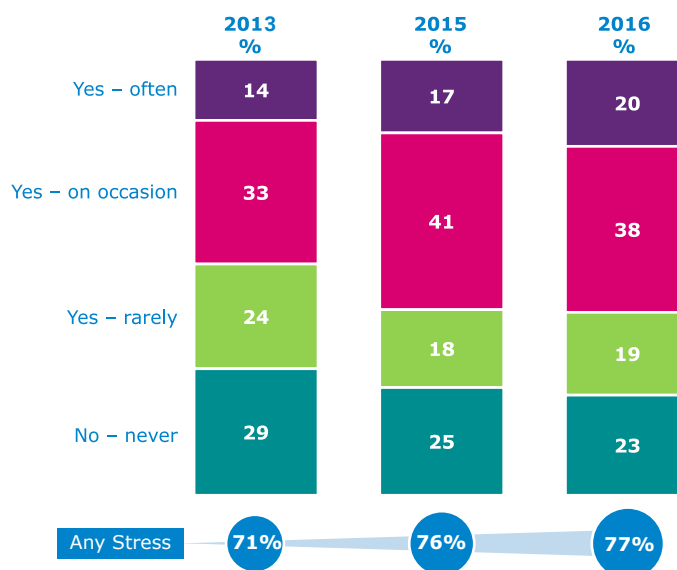
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# IACP Research

OVER THESE 3 YEARS  
LEVELS OF STRESS AMONG  
ADULTS IN IRELAND HAVE

**Increased  
by 6  
percentage  
points**

THIS INCREASE HAS BEEN  
DRIVEN BY THOSE CLAIMING  
TO EXPERIENCE STRESS  
OFTEN/ON OCCASION



**9 IN 10  
92% of Irish  
Adults**

**BELIEVE SPEAKING TO A COUNSELLOR  
OR PSYCHOTHERAPIST WOULD BE  
VERY/QUITE BENEFICIAL**

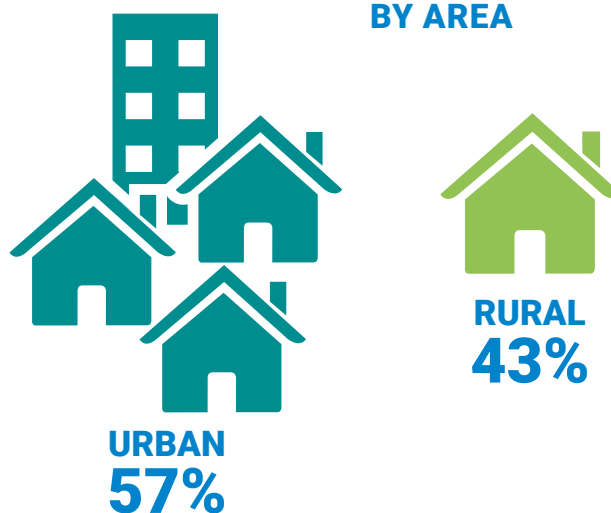
THOSE LIVING IN RURAL AREAS ARE MORE  
STRONGLY IN AGREEMENT WITH THE BENEFITS OF  
SPEAKING TO COUNSELLORS/PSYCHOTHERAPISTS

## Profile of those Aware of IACP

BY GENDER



BY AREA



# IACP at a Glance



**130**

**Volunteer  
Members**

**GIVE THEIR TIME  
FREELY TO BENEFIT  
THE IACP**



**OVER THE PAST YEAR IACP REGIONAL COMMITTEES  
PROVIDED MEMBERS WITH**

**3,360 Hours of Free CPD**



**Awareness of IACP**

**A Quarter of The  
Adult Population of Ireland  
Have Heard of The IACP**

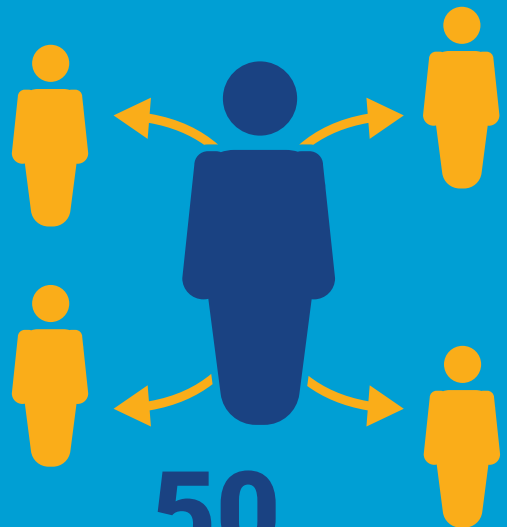
**THAT'S APPROXIMATELY  
940,000 IRISH ADULTS**

**WOMEN AND THOSE IN THE MIDDLE CLASS ARE THE MOST LIKELY TO HAVE  
HEARD OF THE IACP PREVIOUSLY. AWARENESS OF THE ORGANISATION IS  
LOWEST AMONG UNDER 25s.**



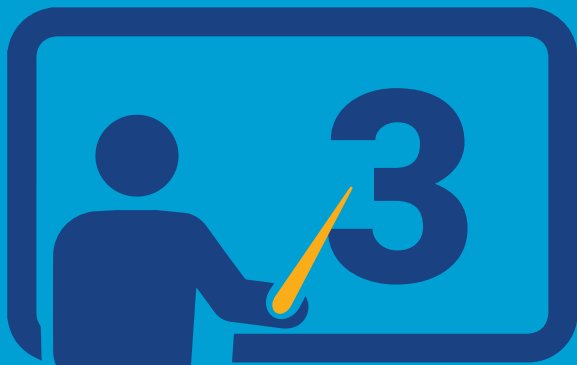
**249**  
**Members**

**WERE APPROVED FOR  
FULL ACCREDITED STATUS**



**50**  
**Supervisors**

**WERE ACCREDITED**



**New**  
**ACCREDITED  
COURSES APPROVED**



**7**  
**Courses**  
**UPGRADED TO  
DEGREE LEVEL**



**48,000**  
**IACP Leaflets**

**WERE DISTRIBUTED  
TO OVER 2,000 GP SURGERIES  
IN IRELAND**



## Message from the Cathaoirleach and Chief Executive Officer

Ray Henry and Lisa Molloy

It is our pleasure to publish the Board of Directors Report and Financial Statements for 2017/18.

As we reflect on the last year, we would like to acknowledge the work of the dedicated members of the board, past and present, the professional and diligent staff of the Executive and particularly our more than 130 volunteer members from all around the country. The scale and scope of our work is only possible due to the enormous contribution of our volunteer counsellors and psychotherapists.

This report covers a period of significant change with the signing into law of the regulations designating the professions of counsellor and psychotherapist under the Health and Social Care Professionals Act 2005. This is the first step towards state regulation of our members by CORU. The next step is the formation of the Registration Board which will, among other functions, establish registers, approve qualifications for registration, set standards of performance and manage the transitional/grandparenting arrangements in consultation with us.

Looking back, it has been a busy year for IACP, with numerous highlights. This year has seen us reach a record high level of membership of over 4,200. In February 2018, we were invited, on foot of a submission, to present to the Oireachtas Committee on the Future of Mental Health Care. Our submission advocated for a 'stepped model' of community-based mental health care. We proposed a new initiative - **A Person-Centred Experiential Counselling for Depression Programme** - using tried and trusted methods that have been proven to work and to be cost-effective in Britain. IACP proposed an alliance with the State, to develop a new programme that will - if funded and structured correctly - tackle depression by integrating existing mental health resources with primary care.

Our presentation was very well received by the Committee and IACP was encouraged to link with the G.P.s (represented by the Irish College of General Practitioners) who also presented on the same day and who are seeking improved access to talking therapies as an alternative to the prescription of medication. We recently met with the ICGP and they have committed to work with us on the development of a proposal to

Government seeking support to run a feasibility study to assess the operation of this initiative within the Irish primary care system.


Significant strides have been made in raising the profile of the organisation and the services provided by our members via a range of newspaper and on-line articles, radio coverage and national television coverage. In addition, there has been a high level of lobbying activity, representation at various mental health events and conferences, both at home and abroad, and active communication via social media such as Twitter and via our Blog. All this communication and PR activity is essential in the pursuit of our objectives of being recognised as the leading voice for the promotion and development of counselling and psychotherapy services.

As previously notified to you, the Board of Directors, on foot of feedback from members and mindful of impending state regulation, decided that in future, vetting will apply only to new members of the organisation or members leaving and re-applying. This means that those of you who have already completed the vetting process will not be required to undergo any further

vetting cycles with the IACP. This arrangement is in line with current CORU practice.

There have been numerous networking events and workshops (both paid and free) organised by your hardworking Regional Committees. There have also been a number of social evenings in recognition of the achievements of our first-time accredited members, student and pre-accredited member networking events and GDPR seminars provided around the country organised by our wonderful team in Head Office.

Looking to the future, a member survey issued to you all recently and we look forward to reviewing your valuable feedback and using it to help us inform our strategy and business plans going forward. The last year has been one of great developments and change which has helped us to improve our organisation for the benefit of our members. We very much look forward to working with you all in the coming year with a view to building on the momentum and progress achieved in the past twelve months.



**Mr Ray Henry**  
Cathaoirleach



**Ms. Lisa Molloy**  
Chief Executive Officer

***“Members working together to achieve excellence in practice, career development and wider awareness of the value of Professional Counselling and Psychotherapy”***

***IACP Purpose Statement***



# Meet the IACP Staff

***“Our vision is one where  
Counselling and Psychotherapy  
are an integral part  
of healthcare provision.”***



**Lisa Molloy**  
Chief Executive Officer



**Martin Ryan**  
Finance Manager



**Carol Murray**  
Operations Manager



**Iwona Blasi**  
Innovation & Development Manager



**Sandra Matthews**  
Member Care



**Liz Gannon**  
Workshop & Operations Administrator



**Pat Hughes**  
Member Care



**Deirdre Browne**  
Member Care



**Geraldine Haskins**  
Administration Officer



**Grace Duffy**  
Accreditation Supervisor



**Stephen Kelly**  
Accreditation Officer



**Jackie O'Donovan**  
Accreditation Officer



**Ellen Kelly**  
Research & Education Officer



# IACP

# Annual General Meeting

## Friday 19th October 2018

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## Agenda

**14:00 - 15:00** Registration

**15:00 - 15:20** IACP Cathaoirleach & CEO's Welcome

Official Conference opening by Minister Jim Daly - Minister of State at the Department of Health with special responsibility for Mental Health and Older People

**15:30 - 16:30** Guest Speaker Bronagh Starrs

**16:30 - 17:00** Refreshment Break & Networking Opportunity

**17:00 - 20:00** **IACP AGM**

Opening  
Minutes of Oct 2017 Meeting  
Annual Report Presentation  
Q&A  
Elections  
Motions  
Close

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## IACP AGM 2018 – Voting

Please familiarise yourself with all proposed Motions. Motions and Nominations for the Board of Directors will not be accepted off the floor on the day of the AGM. The deadline for written proposals for Motions and Nominations for the Board of Directors was the 3rd of September 2018.

### 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 Board of Directors\*.

### Proxy Voting:

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

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

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## IACP AGM 2018 – Motions

**MOTION 1:** To extend voting rights to Pre-Accredited Members, as currently enjoyed by Accredited Members, to allow those members to vote on elections to the Board of Directors and also on motions put to a general meeting.

### Rationale:

IACP company documents state that it is only accredited members that can vote in a General Meeting.

This means that accredited members only can vote on motions put at an AGM or EGM and can also vote on elections to the Board of Directors. Pre-accredited members cannot vote at General Meetings.

When the company documents were prepared a number of years ago, the membership of IACP comprised only accredited members and some version of associate or affiliate members. It would have made sense then to separate accredited members from associate members when it came to voting rights.

However, we now have the situation of a large group of fee paying members not being able to have a full say at an AGM, because they are not allowed to vote. Furthermore, this category of members are allowed to be elected onto the Board as a full director but cannot vote when they attend an AGM. They can also propose motions to the AGM but cannot vote on the motion they propose.

We believe that Pre-accredited members have sufficient knowledge and experience that should now allow them full voting rights.

**Proposed by:** Eamon Fortune

**Seconded by:** Seamus Sheedy

**Motion 2:** That the requirement that there be a minimum of two years from the successful completion of a core course and application for IACP accreditation be amended to one year from the successful completion of a core course.

**Rationale:**

As per feedback from Members (including Supervisors) we seek your permission to change the minimum time frame for application for accreditation from 2 years to 1 year. IACP receives, on a regular basis, applications that would meet accreditation criteria and have full support from the Supervisor, but because these were submitted before 2 years post completion of the course, the applications are turned down. We feel that this is unfair to those who work very hard to become accredited with the IACP and put their heart and soul into their work.

The examples include applicants, who have qualified from degrees and Master's programmes with over 700 practical hours completed and were successful in accreditation with IAHIP and other accreditation bodies but were still asked to wait for several months before would be deemed eligible to apply for accreditation with the IACP.

IACP has received calls from Supervisors who think their supervisees are competent, experienced and ready to apply, but must wait for months before can become fully accredited for no specific reason. Such therapists cannot gain in many cases paid employment / get referrals / be listed on IACP website because they must wait for the 2 years to pass.

There will be no reduction in standards in allowing members to become accredited within 1 year of completing their core course as our training standards are increasing and moving towards a minimum of 3 to 4 year-long programmes rather than previously available 2 year-long diploma courses.

**Proposed by:** Seamus Sheedy

**Seconded by:** Michelle Coyne

**MOTION 3:** That the IACP Code of Ethics and Practice for counsellors and psychotherapists be revised by a specialist sub-group, to include Ethical and Standards Guidelines of those counsellors, psychotherapists and supervisors working with children adolescents and their primary carers. Budgetary provision be made available for such a Revision.

**Rationale:**

The welfare of children and adolescents is of paramount importance.

IACP plays an essential role in ensuring that counsellors, psychotherapists and supervisors have the necessary competencies and knowledge in providing therapeutic services to this cohort of clients.

IACP welcomed the planned State regulation of the profession by promoting the highest standards of conduct, education, training and competencies.

Many IACP members are currently working with children and adolescents and their primary carers. The current Code Ethics and Practice does not include children, adolescents or their primary carers.

This motion proposes the introduction of an IACP Ethical and Practice Code for those Counsellors, Psychotherapists and Supervisors working with children, adolescents and primary carers, to include reference to training, competences, supervision, CPD and legal requirements.

Revision of the current IACP Code of Ethics and Practice is urgent. A provision within the Annual Budget should be made available for this Review.

**Proposed by:** Patricia Ashe

**Seconded by:** Patrick Harraghy

#### **MOTION 4: CPD for self-care to be reinstated for CPD points.**

##### **Rationale:**

##### **Counsellors**

Many counsellors work with complex traumatic clients .

##### **Research**

All the clinical research indicates the importance of self-care and reflective practice to prevent vicarious traumatisation and burnout.

##### **Counselling Organisations**

Many organisations identify the importance of self-care but do not invest or provide such.

##### **Yoga and Meditation - The Rationale**

The research has identified the value of yoga and meditation. We know we hold trauma in our bodies, - "The body holds the score". As therapists we listen attentively to our clients and can absorb their emotional world's leading to vicarious traumatisation and burnout. Therefore, we need to find ways of releasing and replenishing the impact of the work.

The focus of the self-care sessions is to do exactly that. Rather than recognize the need it is to implement the practice in its simplest form through movement breath work and silence. The objective is tuning into self – releasing the psychological turmoil we absorb from our clients. It's coming out of our heads – into our body – connecting mind body and soul. This monthly practice will also provide an opportunity for counsellors to connect with each other.

##### **Guidelines for Self Care:**

Maximum CPD points per year 8.

**Proposed by:** Liam Neville

**Seconded by:** Paul Loughlin

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#### **MOTION 5: BACP members seeking accreditation under the reciprocal agreement should meet the same criteria set down for IACP members seeking accreditation for the first time, from either accredited or non-accredited courses.**

##### **Rationale:**

Therapists who gain BACP accreditation are entitled to gain full accreditation with IACP under this agreement. BACP do not require therapists to undergo personal therapy at any stage during their training. IACP members are expected to have a minimum of 50 hours personal therapy during training.

IACP requires of its own members for first time accreditation to meet the following standards,

- A) Name of the course and the training organisation
- B) Start and end dates of the course
- C) Entry requirements for the course
- D) Qualifications of staff
- E) Number of hours of theory and skills training
- F) Number of class contact hours on the course
- G) Number of supervised client hours as part of the course
- H) For client work a minimum of 1-5 ratio of supervision hours to client hours
- I) Minimum of 50 hours of personal therapy as part of the course

##### **Reciprocal Agreement**

- (vii) BACP Accredited Members who wish to take advantage of this agreement must complete the IACP – BACP Recognition of Accreditation Application Form available on IACP website [www.iacp.ie/BACP-accreditation](http://www.iacp.ie/BACP-accreditation).
- (viii) Once the form is complete and IACP terms and conditions accepted, a BACP Accredited Member will become eligible for IACP Accredited status.

**Proposed by:** Liam Neville

**Seconded by:** Paul Loughlin

**MOTION 6: To amend Article 25 Articles of Association of the Irish Association for Counselling & Psychotherapy and Psychotherapy Limited & Bye Law number 9. to:****“The Board of Directors to consist of an elected representative from each region.”****Rationale:**

The current Board is not representative of the membership Nationally.

We believe each of the regions should have a representative on the Board of Directors.

The current procedures of elections to the Board of Directors is imbalanced and unfair with regards to:

- (a) The membership may know very little about the proposed Board Members;
- (b) have had little contact with, or;
- (c) may not have any knowledge of previously;
- (d) many members will also be unable to attend a National AGM;
- (e) most AGM's are held in the Dublin – Leinster region therefore it's a disadvantage for rural therapists.

The Board of Directors is not reflective of the geographical nature of the membership. The Board ought to have representation from the 4 corners of Ireland each presenting with unique issues pertaining to the membership, i.e. the Border counties with respect to the imbalanced reciprocal arrangement with the BACP.

This would ensure inclusivity and safeguard openness and transparency to incorporate all the members feeling part of a National Organization.

This would involve yearly Regional AGMs and the regions members to vote in a Director.

**Proposed by:** Liam Neville

**Seconded by:** Paul Loughlin

## IACP Officer 2018



### Treasurer – Michelle Coyne

Michelle graduated with BSc Honors in Counselling and Psychotherapy, from Middlesex University and is an accredited member of IACP (M11042). Michelle has worked with the Rape Crisis Centre as an advocate, and counsels with SOSAD Ireland and is a facilitator - with MEND (Perpetrators of Domestic Abuse) as well as a facilitator of the Meitheal programme run by Tusla. As a counsellor with Nurture, Michelle demonstrates great interest in women's mental health, working with infertility, miscarriage pre- and post-natal depression. Michelle is also trained in the assessment and treatment of suicidality, having completed many continuous professional development courses over the last number of years, including Mental Health Matters training programme, Choices. Domestic abuse prevention intervention, and art therapy, Michelle continues to commit to ongoing professional development. Michelle take a holistic approach to counselling, and particular areas of interest are working with teenagers who self-harm, teenagers who feel suicidal, women's mental health and perpetrators of domestic abuse. Working with this group there is a need to be creative and intuitive. Art therapy delivers on the creative aspect, providing the client with a space within which they have the opportunity to explore a deeper part of themselves, while maintaining the client and therapist relationship, this is the key to any therapeutic relationship.

## Nominations for the Board of Directors 2018



### Cathaoirleach – Ray Henry

Ray Henry is an IACP Accredited Counsellor/Psychotherapist since 1999 and has served as IACP Cathaoirleach, Leas Cathaoirleach and Treasurer from 2005 to 2012. Ray is also an IACP Supervisor.

Ray founded the Midlands Regional Committee of IACP and served as Chair for six years. Ray has also served on HR, Finance, Strategic Planning Interview Boards Committees. Ray has represented IACP at meetings relating to Mandatory Reporting and Statutory Regulation.

Ray has maintained a very strong stand on behalf of IACP in relation to Standards within our profession, which he believes are vital to the profession. The public's knowledge of, and confidence in the profession is of great interest to Ray and he believes that this will only remain steadfast if standards are closely monitored, regulated and closely scrutinised by dedicated standards and ethics sub-committees.

Ray has a belief in IACP, a committed and confident belief. Ray holds a Diploma in Counselling, and has a MSc Degree in Science Econ in Care Management, qualified as an IACP accredited Counsellor/Psychotherapist in 1999. He is also an IACP Supervisor.

**Proposed by:** Bernie Darcy

**Seconded by:** Michelle Coyne



### Leas Cathaoirleach – Bernie Hackett

Bernie has been a member of IACP since 1991.

She has served on the Board of Directors for several periods of time. She has also served as Chair of South East Regional Committee, Supervision Committee and is currently Chair of the Complaints Committee. She has also served on the Supervision Course Regulation Committee and the Standards Committee.

Bernie currently serves on the Board of Directors as Vice Chair and brings a wealth of experience and knowledge to the Board.

**Proposed by:** Ray Henry

**Seconded by:** Noreen Sweeney





## Dr Damian Davy

Dr. Damian Davy is a Chartered (Senior) Psychologist, Psychotherapist, Clinical Supervisor, EAP Consultant and Academic with 32 years' experience in the EAP field, twenty six working with the EAP for the Irish government and received the 'Minister's Award' for his contribution to innovative health and safety projects at work.

Since 1986 he has trained in a vast range of EAP and Psychology related areas and currently owns a private practice (Phoenix Centre/Phoenix Consultants) where he provides a range of one-to-one assessments, therapy, clinical supervision, court work and organisational services.

He has served on boards and committees of several professional bodies here and abroad and is a current board member and former Cathaoirleach of IACP. He currently serves on the membership qualification and chartership committee of the PSI. He holds professional memberships with the PSI, BPS, IACP, EAPA, EAEF, EACC.

He lectures in Psychology at DIT, has lectured in Counselling and Psychotherapy with several Institutes and has held the role of external examiner. He has also designed and delivered training and consulted to a range of organisations here and internationally, has supervised case management teams for VHI and Work Place Options, and provided peer supervision groups and advisement for professionals.

**Proposed by:** Michael Ledden

**Seconded by:** Kevin Farrell



## Eamon Fortune

Eamon Fortune is an accredited Counsellor/Psychotherapist with IACP. He trained with PCI College and obtained a BSc degree in Counselling and Psychotherapy. He gained a lot of experience working with young and old, working in a school with young people and across many different ages in private practice. He is now currently working full time with Limerick Youth Service as part of a Mental Health and Wellbeing Team as a Counsellor/Psychotherapist offering support to young people across Limerick City and County.

Eamon was also very instrumental in setting up the Western Regional Committee and has held the role of Chair for over a year. A committee that has been successful in bringing easier access to workshops and events to regional members, and providing a voice for those members to feedback their needs and requests to IACP. Eamon also recognises the importance of the roles of pre-accredited and student members of IACP and was part of an information evening held in Limerick this year for said students and pre-accredited members and would also strive to hold more in the future, as these members are our future.

Addressing our member's needs of communicating with each other to minimise isolation, Eamon also set up a forum with the help of staff in IACP called Basecamp

**Proposed by:** Paul Murphy

**Seconded By:** Siobhan O'Brien



## Jade Lawless

Jade is a registered Counselling Psychologist and accredited member of the IACP with over 10 years experience in the field. Jade is the Head of Counselling & Psychotherapy in PCI College, overseeing and delivering the training of C&P programmes from certificate up to Master's level. This requires her to have strong credentials in the areas of C&P regarding best practice and educational requirements. The management of a team of lecturer practitioners, the design and delivery of courses, therapeutic modules and CPD workshops demand of Jade an awareness of, and the practical application of, C&P approaches. Jade also draws upon therapeutic practice and process to complement the delivery and design of this material and the transference of skills.

Jade has worked with IACP and collaborated with other educational professionals in round table discussions that have shaped and impacted C&P training programmes to this day. In her secondary role as Counsellor/Therapist within the HSE, Jade continues to broaden and deepen her knowledge and understanding of the profession. Jade remains not only highly motivated herself but also energised and motivated to lead a team to work to a high standard, ensuring best practice when it comes to service delivery and provision. These are characteristics that would complement a board of fellow professionals.

**Proposed by:** Pat Kitterick

**Seconded by:** Colm Early



## Peter Ledden

Peter has over thirty-five years' experience of working in health care and has been a Mental Health Practitioner since 1992. Peter is a registered and accredited Psychiatric Nurse, Psychotherapist and Clinical Supervisor. Peter has additional qualifications in Health Service administration, Personnel Management, Stress Management and Critical Incident Stress Management. Since 1996 Peter has been involved in the training of Counsellors on a number of IACP approved training courses and was a group therapist and supervisor for the Tivoli Institute.

Peter worked for over ten years as a lecturer in PCI college and at Fingal Counselling including as Course Director. Peter is currently the external advisor to the Dublin Art Therapy College. In 2004 Peter set up Abate Counselling and EAP Ltd and has worked as a mental health advisor to the Alzheimer Society of Ireland and Schizophrenia Ireland.

Peter has a keen interest in Radio Broadcasting and managed a licensed Hospital Radio station for over twenty years with a volunteer staff of fifty people, Peter has enjoyed presenting his own Radio programme on a number of local radio stations.

**Proposed by:** Anne Connolly-Moyhihan **Seconded by:** Claire O'Callaghan



## Geraldine Looney

Geraldine Looney is a pre-accredited member of IACP since January 2018. Geraldine received her diploma in the BSc in Counselling and Psychotherapy from PCI College. Geraldine completed her student client hours on placement with the National Council for the Blind of Ireland in Cork and Kerry and is continuing to provide counselling support to blind and vision impaired service-users of the same organisation.

Geraldine graduated with a Bachelor of Commerce in 2005 from University College Cork, a Diploma in Business, Executive and Life Coaching in 2006 and a Certificate in Mindfulness Practice in 2012.

Work experience includes mentoring first year international students with the Commerce Faculty and students registered with the Disability Support Service in UCC. Geraldine has volunteered with the ISPCC on their Childline service and as a mentor on the Genio Project (a mentor programme set up to support students with mental health difficulties in UCC).

Geraldine held the post of Class Rep in the first year with PCI College. She is a committee member with Cork Vision Impaired Walking Club and co-ordinates the Cork Vision Impaired Swimming Group for Vision Sports Ireland.

In her leisure time, Geraldine enjoys travelling, reading, meditating, cycling and taking leisurely walks with her guide dog Igan. Geraldine can boast of long distance tandem cycling on all continents of the world and in 32 counties of Ireland with the Blazing Saddles Cycling Club. She most recently completed the 700Km challenge from Mizen to Malin in aid of Irish Guide Dogs for the Blind.

**Proposed by:** Ray Henry

**Seconded by:** Bernie Darcy



## Izabela Morris

Izabela is a newly Accredited bilingual, counsellor/psychotherapist. Izabela holds a Diploma in Counselling & Psychotherapy, Drugs and Alcohol Therapies and Natural Therapies. Isabela also holds certificates in Psychology, Addiction Studies, Family Therapy, Counselling Children and Adolescents.

Izabela is employed by an organisation that promotes positive mental health and in her private practice she works with adults and adolescents. Izabela's life consisted of quite a few transitions and has lived in three different countries. Izabela saw this as an opportunity and a positive asset in the slow process of becoming a counsellor. Being non-national and an Irish counsellor Izabela reflects the changes that have been happening and the transition of Ireland into a multicultural country.

Izabela has been living in Co. Wicklow since 2002.

**Proposed by:** Ray Henry

**Seconded by:** Bernie Darcy



## Liz O'Driscoll

Liz started her working career in an apprenticeship and went on to run two businesses over 20 years. She went back into education in her late thirties while rearing her young family. Over the next ten years she went from certificate to Masters Level and has been an accredited therapist for 15 years and an accredited clinical supervisor for six.

Over her career she has worked in the educational system with 16 to 22 year olds, where she developed & delivered RES (relationship & sexual education) and PIPS (personal and interpersonal skills) to Meath VEC educational and development projects. Alongside this Liz has always worked within the addiction field, as a group facilitator, (family support and after care) and as a one to one counsellor. Presently Liz heads up a HSE/DATF funded community development project in D7 where her team therapeutically support individuals and families affected directly or indirectly by substance misuse. In the last 2 years she has brought her organisation to full compliance with Governance.ie and has trained and facilitated training for her Board of Directors & team in GDPR and good governance. In conjunction with this Liz has a private practice where she focuses mostly on supervision.

Family and travel are her passion outside of work and her wanderlust has brought her as far as Eastern Siberia, Australia and Bali. Liz was co-opted to the board of the IACP in early 2018 and is honoured and committed to put herself forward for election.

**Proposed by:** Patricia Errity

**Seconded by:** Marian Scullion



## Seamus Sheedy

Seamus 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. He served as Cathaoirleach from 2012 to 2014.

He went on to be President of the European Association of Counselling. Seamus has also served as Regional Director and Board Member since October 2017.

After finishing an advanced diploma in Supervision from Middlesex University Seamus was accredited as a supervisor with IACP. He has also a MA (Masters in Supervision from Dublin City University).

**Proposed by:** Ray Henry

**Seconded by:** Michelle Coyne



**Irish Association For Counselling & Psychotherapy  
Company Limited by Guarantee**

**(A company limited by guarantee, without a share capital)**

# **Directors' Report and Financial Statements for the year ended 30 June 2018**

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## Directors and Other Information

Directors	Seamus Sheedy (Appointed 21 October 2017) Ann Meade (Appointed 21 October 2017) Peter Ledden (Appointed 21 October 2017) Bernadette Hackett (Appointed 21 October 2017) Ray Henry (Appointed 21 October 2017) Damian Davy (Appointed 21 October 2017) Michelle Coyne (Appointed 21 October 2017) Bernadette Darcy (Appointed 21 October 2017) Izabela Morris (Appointed 21 October 2017) Eamon Fortune (Appointed 17 February 2018) Elizabeth Ann O'Driscoll (Appointed 17 February 2018) Catherine Roebuck (Resigned 14 July 2017) Patrick Harraghy (Resigned 21 October 2017) Margaret Hickey (Resigned 21 October 2017) Collette Mayers (Resigned 21 October 2017) Clair Bel-Maguire (Resigned 21 October 2017) Sheila Haskins (Resigned 3 November 2017) Eugene McHugh (Resigned 6 November 2017)
Company Secretary	Bernadette Darcy (Appointed 13 April 2018) Mark O'Callaghan (Resigned 13 April 2018)
Company Number	194640
Charity Number	CHY6615
Charities Regulator Number	20012564
Registered Office and Business Address	Marina House 11 - 13 Clarence Street Dun Laoghaire Co. Dublin A96 WC94 Ireland
Auditors	Byrne Curtin Kelly Certified Public Accountants and Statutory Audit Firm Suite 4&5 Bridgewater Business Centre Conyngham Road Islandbridge Dublin 8 D08 T9NH Ireland
Bankers	Bank Of Ireland (Dun Laoghaire) Dun Laoghaire Co. Dublin  Allied Irish Bank (Bray) 107/108 Main St Bray Co. Wicklow
Solicitors	Keith Walsh Solicitors 8 St. Agnes Road Crumlin Village Dublin 12



## Directors' Report

The directors present their report and the audited financial statements for the year ended 30 June 2018.

### Principal Activity

The Irish Association for Counselling and Psychotherapy (IACP) is a registered charity established in 1981 and was set up to represent the profession of Counselling and Psychotherapy in Ireland.

The IACP is the largest association for the Counselling and Psychotherapy profession in Ireland, representing over 4,200 members across the country. The IACP accredits individual members at Accredited and Supervisor levels, as well as having Student and Pre-accredited members. IACP currently accredits courses in Counselling and Psychotherapy at QQI levels 7, 8 and 9.

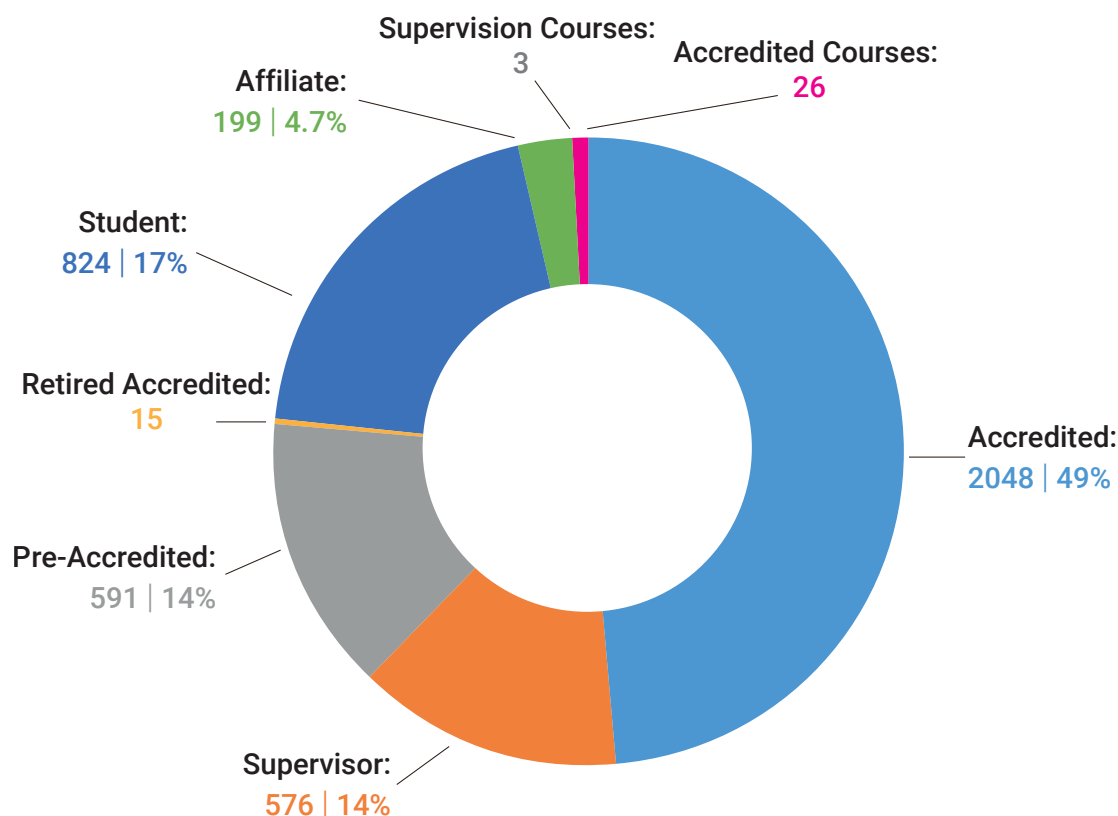
In addition to the accreditation of Counsellors and Psychotherapists, the IACP provides many services to its members to support their professional practice, through the work of its very many volunteer members and a professional office staff.

The IACP also has at its core the protection of the public in relation to standardising the quality of professional Counselling and Psychotherapy in Ireland and continues to monitor and revise its standards in response to current demands.

The IACP is governed by a volunteer board. The current board consists of 11 IACP members, 9 elected at the last AGM and 2 co-opted during the year. The current board held 9 meetings since their appointment last October and all meetings were held in Head Office. The Board also carried out a mid-term review of the current Strategic Plan.

### IACP Membership

#### Membership numbers at 30th June 2018



**MEMBERSHIP BY CATEGORY AT 30TH JUNE 2018**

Category	2018	2017	2016	2015
Accredited	2,048	1,991	1,933	1,905
Supervisor	576	537	504	487
Pre-Accredited	591	616	623	708
Retired Accredited	15	22	21	15
Student	824	836	545	522
Affiliate	119	159	194	244
Supervision Courses	3	-	-	-
Accredited Courses	26	24	25	26
<b>Total</b>	<b>4,202</b>	<b>4,185</b>	<b>3,845</b>	<b>3,907</b>

**Financial**

Michelle Coyne was elected as Director and Treasurer to the Board of Directors of IACP on 21st October 2017.

The report put to you at the last AGM was for a 6-month period, as our financial year-end was changed to 30th June. This, and each subsequent report, will now be for periods of 12 months as normal.

**Financial Management**

The Board of Directors are responsible for the proper management of the Association's finances.

To this end there is a number of effective processes in place to provide assurances to the Board as to the completeness of the Association's records and the accuracy of both internal and external reporting, namely:

- Monthly Management Accounts which are reviewed by the Treasurer and Board of Directors
- Independent verification of Bank Balances by the Treasurer
- Regular Finance Committee Meetings
- A financial policy is in place to regulate all aspects of IACP's financial management
- Annual audit and publication of IACP's financial statements

We will continue to maintain these checks and make ongoing improvements to our reporting in order to help the Board of Directors to make timely and key decisions.

**Directors and Secretary**

The Directors and Secretary who served throughout the year, except as noted, are listed on page 3.

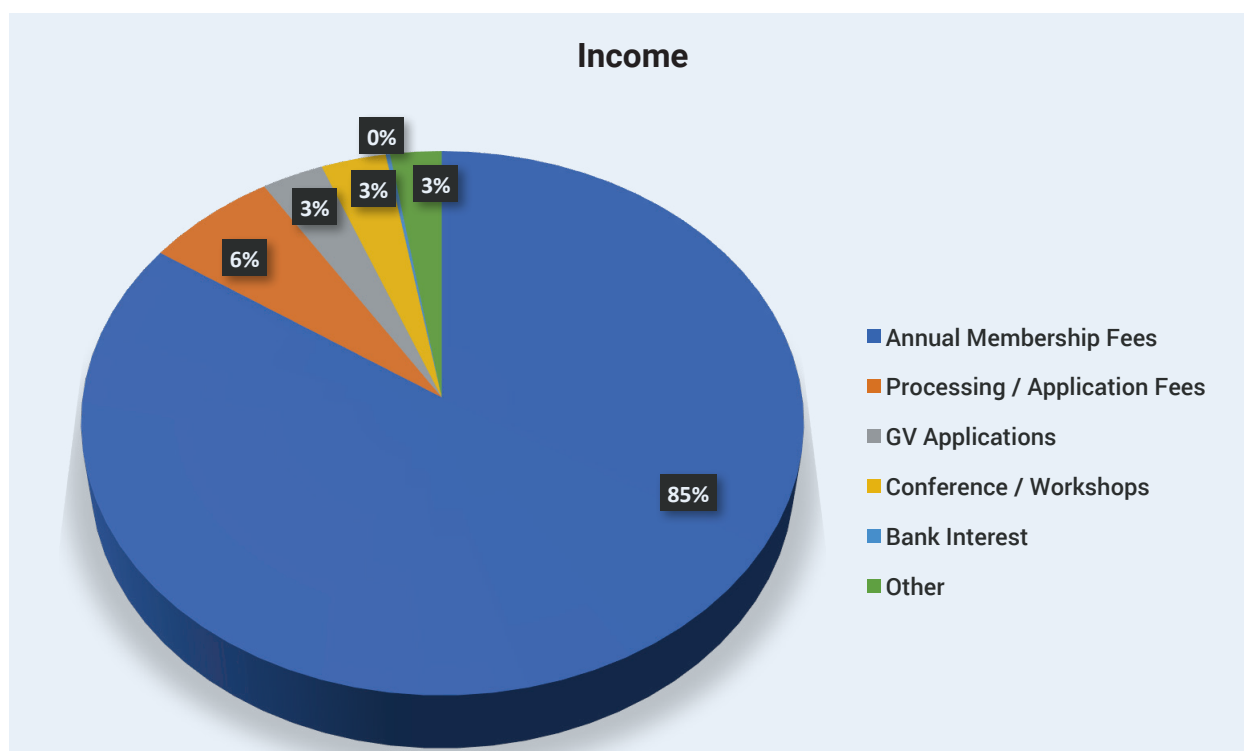
**2017/18 Financial Statements – Trading Overview**

The Financial Statements for the 12 months to 30th June 2018 were prepared by our Finance Manager and were audited by BCK, Audit, Accounting & Tax Limited, Accountants and Statutory Auditors.

**Income**

Total income received in this period amounted to €1,290,300, of which;

- €1,093,300 (85%) came from annual membership fees,
- €83,860 (6.5%) came from processing/application fees,
- €39,400 (3%) was from Garda Vetting applications,
- €41,200 (3%) from Conference and Workshops,
- and the balance of €32,540 (2.5%) from other sources, such as journal advertising and sales, and donations.
- €2,783 was received in bank interest for the period.



### Expenditure

Total expenditure in this period amounted to €1,139,890. (a full breakdown of costs can be found in the Supplementary Information located at the back of this booklet).

This is comprised as follows:

**Payroll** (wages, pension and social welfare costs, staff training) is €559,450 (49%)

**Public Relations / Advertising / Marketing** is €103,700 (9%) – this is almost at 10% of total spend, as per previously stated goals. Our quarterly publication “Irish Journal of Counselling & Psychotherapy” makes up the bulk of this cost at €65,730

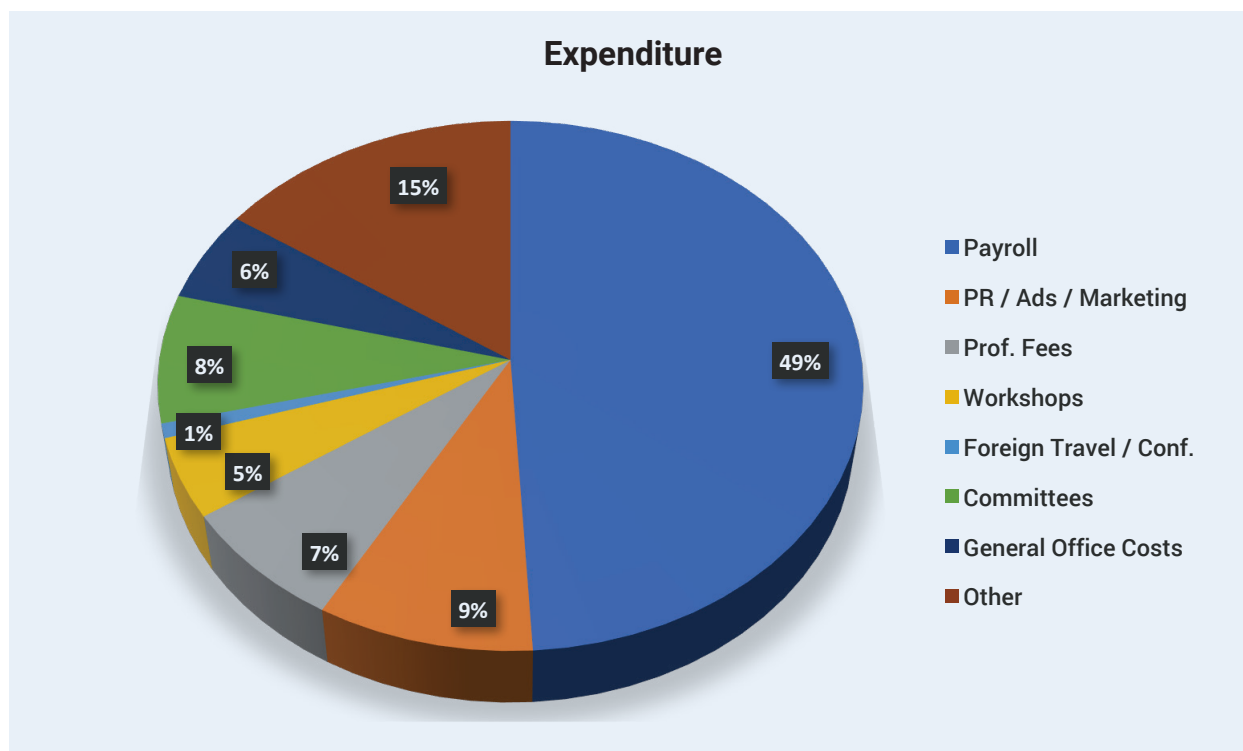
**Professional Business Fees** (such as legal, auditing, GDPR compliance and HR/Business consultancy) are €83,150 (7.3%).

**Workshops Expenditure** (including the free workshops provided to members by all the regional committees) amounted to €55,130 (4.8%). Our annual conference cost (Oct. 2017) was €35,750 (3.1%).

**Foreign Travel and Conference** costs were €9,990 (0.9%). This expenditure covered economy flights, accommodation and food, and registration fees for attendance at these events, and is in line with the objectives of IACP, of increasing IACP/Board knowledge & participation, and building partnerships with other international counselling bodies. IACP receive guest invitations annually to both ACA and BACP Conferences.

**Committee Expenses** were €89,390 (7.8%). This amount includes all regional and sub-committees (€49,650), Board expenses (€30,870), and National & Regional Supervisors Forum meetings (€8,800).

The balance of costs relate to: General Office costs of €63,740 (5.6%), Accredited & supervisor course accreditation consultancy of €12,630 (1.1%) Rates of €26,400 (2.3%), Printing & postage & stationery of €21,370 (1.9%), Bank charges of €19,400 (1.7%), Depreciation of €35,620 (3.1%), AGM of €9,630 (0.8%), and Membership Cards of €12,600 (1.1%).



### Capital Expenditure

**Investment** in the year was €22,000 on upgrading office computer equipment, and other items as necessary, as follows;

Website Update (online application forms) - €6,875

IT upgrades (GDPR Compliance) - €12,250

Desk and secure filing cabinets upgrade (GDPR Compliance) - €2,950

### Financial Results

The surplus for the year after providing for depreciation amounted to €153,253 (2017 - €82,568).

At the end of the year, the company has assets of €2,125,043 (2017 - €1,927,374) and liabilities of €626,683 (2017 - €582,267). The net assets of the company have increased by €153,253.

## IACP Achievements and Developments in 2017/18

### Professional Standards:

- Accreditation of 249 new Members
- Accreditation of 50 new Supervisors
- Accreditation of 3 new courses and 7 course upgrades to degree level
- Continuation of the IACP's course assessment and monitoring process for Professional Training Courses and Supervision Training Courses
- Continued Reciprocity between IACP and BACP
- Continued Reciprocity between IACP and Australian Counselling Association
- Continued subsidised workshops for members
- Revision of Garda Vetting Renewal in line with the practices of the Regulator CORU
- Launch of the new CPD Policy
- Launch of the revised Code of Ethics
- Introduction of formal Recognition of Continuing Professional Development (CPD) Events and Courses
- Progress on the Establishment of the IACP Guidelines around competencies for working with under 18s

### **Regulation:**

IACP has been proactively preparing for the move towards regulation and will continue to play a leading role in discussions with the Department of Health and the state regulator, CORU, relating to the change.

Our main objectives are to ensure:

1. That there is a smooth and seamless transfer of the regulation function to CORU
2. That appropriate time-frames and arrangements are put in place to ensure that all our members meet CORU's registration standards.



IACP Vice Chair Bernie Hackett being interviewed for the Six One and the Nine O'Clock TV News, by RTE's Health Correspondent, Fergal Bowers, on the launch of the Oireachtas Committee on the Future of Mental Health second interim report.

### **Public Relations / Organisational Profile:**

Numerous lobbying activities in preparation for regulation, including:

- Meetings with the Minister of State for Mental Health and Older Persons, Jim Daly, Deirdre Walsh from the Department of Health and Ginny Hanrahan, CEO of CORU. Meetings with a number of TDs and Senators
- Presentation to the Oireachtas Committee on the Future of Mental Health Care in February 2018, with a specific proposal (Person Centred Experiential – Counselling for Depression initiative) for increasing accessibility to Mental Health Services within Primary Care.
- Rebranding of Éisteach to The Irish Journal of Counselling and Psychotherapy in Autumn 2017
- Participation of IACP in the School Summit 2017
- IACP stand at the PSI Conference 2017 in Limerick
- IACP Stand at the Mental Health and Wellbeing Summit
- IACP Stand at the Supervision through different lenses DCU Conference
- Distribution of 48,000 IACP leaflets to over 2,000 GP surgeries in Ireland
- Active Social Media campaigns such as IACP Twitter (followers have increased from 25 to over 800)
- Christmas public service video message in support of the Public Health (Alcohol) Bill
- Attendance at the National Green Ribbon Campaign launch
- Attendance at the launch of the eMental Health Report



- Attendance at the launch of LGBT Ireland
- Membership of the Advisory Group from the NGO sector for Oversight Vision For Change Review Group
- Media coverage, including articles in the Irish Independent, the Irish Times and in the Journal.ie
- Radio coverage including Newstalk, RTÉ Radio 1, Today FM and many local radio stations including South East Radio, LMFM, Clare FM
- National Television coverage, such as Six One and the Nine O’Clock News interview by RTE’s Health Correspondent, Fergal Bowers, who spoke with Vice Chair Bernie Hackett on the need for a greater availability of talking therapies.



The IACP delegation presenting to the Joint Oireachtas Committee on the Future of Mental Health.

## Member Services

- Staff appointments in Head Office. A CEO, Lisa Molloy a Research and Education Officer, Ellen Kelly a Communications & Media Officer, Gary Culliton and an Accreditation Officer, Stephen Kelly
- Continued free and subsidised workshops in the regions to members
- Improved communication provided to members by updating them regularly through e-newsletters, the journal and the website
- Governance training provided to all Regional Committees
- Numerous Networking Events held throughout the regions
- 2 Social Evenings in recognition of the achievements of our First Time Accredited Members
- 3 Student and Pre-Accredited Members Networking Events in Dublin, Galway and Navan
- Development of the Student and Pre-Accredited Members Forum and Basecamp Forums for the Regions
- 4 GDPR Seminars provided around the country in addition to a video recording of the seminar provided online in the Members Area of website
- Improvements to the Members Area of the website, including a new home page, Data Protection & GDPR FAQ Section and a Research Corner
- The roll out of Student and Re-Accreditation Application Online Forms
- A new-look Membership Card was issued to 4,068 Members in July 2018, valid until June 2021





The March 2018 IACP Accreditation Social

### **National and International Collaboration**

- IACP/BACP: Strengthening of relations with our closest partner including information exchange relating to accreditation standards, practices and developments within the profession
- IACP/IAHIP: Continuation of supervision agreement between our organisations
- Continued membership of the European Association for Counselling (EAC)
- Continued stakeholder engagement with a range of key bodies e.g. ICGP, ICP, HSE, Mental Health Reform, Mental Health Ireland, Barnardo's
- IACP member representation at the American Counselling Association (ACA) conference and the British Association for Counselling and Psychotherapy (BACP) Research Conference
- Attendance by international Counselling & Psychotherapy associations at IACP Annual Conference and events
- Joint ACI & IACP Conference: The many shadows of alcohol & substance misuse in the therapy room
- Planning for IACP, BACP and ACA, Social Justice Conference in October 2019
- IACP / University of Holy Cross Joint Conference on Current Counselling Trends in Ireland and in the United States in August 2017



IACP Chair Ray Henry and CEO Lisa Molloy with ACA and BACP Leaders signing the Social Justice Conference agreement at the ACA Conference in Atlanta

## IACP Aims 2018/19 and Beyond

IACP will continue to raise the profile of counselling and psychotherapy highlighting the real and meaningful contribution it can make to improving the overall health and well-being of the nation.

The change to State regulation will impact on the future direction of the IACP. In time, this should enable the organisation to devote more time and resources to strengthening its role as the leading voice in promoting the value and benefits of counselling and psychotherapy.

Equally, greater scope should become available to concentrate on the developing role of IACP in promotion and delivery of continuous professional development programmes and courses.

The board are exploring the opportunities which will arise after regulation which will enable IACP to remain as a vital player in promoting the interests of our members. Members have been canvassed for their views on a range of issues including regulation, education, research, public awareness-raising and continuous professional development and the board will use this feedback to inform their planning for the coming year.

The Board of Directors have instituted a review of the current company documentation – namely the Articles and Memorandum of Association, Regulations, Bye Laws and Standing Orders of the Association. This will be conducted, with the facilitation and participation of the Board as well as the relevant sub-committees, by an independent legal adviser, McDowell Purcell Solicitors.

The company documentation was last updated by a motion passed at our March 2013 AGM. However, due to the new Companies Act 2014 and the implementation of the Charities Act 2009, an update is now required.

It is envisaged that the new company documents will be available to the membership in mid-2019, in advance of a motion to have these ratified at our AGM in October 2019.

### **Auditors**

Byrne Curtin Kelly resigned as auditors on the 8 June 2018 and on that date BCK Audit, Accounting & Tax Limited (Certified Public Accountants) were appointed.

The auditors, BCK Audit, Accounting & Tax Limited, (Certified Public Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

### **Payment of Creditors**

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

### **Statement on Relevant Audit Information**

There is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

### **Accounting Records**

The directors acknowledge their responsibilities under Section 281 to Section 285 of the Companies Act 2014 to keep adequate accounting records for the company.

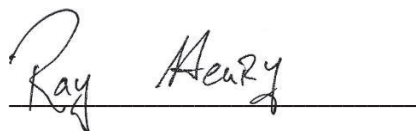
In order to secure compliance with the requirements of the act, a full time management accountant is employed. The accounting records of the company are kept at the registered office and principal place of business.

### **Acknowledgements**

The Board of Directors would like to thank our CEO, Lisa Molloy and the hardworking team in Head Office and all members from around the country who have given voluntarily of their time and effort to work on our Committees, Regional Committees, Groups and through other activities in 2017/18.

We would also like to thank the wide range of organisations that have engaged so positively with IACP over the last year.

Signed on behalf of the board



**Ray Henry**  
Director

14/9/2018



**Bernadette Darcy**  
Director

14/9/2018

## Directors' Responsibilities Statement

for the year ended 30 June 2018

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

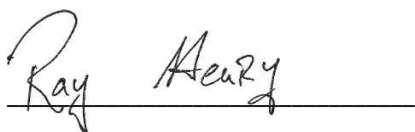
Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"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

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

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

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

Signed on behalf of the board



**Ray Henry**  
Director

14/9/2018



**Bernadette Darcy**  
Director

14/9/2018



## Report on the Audit of the Financial Statements

### Opinion

We have audited the financial statements of Irish Association For Counselling and Psychotherapy Company Limited by Guarantee ('the company') for the year ended 30 June 2018 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 30 June 2018 and of its profit for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

### Basis for opinion

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

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other Information

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

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

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

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

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

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

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

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

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

## **Respective responsibilities**

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

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

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

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

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

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

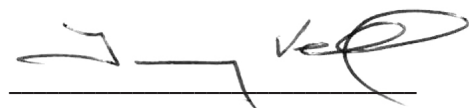


- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as going concerns. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

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



**Tony Kelly**

14/09/2018

for and on behalf of

#### **BCK AUDIT, ACCOUNTING & TAX LIMITED**

Certified Public Accountants and Statutory Audit Firm

Suite 4&5

Bridgewater Business Centre

Conyngham Road

Islandbridge

Dublin 8

D08 T9NH

Ireland

## Statement of Financial Activities

for the year ended 30 June 2018

	Notes	Restricted Funds 2018 €	Unrestricted Funds 2018 €	Total 2018 €	Total 2017 €
<b>Income and Endowments from</b>					
Donations, gifts and legacies		-	65	65	137
Charitable Activities		78,465	1,211,816	1,290,281	623,634
Other activities		-	-	-	417
Investment Income		-	2,783	2,783	127
<b>Total Income</b>	<b>6</b>	<b>78,465</b>	<b>1,214,664</b>	<b>1,293,129</b>	<b>624,315</b>
<b>Expenditure On</b>					
Raising Funds		-	-	-	-
Charitable Activities		56,270	1,083,606	1,139,876	541,747
<b>Total</b>	<b>7</b>	<b>56,270</b>	<b>1,083,606</b>	<b>1,139,876</b>	<b>541,747</b>
<b>Net (Expenditure)/income</b>		<b>22,195</b>	<b>131,058</b>	<b>153,253</b>	<b>82,568</b>
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<b>22,195</b>	<b>131,058</b>	<b>153,253</b>	<b>82,568</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		26,721	1,318,386	1,345,107	1,262,539
<b>Total funds carried forward</b>		<b>48,916</b>	<b>1,449,444</b>	<b>1,498,360</b>	<b>1,345,107</b>

The statement of financial activities has been prepared on the basis that all operations are continuing operations.

There are no recognised surpluses and deficits other than those passing through the statement of financial activities.

A detailed breakdown of the above items is included in the notes to the financial statements.

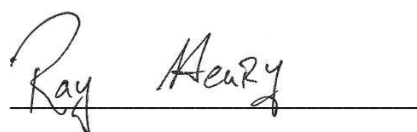
## Statement of Financial Position

as at 30 June 2018

	Notes	2018 €	2017 €
<b>Non-Current Assets</b>			
Intangible assets	10	4,584	-
Property, plant and equipment	11	620,604	639,459
		<u>625,188</u>	<u>639,459</u>
<b>Current Assets</b>			
Receivables	12	30,894	37,696
Cash and cash equivalents		1,468,961	1,250,219
		<u>1,499,855</u>	<u>1,287,915</u>
<b>Payables: Amounts falling due within one year</b>	13	<u>(626,683)</u>	<u>(582,267)</u>
<b>Net Current Assets</b>		<u>873,172</u>	<u>705,648</u>
<b>Total Assets less Current Liabilities</b>		<u>1,498,360</u>	<u>1,345,107</u>
<b>Funds of the Organisation</b>			
Unrestricted funds: Designated Reserves	15	600,000	600,000
Unrestricted funds	15	849,444	718,386
Restricted funds	15	48,916	26,721
<b>Funds of the Organisation</b>		<u>1,498,360</u>	<u>1,345,107</u>

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

Approved by the board on 14/9/2018 and signed on its behalf by:



Ray Henry  
Director



Bernadette Darcy  
Director

## Statement of Cash Flows

for the year ended 30 June 2018

	Notes	2018 €	2017 €
<b>Cash flows from operating activities</b>			
Surplus for the year		153,253	82,568
Adjustments for:			
Finance income		(2,783)	(127)
Depreciation		35,619	14,584
Profit/loss on disposal of property, plant and equipment		(280)	137
		<b>185,809</b>	<b>97,162</b>
Movements in working capital:			
Movement in receivables		6,802	(25,044)
Movement in payables		44,416	401,751
Cash generated from operations		<b>237,027</b>	<b>473,869</b>
<b>Cash flows from investing activities</b>			
Interest received		2,783	127
Payments to acquire intangible assets		(6,876)	-
Payments to acquire property, plant and equipment		(15,194)	(8,513)
Receipts from sales of property, plant and equipment		1,002	-
Net cash used in investment activities		<b>(18,285)</b>	<b>(8,386)</b>
<b>Net increase in cash and cash equivalents</b>		<b>218,742</b>	<b>465,483</b>
<b>Cash and cash equivalents at beginning of financial year</b>		<b>1,250,219</b>	<b>784,736</b>
<b>Cash and cash equivalents at end of financial year</b>	20	<b>1,468,961</b>	<b>1,250,219</b>

## Notes to the Financial Statements

for the year ended 30 June 2018

### 1. GENERAL INFORMATION

Irish Association For Counselling & Psychotherapy Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. Marina House, 11 - 13 Clarence Street, Dun Laoghaire, Co. Dublin, Ireland is the registered office, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

### 2. ACCOUNTING POLICIES

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

#### Statement of compliance

This is the first set of financial statements of the company for the year ended 30 June 2018 and have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council

#### Basis of preparation

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

#### Incoming Resources

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

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

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

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

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

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

### Resources Expended

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

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

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

### Fund Accounting

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

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

### Property, plant and equipment and depreciation

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

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

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

### Receivables

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

### Cash and cash equivalents

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

### Payables

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

### Employee benefits

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



## (i) Short term benefits

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

## (ii) Defined contribution pension plans

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

**Taxation**

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

**Foreign currencies**

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

**Intangible assets**

Intangible assets are valued at cost less accumulated amortisation.

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

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

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

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

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

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

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

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

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

***Providing for doubtful debts***

The company makes an estimate of the recoverable value of receivables. The company uses estimates based on historical experience in determining the level of debts, which the company

believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customer will default on payments or significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results.

## 5. PERIOD OF FINANCIAL STATEMENTS

The comparative figures relate to the 6 month period ended 30 June 2017.

## 6. INCOME

The income for the year has been derived from:-

	<b>Restricted 2018</b>	<b>Unrestricted 2018</b>	<b>Total 2018</b>	<b>Total 2017</b>
	€	€	€	€
Subscriptions	-	1,093,337	1,093,337	511,248
Processing Fee	78,465	44,790	123,255	78,101
Conference/Workshops	-	41,195	41,195	15,195
Publications	-	117	117	200
Journal Advertising	-	31,563	31,563	18,890
Donations	-	65	65	137
Other income	-	814	814	417
Investment Income	-	2,783	2,783	127
	<b>78,465</b>	<b>1,214,664</b>	<b>1,293,129</b>	<b>624,315</b>

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of maintaining professional standards of excellence in Counselling and Psychotherapy through education, training and accreditation.

## 7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	<b>Restricted 2018</b>	<b>Unrestricted 2018</b>	<b>Total 2018</b>	<b>Total 2017</b>
	€	€	€	€
Administration Costs	56,270	1,083,606	1,139,876	541,747
	<b>56,270</b>	<b>1,083,606</b>	<b>1,139,876</b>	<b>541,747</b>

## 8. EMPLOYEES

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

	<b>2018 Number</b>	<b>2017 Number</b>
Administration	14	13

No employees were remunerated over €60,000 in year ended 30 June 2018 and in the comparative period.

## 9. KEY MANAGEMENT COMPENSATION

Key management includes all members of the Company Management. The compensation paid or payable to key management for employee services is shown below:

	<b>2018</b>	<b>2017</b>
	€	€
Salaries and other short term benefits	181,892	113,270
Pension costs	17,675	4,534
	<b>199,567</b>	<b>117,804</b>

**10. INTANGIBLE FIXED ASSETS**

	€	Total €
<b>Cost</b>		
At 1 July 2017	-	-
Additions	6,876	6,876
At 30 June 2018	6,876	6,876
<b>Provision for diminution in value</b>		
Charge for year	2,292	2,292
At 30 June 2018	2,292	2,292
<b>Carrying amount</b>		
At 30 June 2018	4,584	4,584

**11. PROPERTY, PLANT AND EQUIPMENT**

	Land and buildings freehold €	Fixtures, fittings and equipment €	Computer equipment €	Total €
<b>Cost</b>				
At 1 July 2017	625,352	198,184	80,399	903,935
Additions	-	2,946	12,248	15,194
Disposals	-	-	(11,563)	(11,563)
At 30 June 2018	625,352	201,130	81,084	907,566
<b>Depreciation</b>				
At 1 July 2017	31,275	164,624	68,577	264,476
Charge for the year	12,522	11,404	9,401	33,327
On disposals	-	-	(10,841)	(10,841)
At 30 June 2018	43,797	176,028	67,137	286,962
<b>Carrying amount</b>				
At 30 June 2018	581,555	25,102	13,947	620,604
At 30 June 2017	594,077	33,560	11,822	639,459

**12. RECEIVABLES**

	2018 €	2017 €
Trade receivables	4,927	7,130
Other receivables	-	5,029
Taxation	465	-
Prepayments	25,502	25,537
	30,894	37,696

<b>13. PAYABLES</b>	<b>2018</b>	<b>2017</b>
<b>Amounts falling due within one year</b>	<b>€</b>	<b>€</b>
Trade payables	62,882	22,186
Taxation	12,608	8,430
Accruals & Deferred Income	551,193	551,651
	<b>626,683</b>	<b>582,267</b>

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

#### **14. PENSION COSTS - DEFINED CONTRIBUTION**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Pension costs amounted to €28,939 (2017 - €15,426).

#### **15. RESERVES**

##### **Designated Reserve**

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

	<b>Restricted Reserves</b>	<b>Unrestricted Reserves</b>	<b>Unrestricted Designated Reserves</b>	<b>Total</b>
	<b>2018</b>	<b>2018</b>	<b>2018</b>	<b>2018</b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
At 1 July 2017	26,721	718,386	600,000	<b>1,345,107</b>
Surplus for period	22,195	131,058	-	<b>153,253</b>
Transfer of funds	-	-	-	-
At 30 June 2018	<b>48,916</b>	<b>849,444</b>	<b>600,000</b>	<b>1,498,360</b>

##### **Restricted Reserves**

The restricted reserves as at 30 June 2018 are in relation to the processing fee income stream of the organisation.

#### **16. CAPITAL COMMITMENTS**

The company had no material capital commitments at the year-ended 30 June 2018.

#### **17. CONTINGENT LIABILITIES**

The company had no material contingent liabilities for the year ended 30 June 2018.

#### **19. EVENTS AFTER END OF REPORTING PERIOD**

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

<b>20. CASH AND CASH EQUIVALENTS</b>	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Cash and bank balances	474,580	238,944
Cash equivalents	994,381	1,011,275
	<b>1,468,961</b>	<b>1,250,219</b>

#### **21. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the board of directors on 14/9/2018

# IRISH ASSOCIATION FOR COUNSELLING & PSYCHOTHERAPY COMPANY LIMITED BY GUARANTEE

(A company limited by guarantee, without a share capital)

## SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018 NOT COVERED BY THE REPORT OF THE AUDITORS

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED  
FINANCIAL STATEMENTS

### Trading Statement

for the year ended 30 June 2018

	2018 €	2017 €
<b>Sales</b>	<b>1,290,346</b>	624,188
<b>Gross profit Percentage</b>	<b>100.0%</b>	100.0%
<b>Administrative expenses</b>		
Wages and salaries	456,992	251,711
Social welfare costs	49,625	24,230
Pension costs	28,939	15,426
Staff training	23,892	9,562
Rent & rates	26,410	11,560
Workshops & annual conference	110,503	41,474
Committee Expenses	89,390	53,118
Consultancy - Course Accreditation	12,630	3,201
Printing, postage and stationery	21,375	9,212
Membership cards	12,599	1,710
Eisteach Journal - printing & postage	65,728	26,897
Advertising & Public Relations	37,977	10,026
Research costs	316	-
Legal costs	20,177	3,036
Professional fees	55,907	16,311
Bank charges	19,405	13,038
Bad debts	1,033	-
General office costs	63,739	28,472
Subscriptions	832	289
Profits/losses on disposal of tangibles	(280)	136
Auditor's remuneration	7,067	7,754
Depreciation of tangible assets	33,327	14,584
Depreciation of intangible assets	2,292	-
	<b>1,139,876</b>	541,747
<b>Miscellaneous income</b>		
Bank interest	2,783	127
<b>Net profit</b>	<b>153,253</b>	82,568

# Appendices

## APPENDIX 1

### IACP STANDING ORDERS FOR GENERAL MEETINGS

#### CHAIR

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

#### VOTING

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

#### SPEECHES

11. Members shall where possible stand while speaking and commence by announcing their name. All speakers shall address their remarks to the Chair. The Chair shall have the right to determine the orders of speakers, but shall endeavour to give precedence in the order that Members have signalled their intention to speak. If the Chair rises, any Member speaking shall cease and shall sit down and no other Member shall rise until the Chair be resumed.



12. Members speaking shall not be interrupted by other Members, save for:
  - a) Points of order (relating to alleged breaches of Standing Orders or the Bye Laws or Articles of Association);
  - b) points of explanation (where speakers who feel they have been misrepresented clarify their views);
  - c) points of information (requests for specific relevant information).
13. Proposers of motions or amendments shall be allowed to speak for a maximum of five minutes, and subsequent speakers for up to three minutes each.
14. The proposer of an original motion shall be allowed a maximum of five minutes to reply to discussion on the motion and on each amendment before votes are taken. No new matter may be introduced during such reply.
15. Apart from proposers of original motions, no Member may speak more than once on a motion or amendment except on a point of order, explanation or information, or by special permission of the Chair. The meeting may decide to suspend this Standing Order (i.e. go into Committee) for a stated period of time. Proposals to go into Committee must indicate the duration of suspension desired, and shall only be deemed passed if supported by at least two thirds of those present and voting.

## **MOTIONS AND AMENDMENTS**

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

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

## APPENDIX 2

### Minutes of the IACP General Meeting October 2017

Saturday 21st October, The Newpark Hotel, Kilkenny

**Start of Meeting:** 2:00 pm  
**Chairperson:** Eugene McHugh, IACP Cathaoirleach  
**Opening:** Clair Bel Maguire, Communications Director, opened the General Meeting, welcomed all in attendance and introductions were made. It was agreed by attendees that the motions would be held before the elections.  
**Apologies:** Apologies received were noted.

#### Minutes of the April 2017 AGM and Matters Arising:

The minutes were adopted as drafted on the proposal of James McDonough which was seconded by Marianne Wieringa.

---

### Motions

#### MOTION 1 - THIS MOTION WAS DEFEATED

##### The following motion was proposed:

That Renewal of Accreditation for members be extended to every 3 years

**Proposed by:** Eileen Boyle                      **Seconded by:** Orla Crowley

---

#### MOTION 2 – THE AMENDED MOTION WAS CARRIED

##### Amended Motion Text agreed at General Meeting:

That a working group be formed to explore the impediments for Psychotherapists and Counsellors in their careers. Members will then be in a position to have their rights respected as we enter regulation by CORU.

##### The following motion was proposed:

##### Original Motion Text:

A Sub Committee be formed to explore the impediments for Psychotherapists and Counsellors in their careers. Monies in reserve be used to engage the services of professional HR consultants who will inform its members as we enter negotiations for regulation. Members will then be in a position to have their rights respected as we enter regulation by CORU.

**Proposed by:** Olive Cross                      **Seconded by:** Brendan Donohue

---

#### MOTION 3 - THE AMENDED MOTION WAS CARRIED

##### Amended Motion Text agreed at General Meeting:

That the IACP Finance Committee be reorganised to consist of two non-Board members, the Treasurer, the Finance Manager and the Chief Executive, to monitor, advise on and regulate IACP expenditure and financial prudence. Terms of reference are to be drawn up.

##### The following motion was proposed:

##### Original Motion Text

That an IACP Finance Committee be established to monitor, advise on and regulate IACP expenditure and financial prudence.

**Proposed by:** Ray Henry                      **Seconded by:** Bernie Hackett

---

#### MOTION 4 – THIS MOTION WAS CARRIED

##### The following motion was proposed:

That the Board of Director Meetings be held in Head Office.

**Proposed by:** Bernie Darcy                      **Seconded by:** Gillford D'Souza

---

#### MOTION 5 - THE AMENDED MOTION WAS CARRIED

##### Amended Motion Text agreed at General Meeting

That any of the previous Sub Committees that consider that they are disbanded be reinstated.

##### The following motion was proposed:

##### Original Motion Text

That disbanded IACP sub committees / committees be reinstated. (namely, Standards Committee / Supervision Committee / Accreditation Committee / Ethics Committee)

**Proposed by:** Ray Henry                      **Seconded by:** Gillford D'Souza

---

**MOTION 6 – THIS MOTION WAS CARRIED****The following motion was proposed:**

That the recent Supervisor Recognition Agreement with ACI be rescinded

**Proposed by:** Bernie Hackett

**Seconded by:** Gillford D'Souza

---

**The Annual Report and Financial Statements of the Company**

The Finance Manager, Martin Ryan, presented the Reports, the Financial Statements and the Auditor's Report as contained in the meeting booklet, which had been circulated in advance to all members of the Company.

The Reports and audited Financial Statements were approved as presented on the proposal of Susan Shipp which was seconded by Caroline Walker.

A non-voting member of IACP offered to assist in the counting of the ballot papers.

---

**Motions****MOTION 7 – THIS MOTION WAS WITHDRAWN****The following motion was proposed:**

A motion of 'No Confidence' in the current Board of Directors is proposed. We ask that the Board of Directors step down if no detailed written response to the request for information from concerned members (see letter from concerned members to Board of Directors on 15th July 2017) is offered and accepted.

**Proposed by:** Ray Henry

**Seconded by:** Bernie Hackett

A wide ranging and robust discussion, to which many members contributed, Ray Henry (the Proposer of the motion) stated that he would like to withdraw the motion in the best interest of IACP. Followed by Bernie Hackett (the seconder of the motion).

---

**MOTION 8 - THIS MOTION WAS WITHDRAWN****The following motion was proposed:**

That the requirement that there be a minimum of two years from the successful completion of a core course and an application of IACP accreditation be removed.

**Proposed by:** The Board (the Cathaoirleach and Leas-Cathaoirleach)

The motion was withdrawn due to the confusion on the floor regarding the details of the motion. The motion was confused with another change that was introduced on 27th May, 2017 regarding the counting of 450 hours towards accreditation. On foot of this confusion a member [from the floor] proposed that the motion be withdrawn and that the 450 hours stipulation be considered separately. The Chair and Proposer of the motion, Eugene McHugh, withdrew the motion so it could be re-worded and come back to another Annual General Meeting.

---

**Elections**

Following the counting of votes the following were elected: Michelle Coyne as Treasurer, Bernie Darcy as Secretary, and Damian Davy, Bernie Hackett, Ray Henry, Peter Ledden, Ann Meade, Izabella Morris and Seamus Sheedy as Directors.

---

**AOB:**

The Chairperson announced that the next AGM would be held in conjunction with the IACP Annual Conference in October 2018.



Irish Association for Counselling  
and Psychotherapy

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