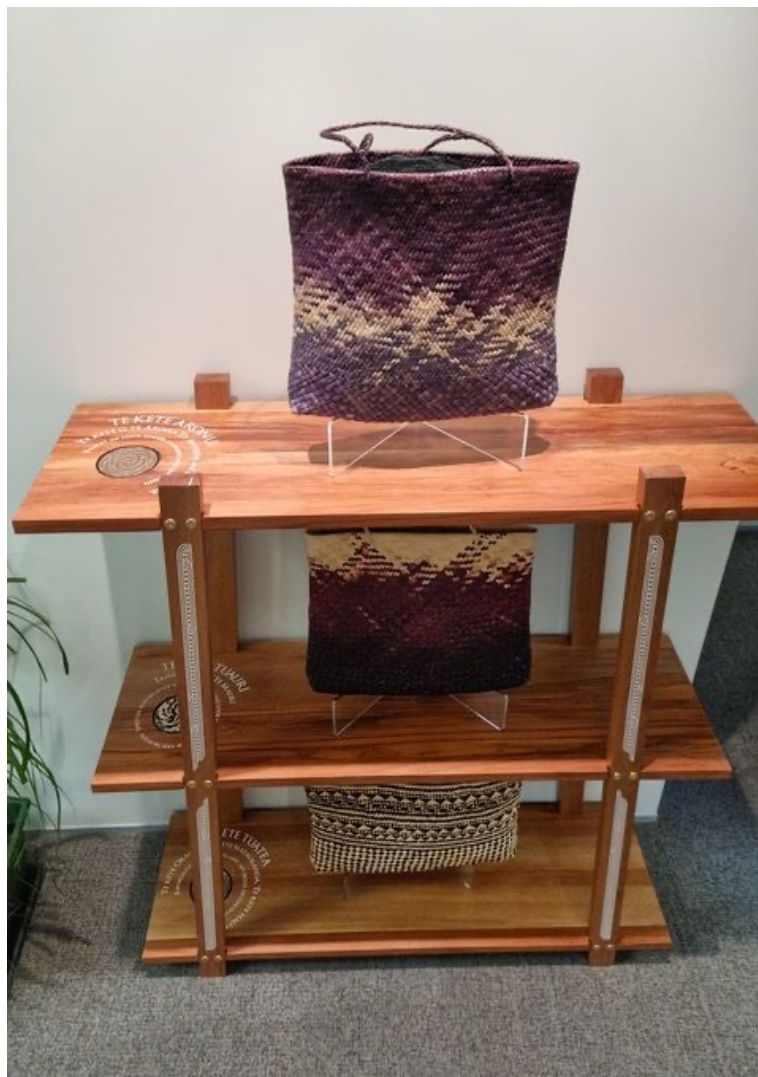


New Zealand
Association of
Counsellors

Te Roopu Kaiwhiriwhiri o Aotearoa



Annual Report 2021 – 2022

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National Reports

President's Report

Christine Macfarlane

National President

Tēnā koutou katoa,

*E hara taku toa i te toa takitahi he toa takitini.
My strength is not as an individual but as a collective.*

This is my third and final annual report as President, and the first time I have compiled the report, due to systemic difficulties and hence the lateness of it being published. For which I apologise. I want to acknowledge all the contributors from Branches, Committees, the National Executive and National Office staff. The work that goes on behind the scenes is massive and mostly unseen. So a big thanks to all involved in the AGM and Annual Reports.

The statement below has been significant for me in thinking of how we move forward as a counselling profession.

Equity lives within our Treaty framework

Equity is defined as 'In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get equitable health outcomes.'

Equity is both inherent to Article 3 and an important Treaty principle.

(Whakamaua: Māori Health Action Plan 2020–2025)

The implementation of the Te Tiriti Audit recommendations is now underway. National Executive started working on this project at our first 2022 meeting. We have a working party; Alastair Crocket, Maria Reynolds, Gay Puketapu-Andrews and me, working on the development of an explicit understanding of NZAC's commitment to honouring our responsibilities under Te Tiriti o Waitangi. This is an exciting and inspiring project to be involved with and will have long-term positive outcomes for us as NZAC counsellors and for the communities and whanau, we work with. I feel privileged to have a strong relationship with Gay Puketapu-Andrews, we have worked closely together leading NZAC with the most significant strategic action in years. Gay and I have confidence that this will be carried on as we have envisioned, with the remits at our 2022 AGM and the changes proposed by the Governance and Constitutional working group. The importance of Veronica Tawhi and John James Carberry from Te Ata Kura Educators have been significant in our progress, we are privileged to have their support along with all the care and encouragement from Moana Jackson who had a very special relationship with Te Ahi Kaa and the Māori Roopu. Moana's passing is a massive loss, but his legacy will endure. He spent his life sowing the seeds and nurturing the growth of a fair, just and equitable society.

Equity lives within our Treaty framework. We can be a counselling association that is fair, sustainable, address discrimination and is anti-racist. Once we have the foundation stable it will ensure more equity, fair, effective processes and systems that work for everyone. We can make a difference and provide healthy futures for whanau. There will be recommendations and opportunities for members to respond over the next year with how NZAC may be best placed to grow and meet the members, stakeholders, and our client's future needs.

One of my goals when I came into the National Executive in 2017 as the Regional Representative for

Canterbury, Nelson, Marlborough and West Coast was for the Ministry of Health to recognise, value and fund counselling. I am delighted that this is now a reality. Gay and I have been unwavering in our consistent knocking on the Ministry of Health's door for the last 3 years. It has paid off and we are now moving forward in a collaborative way that we would never have imagined happening a few years ago. It seemed we only had 2 choices, to be HPCA registered or not. This new creative way of co-regulation with an accredited Health Counselling membership soon available to NZAC is inspired and innovative.

The *Statement of Practice for Counselling in Health Settings* (Te Rōpu Kaiwhiriwhiri o Aotearoa, New Zealand Association of Counsellors and Te Whatu Ora, Health New Zealand) is attached as an appendix to this report. This new counselling accreditation for health will be announced at the NZAC Conference by the Minister of Health Andrew Little.

It is a genuine legacy I leave from my time as NZAC President, I feel gratified in having led and completed this huge piece of work. I know there is more to do and I hope that this will be nurtured within the association.

I wish to acknowledge the key people who have been involved and worked magic in developing this together. Robyn McGill, Sue Webb, Rangi Davis, Teina Piripi, Miriama Tolo, Alexandra Smith, Eugene Davis, the Ethics Secretaries Abi and Mel. I am thankful to Alastair Crocket and Sheryl Smith, who have been crucial in sustaining this work over the last year. I have relied on the wise and expert counsel of Antony McFelin, who, although now not an active member of NZAC continued to support and advise us with this project and other issues we needed. Antony has a huge and generous heart for NZAC, we are very lucky to have his continued assistance.

NZAC was part of stakeholder participation in the drafting of the Conversion Practices Prohibition Legislation. The Ethics Office also provided a written submission to the Justice Committee, with Te Ahi Kaa and I providing the oral submission in September. The Justice Select Committee received nearly 107,000 public submissions on the legislation - the highest number of public submissions ever received on a piece of legislation in New Zealand.

As of 15 February 2022, performing conversion practices intended to change or suppress someone's sexual orientation, gender identity, or gender expression was made illegal in New Zealand. This year we have seen a non-registered 'counsellor' in Nelson be called out for this practice, and I was interviewed by Radio NZ about this topic in May 2022. In situations where non-registered 'counsellors' are practising (in this case non-registered means not registered with a professional body with membership criteria, a Code of Ethics and Complaints process) it is important to reiterate to the public, stakeholders, the media and our members that we can all raise a concern with the Health and Disability Commissioner about people providing counselling in an unsafe or harmful way.

Counselling practices are included in several professions such as social workers, occupational therapists, psychologists, psychotherapists, lawyers, pastors and ministers. This makes the protection of counselling as a service more complex. However, the positive is the majority of stakeholders require Counsellors to be registered with a professional body such as NZAC, NZCCA, and Dapaanz in order to be contracted to provide counselling therapy.

In September we welcomed Kirsty Nai as the new editor for Ngā Korero Awhina. Kirsty has settled in the role and is providing a creative and informative monthly newsletter. I have appreciated her gentle reminders to me in getting my article completed. I particularly like the new look and inclusion of photos.

During this past year, I have met with several different organisations, usually with either Gay Puketapu-Andrews, Sheryl Smith, Alastair Crocket, Alexandra Smith, or Miriama Tolo.

- Whakarongorau – about supporting NZAC counsellors into employment
- Skylight – Counselling children and increasing NZAC counsellors in the field
- Ministry of Justice – Family Court Counselling
- Ministry of Education – Counselling in Primary and Intermediate schools

- Ministry of Housing and Urban Development - Family violence changes in legislation
- Islamic Women's Council of NZ (IWCNZ) and Ministry of Education to discuss collaborating on providing Professional Development for counsellors.
- Mike King & Kahlia McDougall CEO, Gumboot Friday – Supporting NZAC Counsellors
- Sylvia Yandall, NZ Christian Counsellors – MoH and Counselling
- Matt Doocey, National Party spokesperson for Mental Health – Funding for counselling
- Combined Counselling Associations of NZ – Counselling profession in NZ
- ACC – increasing pay rates for counsellors and other issues
- Ministry of Health – NZAC Counsellors accreditation working in health
- EAP Services – Counsellors' employment conditions

The Ministry of Health invited NZAC to be part of the procurement panel for the new Abortion Services. I attended a day meeting and a follow-up zoom. I also represented NZAC on the Abortion Counselling Standards working group that met several times with the company Allen + Clarke who were contracted to develop the practice standards.

Miriama Tolo represented NZAC on the Ministry of Education panel to evaluate the contracts' applications providing counselling in Primary and Intermediate schools. It is heartening to be invited to sit on two procurement panels this past year. It is indicative of the strengthening relationships between NZAC and various Government Ministries and the recognition of what NZAC offers in professionalism, expertise, ethics, and sector knowledge.

The Government's mandatory legislation on vaccinations has caused considerable difficulties for Aotearoa and the health sector. The interpretation of this legislation, the Ministry of Health guidelines, Health and Safety requirements, the NZAC Code of Ethics and best practices have all been part of a complex situation that has caused distress for members working through this. The polarization that has developed has caused some deep hurt within whanau, communities and services. Counselling has sat in a grey zone, with not being named as being the profession that has been mandated, however many of the sectors where counsellors work such as education, justice, and health have been mandated. The Health and Disability Commissioner (H & D C) has instructed that counselling and supervision are under the H & D C jurisdiction. This is a crucial development in understanding where counselling is positioned in the bigger social services and health sectors.

Media

NZAC has been frequently contacted by the media to make comments on a range of issues. We also have released media statements with the support of the PR Company. There has been an increase in contact from NewstalkZB, NewsHub, NZ Herald, Radio NZ, Bay of Plenty Times, Timaru Herald, TV One, AM Show, The Panel Radio NZ. We try to get a link and place on the website under media stories however on radio interviews which have been more frequent it is often difficult to get the link. What I have noticed over the past three years is the increase in media contact me directly for comments. This shows how much our profile has been raised by my presence in the media, and the speed of how I have been able to respond to the request. I am pleased I have been able to respond confidently and comprehensively across most of the issues when being interviewed. This has been because of the support from the National Office team and the PR Company. I also recognise it has been a benefit that the vast range of experience I have had in many of the counselling sectors has been a huge advantage in being the main spokesperson for NZAC in the media. The PR Company and Executive Director have recognised it is crucial to have the right person representing NZAC and the Counselling Profession. This is something that will be reviewed by National Executive and the Executive Director as it is not always the President who is the right person, and the move to have a specific communications / media spokesperson would be an advantage to maintain our prominence and increasing NZAC's profile.

National Office

We have negotiated a number of changes in the past 3 years with our staffing at the National Office. Coinciding with a very stretched employment market the outcome for NZAC has been a challenge. We have advertised and not appointed leaving our National Office short staffed. We have been incredibly fortunate with the support from Val Boag and Robyn McGill in covering the Membership Manager role. Val has been a superstar learning the ins and outs of the membership system and IT platform. Robyn has been the voice to many prospective member applications and supporting this process. We were especially lucky to have Sheryl Smith, our past National Executive Regional Representative step into the Office Manager role in August 2021. Sheryl has been the glue in the office, learning systems, supporting our staff and developing new processes to streamline the office functioning. We have recently contracted an HR specialist to review the roles and functioning of the National Office. Recommendations will be presented to the National Executive at the July meeting. This will give the National Executive and National Office some clear options about how we future proof the organisation by anticipating and planning for growth and increased membership needs.

Membership has enlarged significantly in the last 2 years, this has caused growing pains for NZAC, we have not reviewed what we need and how to grow in response to the counselling profession and public needs for some time. Part of our review and looking to the future has been to complete a Counselling Profession Workforce Survey which included other associations. I have also been interviewing Tertiary Counselling Education Providers to get a more extensive understanding of the changes in our counselling profession. What we do know is there will be a larger number of counsellors leaving the profession in the next 5 – 10 years. With an increase in the public demand for counselling, this shows we need to focus on a major project to look at how to develop the counselling workforce. We need to attract more Māori, Pasifika, younger people, and men into the profession. The PR Company will be working with the National Executive to understand the survey findings and focus on key aspects that will be of concern for the counselling workforce.

The Website

The website, IT Platform, Data Base, Search for a Counsellor, Membership Applications, etc We are all in agreement the IT platform we have does not work as we want and need it to.

For the last two years, we have struggled with the current website which was intended to be a specialised service that would provide NZAC with a more efficient and effective way to manage membership and give members a smooth way to engage with their NZAC activities. We persevered with the current vendor over the last 2 years and very worked hard to mitigate the continuing problems to no avail. We are very disappointed to get to the place where we have had to make another significant change to our membership platform. As a Professional Association that is also a registering body NZAC has a larger set of requirements than what a business or organisation may need in a website. We have contracted a new vendor to provide NZAC with a system that will be able to meet all our needs in a user-friendly, accessible, responsive, intuitive, attractive design, and easy to navigate. This vendor is one that can provide an integrated and extendable Association Management System (AMS) which is designed for trade and professional associations, industry bodies and other member-based organisations.

Features include:

- Membership registration
- Member applications
- Member portals
- Front-facing webpage for public and stakeholders
- Event management
- Communications
- Invoice management
- Continuing Professional Development processes
- Reporting
- Integrated mobile app

- Surveys and polls
- Group, committee or branch organisation
- Special interest group portals
- Secure members-only areas

We will be implementing the new IT platform over the next 6 months with a go-live date in December or January. This will be another adjustment for all of us to navigate, and I trust it will be a positive move forward, supporting the association for future developments.

The 2022-23 subscription fees were raised this year as a result of no increases over 5 years and the increased cost of living over this time based on other associations' subscriptions and registering body fees. It has been reassuring to see NZAC is in the average range. Our fees go to running the largest professional body registering counsellors in Aotearoa. In comparison to the next largest association NZ Christian Counsellors which has approximately 700 members, NZAC now has over 3,200 members and increasing steadily.

Our fees go to employing 7 staff (6 FTE), administering a robust complaints system that upholds the ethics of NZAC, delivering a comprehensive membership application process for new and overseas counsellors, writing and publishing two newsletters (17 editions per year), a regular advertiser and the respectable NZ Journal of Counselling. The fees also support essential committees – Ethics, Membership, Counsellor Education and Supervision and different specialist groups – School Counselling, CPD Audit Team, Tikitu Taiao, and a Constitutional review group. The Committees and groups work hard to review and develop processes, documents, education and policies, provide auditing and review our engagement and development as an organisation for NZAC members' benefit. In all, we have over 60 members working for NZAC being reimbursed for their time at a lower rate that is not in line with counselling contracts. If it was not for the generosity of our members on Committees and Working Groups, we would be paying more for the right to be registered as an NZAC Counsellor. Being registered gives us as NZAC Counsellors status, it means we are able to be employed, we have a voice for change, we set standards for Counsellor Education programmes, we belong to a professional body that cares about ethical standards, and the need for a robust complaints process supporting both the complainant and the respondent. An organisation that is taking the time to respond to changes in society to develop strategies and pathways needed to keep our professionalism in high regard.

I wish to acknowledge how much encouragement and aroha I have received over the past 3 years. My daughter Moana has attended every AGM, bar the 2022 one to support me and our organisation, being a gift of care and love. My wise mum Viv, who has been there every step of the way, listening to me offload and always responding with such clear perception. My wider whanau and friends have been so kind, wrapping me with such gentle care, giving me hugs as well as helping me to disconnect on weekends! My colleagues around Aotearoa, I am very thankful for your messages, emails, texts and your care. You have reached out to me, and I am grateful. The real genuineness of the connections has touched me deeply, especially in times when I have struggled and shared my vulnerability. I have made so many friends and learnt so much.

Thank you all for your patience, aroha, kindness, compassion, passion and continued commitment to Counselling in Aotearoa.

Ngā mihi nui,

Christine Macfarlane
NZAC President

Te Ahi Kaa Report
Gay Puketapu-Andrews
Te Ahi Kaa
Eugene Davis
Te Kaitumutumu

E te tii, e te taa
Hoki mai te wairua o a tatou tipuna hei arahi i a tatou
Na ratou te ara i whakatakoto hei hikoi ma tatou nga uri
Me maumahara ki nga korero me nga tohu o te tini aitua kua wheturangitia
Otira, he mihi maioha hoki ki a tatou e ora tonu ana i runga i te waka kotahi
Na reira, ko tenei te reo karanga ki te marea o to tatou roopu kaiwhiriwhiri o Aotearoa, piki mai, kake mai, whakatau mai

The last 12 months have again been another challenging time for all and therefore definitely want to acknowledge the immense work that has carried on with aroha and manaaki to all those that seek our support and guidance.

The Te Tiriti Audit still remains a focus point with Māori Roopu members discussing the recommendations at both Hui-a-rohe and the most recent Hui-a-motu.

The most recent National Māori Roopu Huitahi brought together the biggest contingent of Māori Members for a number of years. It was a privilege to have a collective of both regular attendees and new attendees to share connections and whakaaro of the role they play within NZAC as well as the role NZAC will play in the development and strengthening of its Māori Membership. There was a particular acknowledgement of Rangatira that have passed on over the past 2 years, namely Matua Moana Jackson and Whaea Tuti given their immense contribution to the association. There was also a special acknowledgement for Gay Puketapu-Andrews and her contributions to the Māori spaces within NZAC in her role as Te Ahi Kaa.

A couple of Hui-a-rohe were held for Māori Members, one at the end of last year in Waikato and one earlier this year in Otautahi. The primary kaupapa for these particular hui was looking over the recommendations posed in the 'Te Tiriti Audit' conducted by Dr Veronica Tawhai in relation to NZAC documentation. It was beneficial to be able to discuss the audit's findings as the audit was initially requested by the NZAC National Māori Roopu in the hopes that the NZAC would continue to develop policy and practices that were aligned with Te Tiriti o Waitangi. The findings provided affirmation of what was working well already, areas that needed more clarity or had gaps, and helpful recommendations, all of which we were able to discuss further at our hui.

A couple of queries that come through these hui were:

- How might Te Tiriti practices be incorporated across all NZAC committees, branches, teams and roles?
- How to increase Maori Member participation in both Hui-a-rohe and Hui-a-motu?

We see this as an ongoing kōrero and look forward to hearing from other Maori Roopu around Aotearoa.

It has been 10 years since Gay stepped into the Te Ahi Kaa role. A time period that wasn't anticipated at that time. It has been a challenging journey, but also a very rewarding one. The achievements of note are the Te Tiriti Audit (Part A) and the commissioning of Na Te Kete Taumata. We hope the former will continue to guide NZAC on our Te Tiriti journey to become a more equitable Association

for Tangata Whenua and that the latter will honour the taonga that are our Kete Matauranga. Also, the story of Nga Kete and the whakapapa of the Te Ahi Kaa and Te Kaitumutumu roles will be recorded for all to have and to integrate into their understanding of what they mean for all members of the Association. There has also been the creation and ongoing development of the Puawananga process and the establishment of Te Roopu Māori representation on all committees and working parties. Further to this has been the development of a Te Tiriti partnership between Te Ahi Kaa and the President, which has become particularly evident over the last three years. Lastly, a most important aspect of being in the Te Ahi Kaa role has been the ongoing and committed support of the Te Roopu Māori members who have attended our hui and contributed across the various aspects of the Association. Your generosity, aroha, tautoko and manaaki are greatly appreciated. None of what has been achieved would have happened without each and every one of you.

Hopes for the year coming – a strong and equitable partnership between the new President and Te Ahi Kaa; increase in Hui-a-Rohe, two National hui; completion of the Te Titi Audit (Part A) recommendations and the start of Part B; more Māori members coming forward to represent Te Roopu Māori.

Naku te rourou, nau te rourou, ka ora ai te iwi
With your bread basket, and my bread basket, the people with thrive.

Gay Puketapu-Andrews raua ko Eugene Davis
Te Ahi Kaa me Te Kaitumutumu



Treasurer's Report

Alastair Crocket

Treasurer

I joined the National Executive in September following the resignation of the previous treasurer. When I joined it appeared that the accounts were likely to show a deficit over the full year. This influenced my already cautious approach to NZAC's accounts. In the event, the final accounts show a surplus which may be attributed to an increase in membership. It is not prudent to rely on membership increases in shaping budgets.

In preparing the budget for this year with Sheryl Smith, our acting Executive Director, I was clear that an increase in subscriptions was necessary, a view reinforced by the news that inflation was again a factor in the nation's economy in a way that it has not been for 30 years. Depending on how the economy performs this year another increase in subscriptions may be required.

I appreciate that not all members appreciate the full value of the work of their Association for their practice. Some members may ask what benefit they get from their subscription? There are long and short answers to this question. In this context, I note that members can claim legitimacy for their practice as registered NZAC members and offer their clients the assurance that they are committed to our Code of Ethics. This year's announcement of counselling positions in Ministry of Health funded mental health services is only happening because of NZAC's careful relationship building with the (then) Ministry of Health, and because of their recognition that the Association is a successful self-regulating body. It demonstrates the high value of the work of the Association and in particular the work of Chris Macfarlane and Gay Puketapu-Edwards our outgoing President and Te Ahi Kaa.

I also want to address a broader issue in this report. As Treasurer one of my central tasks is to budget in ways that enable the Association to carry out its work. For all the over thirty years in which I have from time to time been a member of the National Executive the organisation has relied on the voluntary efforts of its National Executive. For perhaps twenty-five years Executive members and committee members have been eligible for reimbursement, which is likely not to fully cover the lost income for many. Executive members also volunteer significant amounts of time to fulfil the requirements of their portfolios. This happens at night and at weekends. The Association would benefit greatly if it could fund paid positions as part of the National Office staff which were able to undertake some of the professional tasks currently undertaken by Executive members. Executive members could then focus on their governance responsibility and work more effectively while still supporting the operations of the Association. This can only happen if subscriptions increase. I urge members to consider that your contribution to the organisation being sustainable may be to support increased subscription fees that would better enable Te Roopu Kaiwhiriwhi o Aotearoa/NZAC to carry forward its work in changing and challenging times.

Alastair Crocket

Treasurer

Financial Statement

See Separate Financial Report

Executive Regional Representative Reports

James Howey
Otago - Southland

It has been a privilege and a pleasure to be invited to accept the role of Otago and Southland Regional Representative on the National Executive. I would like to give my sincere thanks to Otago Branch Chair, Jean Andrews, for her unwavering support and guidance as I have stepped into this role. I extend thanks also to Dianne Begg and to my Puwanaka Kaitiaki, Graham Green for their deep listening and wisdom as I have reflected on aspects of the 'work'.

During this first year in the role, I have participated in four National Executive meetings. In addition, there have been a number of Zoom Executive meetings to enable discussion and implementation of actions to address matters as they have been raised.

Reflecting back over the past year, there are three areas in particular that I note.

I believe that the most important and exciting is the adoption of the Te Tiriti o Waitangi Audit. The National Executive is currently working on a strategy for implementation, and actioning of recommendations across the Association. This includes both organisational structure and increasing awareness for our counsellors about what it means to live Te Tiriti in Aotearoa and what it means to be part of an Association that is honouring and committed to Te Tiriti.

Other factors included in the implementation process include; national office structure and appointments, policies, working papers for committees and competencies. Te Tiriti will also influence the way our website is developed, and the structure of occasions such as AGMs, PD days and other NZAC activities.

The second area I draw your attention to is a very creative and inspirational way of working with the Ministry of Health. The HPCA Act as it stands has its challenges, in that, if we are HPCA registered, that would not necessarily mean that we get more work. It would not mean that our 'value' as counsellors goes up, and it would not mean that our salaries increased. However, what it could possibly mean is that the registration fees go up and that we may be more prescribed in the way we do things than we have been. It would mean that as an Association NZAC would lose some of its autonomy over the direction of our profession. Also worth noting is that the process to be registered with HPCA can take up to 10 years.

We are therefore exploring a model of 'Co-Regulation' within a 'Ministry of Health Accredited Scope of Practice'. This has been a long process for NZAC generally and for Gay Puketapu-Andrews our Te Ahi Kaa, and Christine Macfarlane our President in their respective roles, working with various representatives of the Ministry of Health to develop a completely new initiative not seen before for any Association or Profession in New Zealand.

Throughout our discussions, the Ministry of Health has recognised the value of the counselling profession. There has been a mutual agreement that a model of co-regulation would be the preferred pathway moving forward. This would mean that our self-regulation, a way of working as NZAC counsellors, would be retained, but would also enable us to apply for positions and contracts in the Health Sector, an option that this not currently available to us.

This work is ongoing, with an anticipated agreement due by 30 June 2022

The third area that I'm excited to reflect on is the redevelopment of the current NZAC website. The website, which was introduced in 2020, has not lived up to our expectations and has consistently failed to deliver the requirements and necessities that NZAC as an Association, and our members require and deserve.

Whilst disappointing, lessons have been learned from this and we are currently determining what the requirements are for this platform to assist us in successfully sustaining our development over the

next 5+ years.

This is a longer-term project and will take 6 to 8 months to transfer from one platform to another. We are hopeful that we will be able to launch the new website at the latest in early 2023.

I have recently been invited to take on the Executive Liaison Representative role for the national Membership Committee. My first meeting with this Committee will take place in June.

A year ago, when I prepared to take part in the first meeting of the Executive, I was wisely advised by my Exec appointed 'buddy', Miriama, to use the first few months, to listen deeply and to gain an appreciation for where the association has come from, and the future into which it is growing. During the past year, I have been both impressed and encouraged with what I have seen and am very optimistic for the Association and membership in the years that lies ahead, particularly with the implementation of the Te Tiriti Audit, the development of a new website, and the development of a co-regulation partnership with the Ministry of Health.

James Howey

National Executive Regional Representative – Otago and Southland

Miriama Tolo

Wellington Wairarapa Kapiti

It has been an incredibly busy year on the National Executive Committee of NZAC with Covid interruptions causing cancelled meetings and a new way of working together with names such as Zoom, Teams, Doxy, and Google to name a few. We are as an organisation becoming familiar with these types of meetings with 3 of the last 5 meetings for National Executive being held via Zoom for two/three days, along with committee meetings and portfolio meetings via Zoom or Teams, this raises a different type of fatigue that has myself retreating from screen time and craving face to face time more.

The work has been exciting, and I am privileged to be part of this very dynamic and hardworking committee, which includes all the other committees that meet regularly and ensure that the work for the membership continues to occur. Māori Roopu, Membership, Ethics, Supervision, School Guidance, Counsellor Education and Professional Development.

During my time it has been a privilege to be involved, along with Sheryl Smith, Sue Allomes and Alexandra Smith to bravely write an Association definition of 'what is counselling' (really) was daunting and meant meetings, emails, phone calls and a weekend to converse, disagree, agree, and finally complete the document that was named '*Counselling Changes Lives*'. This document is our calling card we use it to show what we do and how as an Association we achieve this. It is available on our website.

<https://www.nzac.org.nz/publications/notices/counselling-changes-lives/>

A special note from me goes out to the National Office who as the operations part of our association has had many setbacks and significant changes over the last couple of years. Shout out to our President Christine Macfarlane and Te Ahi Kaa Gay Puketapu-Andrews who both entered the National Office for significant periods of time as well as the staff that work there who have done their very best to give service to our members under very trying and difficult circumstances. I do hope that with changes (a new website) comes stability in this case and although we are seeing remarkable changes these are not always fast or good enough for some.

My portfolio work sees me in meetings for ACC, alongside Te Ahi Kaa - Gay Puketapu-Andrews (WWK Branch) and Jenny Manuera (Auckland Branch) also being aware of what is happening for the Family Court alongside Te Ahi Kaa, and Maria Reynolds (Waikato Branch) means that we are keeping up with any of the changes and issues and reporting these back to the Exec committee and via our reports to the membership. There are at times many changes, and many issues happening at the same time.

Ministry of Education – I was fortunate to be part of a group of NZAC Counsellors who were brought together, to work alongside Alexandra Smith as a working group from the Ministry of Education. Tasked to put together a set of guidelines for Counsellors in Schools and I also sat on a Ministry of Education review panel. This was an interesting process with short timeframes, much talking, lots of reading and many meetings. It is pleasing that the rollout of this has happened and although the budget for this project nationally, was less than awesome it is hoped to be enough to show the need within schools for this work and that the results within those schools will show good outcomes, for students, families and community.

Te Tiriti Audit - Of significant note and importance to the membership is Te Tiriti Audit which was completed and is now being implemented into the being of NZAC.

National Executive has met to begin a 10-year strategic plan, part of which is the implementation and actioning of recommendations across the Association. This includes organisational structure and increasing awareness for our members about living Te Tiriti and being part of an Association that is honouring and committed to Te Tiriti which will include, National office structure, appointments, policies, working papers for committees and competencies, website development and structure of occasions such as our AGM, PD days, Conferences and other NZAC activities.

Ministry of Health – President, Christine Macfarlane and Te Ahi Kaa, Gay Puketapu-Andrews in their respective roles have been instrumental in this work of keeping our Association well within sight of the Ministry of Health.

The HPCA Act as it stands has its challenges which are known to the Ministry of Health and as an Association, NZAC stands apart. Recognition of NZAC as an Association that has a ‘work ready work force’ and robust self-regulation was noted by the Ministry of Health.

NZAC is along with an extensive working party, has been exploring ‘Co-Regulation within a Ministry of Health Accredited Scope of Practice’ . This process has been a long affair of lobbying Ministry of Health officials to develop a completely new initiative not seen before, for any Association or Profession in New Zealand.

Throughout our discussions, the Ministry of Health have recognised the value of the counselling profession. There has been mutual agreement that a model of co-regulation would be the preferred pathway moving forward – retaining our robust self-regulation and enabling members to apply for positions and contracts in the Health Sector, options that are limited or not available currently.

NZAC has progressed remarkably through this year with the Ministry of Health and we are scoping and realigning, with external assistance some of our processes to sit within the new initiative. An upgrade to our website is a necessary part of this work and National Executive are reviewing this currently (yay) with a view to make a decision and action this very soon. This is ongoing work and is more meetings, more emails and much reading.

The Ministry of Health recognises us should be a catch cry right now, and they recognise us as a valued workforce, which should be noted by all members.

We are this coming, National NZAC AGM will be, saying farewell to Christine Macfarlane, President and our own Gay Puketapu-Andrews, Te Ahi Kaa. We have as an Association and membership, much to be grateful to these two formidable women who have believed in our Association and in us as members. I cannot begin to name all that they have done within our Association.

Gay has been an active leader with Māori Roopu and her determination and passion were instrumental in bringing through Te Tiriti Audit. This one determination will shape the way that we view and work within our membership. Gay is active within Māori Roopu, ACC, Family Court, MoH and all issues pertaining to and being about Māori. Gay is a strong advocate for Māori, Takatāpui, Women and whānau, Gay has been involved with NZAC Exec for 13 years, and we are grateful and thankful to Gay for her continued participation and service to our NZAC members locally and nationally. I look forward to continued input from Gay in all things Māori and anything else she deems important enough to input into. It has been a profound and meaningful privilege to be on this committee with Gay. Aroha mai, Aroha nui, haere ra, ma te wa.

Chris has made her mark since coming on to National Executive, at the same time that I stepped in five (5) years ago. I have seen her work tirelessly for our members within School Guidance, Membership, and Continuing Professional Development, her input into National Executive has been well thought out, progressive and innovative. As President, Chris worked harder and was a hard act to keep up with, she has been instrumental in all initiatives that NZAC are part of, with strong lobbying and advocating for those with little or no voices at the highest places as well as ensuring that our National Office is not being neglected. National Office is currently being reviewed and all systems upgraded (including the website).

Chris' time as President has been in a very difficult time in New Zealand's history with Covid interruptions happening over the last two years of her term. This did not deter the progress, learning to go with what we had to work with was something Chris and the National Executive became very good at doing. I thank Chris for her strong, fair and progressive leadership. I will miss her on National Executive and am glad that I have made a strong ally and friend.

Together Gay and Chris have ensured that the Governance of NZAC worked seamlessly for most of the time, as strong wahine, in their own right, NZAC membership was very fortunate to have them working together, as leaders of our Association.

Thank you for your trust in me to represent this Wellington, Wairarapa, Kapiti Branch at National Executive – it remains a privilege to do so.

With gratitude – *fa'afetai. Tofa soifua.*

Miriama Tolo

National Executive Regional Representative – *Wellington Wairarapa Kapiti*

Executive Portfolio Reports

ACC Portfolio

Jenny Manuera

Portfolio Manager

One of the important things to note now is that there have been changes in ACC, over the last year. They have launched the phase and new word for Integrated Services for Sensitive Claims (ISSC), which is Evolution, a big part of their new pathways of improvement within their organisation.

NZAC /ACC Hui

We regularly meet with Diana MacDonald, (Clinical Partner), Maia Styles (Stakeholder Engagement Coordinator), Ruby Meres (Portfolio Advisor Mental Health), myself, Miriama & Gay (Te Ahi Kaa) and sometimes Chris (President).

Some of the following concerns we brought were still a work in progress.

Provisional Provider Category:

There was further thinking, that needed to be completed in terms of changes made in the next variations. Ruby Meres (ACC) noted that there were inconsistencies across all the contracts and ACC is committed to making the contracts simpler and clearer.

Trauma training programmes for Counsellors:

There was discussion about a lack of trauma training in the Degree programmes, raised by Diana (ACC). Christine informed them that in some tertiary educators, there were known to be papers on trauma. NZAC advised ACC that some Suppliers offered some trauma training within their conferences. Gay discussed in this area that the training was inconsistent and perhaps a need to establish NZAC's role in relation to the content of the training. It was noted for NZAC to discuss with the NZAC Counsellor Education group regarding trauma training.

Code of Ethic's query:

Ruby Meres (ACC) raised the query, where an ISSC named provider posted.

ACC informed us, that a consequence of the behaviour of the recent breach, is that all the staff go through Privacy training and an expectation that these will be recurring at regular intervals. There has been extensive work done on their systems in relation to the breach. There is also an Independent Review that has been initiated, in response to the breach. This is taking place over the next six months. Jenny raised concerns about clients wanting to see Māori therapists, and there have been requests for online Telehealth to achieve this, as there were no Māori ACC Counsellors in their regions. The results of the requests have been quite negative from Sensitive Claims, and often, these requests were not approved.

Jenny also mentioned that ACC would sometimes approve counsellors for online telehealth with clients in another region – there appears to be some inconsistency in the way that these requests are handled. Diana (ACC) and Jennifer Linney (ACC) was going to look into this.

Most recently they looked into a specific case, where a wahine did not have any therapy for 18 months, due to this particular issue. This situation has now been sorted with telehealth, with their original counsellor, who is in another region.

Clarification of Progress & Wellbeing reports:

Some of the other changes within the year were clarification from ACC, progress reports are no longer required in 3 months, only 6 months and 9 months. There is now the only requirement for 1 case conference. As well as this, the 9-month progress report is written and can request the extra hours needed, instead of doing another Wellbeing report.

As of the 15th November 2021 at 11.59 p.m. the Government's mandatory vaccination order applied to workers employed in the health sector.

This meant that all ACC providers regulated under the HPCA Act 2003 who are providing health services to patients in person, must have had their first COVID-19 vaccination and their second one by 1 January 2022.

This also applied to non-regulated health and disability workers.

We have had articles sent to all suppliers. Any questions regarding the mandatory vaccinations should be first directed to your Suppliers.

Issues brought by members:

There have been various issues brought to our attention, by ACC counsellors in relation to pay equity, we raised issues of the difference of rate between Psychotherapy and Counselling to ACC.

The inequity was to do with having a Level 8 qualification and no experience in ACC, which meant that the Counsellor with a Level 8 Qualification would earn more than a counsellor with many years of experience who had a Level 6 or 7 qualification.

The above was raised during our meetings with Diana, Relationship Manager for ACC and we were advised that she would get back to us after she explored this further.

Payment Review:

Both Chris (President) and Jenny stressed the importance for ACC to further look into the pay equity issues and Chris highlighted the urgency of this to happen, as our ACC counsellors are feeling undervalued by ACC. This of course makes it difficult to encourage members to sign up to do this contract. This appears to be a work in progress.

Sexual Violence Customary Advisory Panel (SVCAP):

We have had two meetings in the last month and the last one on Friday 13 May 22. The panel was very involved with the recent Strategic hui held on the 9th & 18th of March, where 4 areas were identified.

- Front of House
- Support Assessment
- Workforce
- Tailoring services.

These 4 areas were discussed within the hui by a mix of ACC counsellors, which was facilitated by the SVCAP panel advisors, including Jenny. There was good feedback on these areas which has contributed to the changes for ISSC Evolution.

Presently, they are reviewing the SVCAP, and all members have had to apply again and there are also openings from outside.

Enterprise Panel:

This panel was set up for specific work in advising the Board of ACC with specific changes. Jenny had the privilege of being chosen as one of these people representing SVCAP. There are two Māori Representatives in this panel. Still a work in progress and two people from this panel are working specifically with the board in the following week.

The four areas they were tasked with were the following:

- Te Tiriti O Waitangi
- Equity
- Prevention
- Social Value

From this panel, two members were tasked to work directly with the ACC Management Board, which proved to be successful in changes and implementation of the above areas.

ACC and Corrections Client Issues:

Jenny raised the concerns of issues that have been raised by counsellors working in the prison and wanted the update on the liaison between Corrections and ACC around various issues, regarding the AVL issues, ACC forms not being signed and difficult to give to the clients. Ruby informed us that they had an engagement meeting with National Corrections to work better together and overcome issues. She also expressed to us that they wanted key people to work directly within the regional level. They have agreed to meet monthly. As well as this, Jenny also raised the issue of lack of ACC counsellors in the prisons and in some cases, only one ACC Counsellor.

Ruby Meres (Portfolio Advisor) is now on a regular monthly basis liaising with Corrections to improve the relationship and environment for ACC Counsellors.

Overall, there have been a lot of meetings and work happening in this ISSC space over the last year.

Jenny Manuera

ACC Portfolio Manager

Family Court Portfolio

Miriama Tolo, Maria Reynolds, Gay Puketapu-Andrews

Portfolio Managers

This last year has again been determined by Covid and finding other ways of working within our respective Portfolios – meeting online is a ‘thing’ and becoming part of our everyday lives of work and committee meetings.

The Family Court Portfolio members are still committed to ensuring the voice of NZAC Family Court Counsellors and their clients is heard through media interviews, attending meetings and sharing information with the membership that is of interest and relevant with the work that is happening within the Family Court.

Of particular interest over the last year:

- *Te Kaiarahi o te kooti o te whanau - Family court navigators – came into play during Covid 2020 and are to assist the public to navigate the Family Court process/system.*
- *Up-date of the Harmful Digital Communications Act 2015 – this makes it an offence to post intimate visual recordings without the consent of the person recording. The aim is to improve access to justice for victims/survivors of image-based sexual abuse.*
- *A survey shows the majority of victims of crime who take part in restorative justice conferences continue to be satisfied with the process 2021 with a new survey scheduled for 2023.*

As we enter the coming year, we will lose a vital part of our portfolio in that Gay Puketapu-Andrews will be stepping down from her role of Te Ahi Kaa and will no longer be part of our National Executive Committee. We are grateful to Gay for the vast input she has made in this portfolio over the 13 years that she has been part of the National Executive and latterly as Te Ahi Kaa. Gay’s contribution to counselling and counsellors, with particular interest in Māori issues, has been significant in all the areas that she inputs into, as a Family Court Counsellor herself her input into the Family Court Portfolio has been impressive, knowledgeable, experienced and tireless. We trust that this portfolio will have access to her vast knowledge going forward, in this area and we wish to thank her earnestly for her mahi.

Maria Reynolds and Miriama Tolo will continue to work in this portfolio, attending meetings, sharing information, representing the membership, and promoting NZAC counsellors as professional registered practitioners.

Miriama Tolo
Family Court Portfolio Manager

Research and Journal Portfolio

Alexandra Smith

Portfolio Manager

As Members, we are grateful to the many people who put in hours of work to produce each publication of the New Zealand Journal of Counselling.

A huge thanks to our editors Peter Bray, Paul Flanagan, and Janet May. They welcome submissions of papers from brief reports and commentaries to research and practice-based articles. They aspire to more of us submitting papers!

Volume 42 Number 1 | 2022 has been published and includes “A Memorial Tribute to Dr. Philip Culbertson”, by Margaret Agee. Philip passed away in February this year and served as a co-editor of the New Zealand Journal of Counselling between 2008 and 2018.

Articles in this new Journal include:

- Encouraging counsellors to engage in collaborative practice-based research (PBR) - *Robert Manthei*
- COVID-19: Experiences and strategies of secondary school counsellors in the 2021 Auckland lockdown - *Hyeun Kim with Kim James, Elahe Khaleghian, Tillie Lima & Paumea McKay*
- Strengthening we-ness in working with intercultural couples - *Young Han*
- Counselling Korean migrants in New Zealand - *Hyeun Kim*
- Supervising practitioners in the sexual violence sector in Aotearoa New Zealand, who are themselves, survivors of sexual harm: Examining potential counter-transferential issues - *Sandra Fuller*

Thank you so much to all the contributors.

It is important to acknowledge Members who reviewed all the articles presented for consideration during 2021 and 2022, they have all given freely of their time.

Margaret Agee	Patrick Au	Helene Conner	Wendy Talbot
Alastair Crocket	Ireni Esler	Sunjin Heo	Katie Wasson
Gary Hermansson	Victoria Marsden	Karey Meisner	Stephen Parkinson
Shirley Rivers	Glenn Silvester	Sebastiano Scalia	
Mandy Pentecost	Judi Miller		

Our Technical Editor is Madison Hamill and Nicky Dyer is our Design Editor. Both are quite new to the team and great to work with. Once they have finished their work, copy is sent to the publishers who produce a limited number of print copies and send electronic copies to National Office to load onto the website. Print copies are available from National Office if they have been pre-ordered and paid for.

I hope you all know how to access the Journal on the website. After login click on the Menu then scroll down to Publications. Clicking on Publications will take you across to the New Zealand Journal of Counselling.

<https://www.nzac.org.nz/publications/new-zealand-journal-of-counselling/>

It is planned to raise the profile of our Journal by communicating publications through NZAC's Facebook page and through newsletters.

What a rich source of information, knowledge and challenge the 54 Journals published since 1991 give us. Please all make use of the Journals.

The editors suggest there could be opportunities in Supervision to discuss what articles have been read and reflected on. Possibly this could be a part of our CPD work.

Journal 2 | 2022 will be published at the end of the year.

I am very grateful to all who work together to give us a robust academic Journal we can be proud of.

Alexandra Smith

Research and Journal Portfolio Manager

School Guidance Counsellor Portfolio

Sarah Maindonald and Alexandra Smith

Portfolio Managers

He mihi nui ki a koutou i tēnei wā o Matariki, nau mai haere mai Hiwa -i-te-rangi.

As we follow in the footsteps of many generations of tangata whenua we look to Hiwa-i-te-rangi to guide our mahi into the future.

Certainly, the past two years have meant our work has been influenced by the course of Covid meaning many of our association meetings have been online and we have been challenged to maintain connection.

Our School Guidance Counselling Advisory Group has remained stoic and persistent and provide great support and advice to the portfolio. We have maintained connection by facilitating online meetings but our ability to kōrero together and respond has tested our creativity.

Despite this context, we supported the Community Provision of Counselling in Primary and Intermediate Schools rolled out by the Ministry of Education late last year and assisted ERO in their phase one evaluation. Their inclusion of advice from our working group around ethical practice, suitable rooming, culturally sustaining practice and guidelines for host schools are visible in the final guidelines to schools. There were some contrasting views about confidentiality and the rights of the child in a school environment. Needless to say, there were rigorous discussions around the United Nations Convention of the Rights of the Child, case law (Gillick) and Te Tiriti in terms of the rights of whānau, hapū and iwi in a school counselling context.

In our workplan we had hoped to initiate updating Te Pakiaka Tangata with the Ministry of Education as now nearly five years old; work with the Teachers' Council to adjust our advice now six standards not twelve in the rubric for secondary school counsellors (they did this for us in the interim and it was appropriate); liaise with PPTA and NZEI around the status of counsellors in schools, in the hope to include all school counsellors under collective contracts. This would mean pay and conditions would be more equitable. There was also discussion regarding possible micro-credential to promote access to the collective contract for all counsellors. Other items for consideration were building stronger relationships with the three Principals associations, looking at supporting a database update for school counsellors and how we might provide more advice and support to new counsellors and counsellors in new positions.

Now, more than ever the work of school counsellors is of paramount importance in the preventative mental health space for our children and rangatahi. Sir Peter Gluckman, previous Science Advisor to the government stated in a recent release this is an increasingly worrying crisis. The safety and wellbeing of young people is the reason School Guidance Counsellors (SGC's) go to work each day and yet caseloads and lack of support make this increasingly difficult. The issues for which these young people are seeking help are complex and severe. All of this in a context where waiting lists are increasing and there are fewer SGCs; "there are growing numbers of students seeking counselling ... most students were positive about guidance and counselling in their schools and 66% said it was socially acceptable to see a counsellor about personal matters and students said they were most likely to seek help first from a parent or caregiver and secondly from a counsellor" (Manthei, Tuck, Crocket, Agee, Gardiner (2020). This research commissioned by NZAC & the Ministry of Education also affirmed unequivocally that school counselling is effective in enhancing the wellbeing and mental health of rangatahi.

Further to this, NZAC's released a media piece entitled *"The secure future is looking more like the past"*.

<https://www.nzac.org.nz/publications/media-releases/the-secure-future-is-looking-more-like-the-past/>

It was very disappointing that increased funding for secondary schools was absent from the Budget. Sir Peter Gluckman emphasised the importance of wellbeing preventative work in schools.

The increase in funding for primary and intermediate schools in the government's 2022 Budget is encouraging. *Mana Ake* is expanding in areas throughout the country, but counsellors are concerned there is limited capacity for student self-referral and specialized training in counselling is not always a criteria for provision of service.

Our SGC Advisory group will continue to advocate for a decreased ratio of students to counsellors in secondary schools and the provision of counselling to all primary and intermediate schools. We are looking at new ways of moving forward in this challenging environment.

We would like to thank the SGC Advisory Group Whaea Titihuia Rewiti, Gaye Evans-Love, Carla King, Matt Judd and Vicki Wihongi, for their commitment and contribution.

We also like to take this opportunity to acknowledge and thank President Christine Macfarlane and Te Ahi Kaa, Gay Puketapu Andrews for the work have done in advancing the status of school counsellors and counselling generally in difficult contexts over the last years, combined time on the Executive in various roles is 18 years!

Ngā mihi, ngā mihi, ngā mihi,

Sarah Maindonald and Alexandra Smith
School Guidance Counsellor Portfolio Managers

National Reports

Professional Development

Niccy Fraser

Professional Development Manager

The Professional Development Manager role is a new part-time National Office role that began on 15 January 2021. This role has been a positive development creating value for NZAC members. Members have benefited from access to a range of high-quality complimentary NZAC zoom webinars. Members have been able to see and connect with the members who serve them on NZAC committees. This has offered both more collegiality and member networking.

Niccy Fraser, the new Professional Development Development Manager (PD Manager), initially contacted our 17 NZAC branches by attending their local branch meetings to meet, form relationship and discover what professional development requests was required. This reach out was received very positively, especially by the more isolated and less resourced branches. The PD Manager used these branch requests to inform the development and delivery of 12 zoom webinars in 2021. The Zoom webinars have had large numbers of members registering and members have had flexible webinar times, to best support attendance e.g evening and daytime webinars.

The PD Manager worked with NZAC committees such as membership, and ethics to deliver webinars on membership upgrades, and the complaints process. There was a focus in February on the ACC month of webinars, in an attempt to interest, support and encourage members to register for ACC work.

Benefits/outcomes from NZAC 2021 webinars

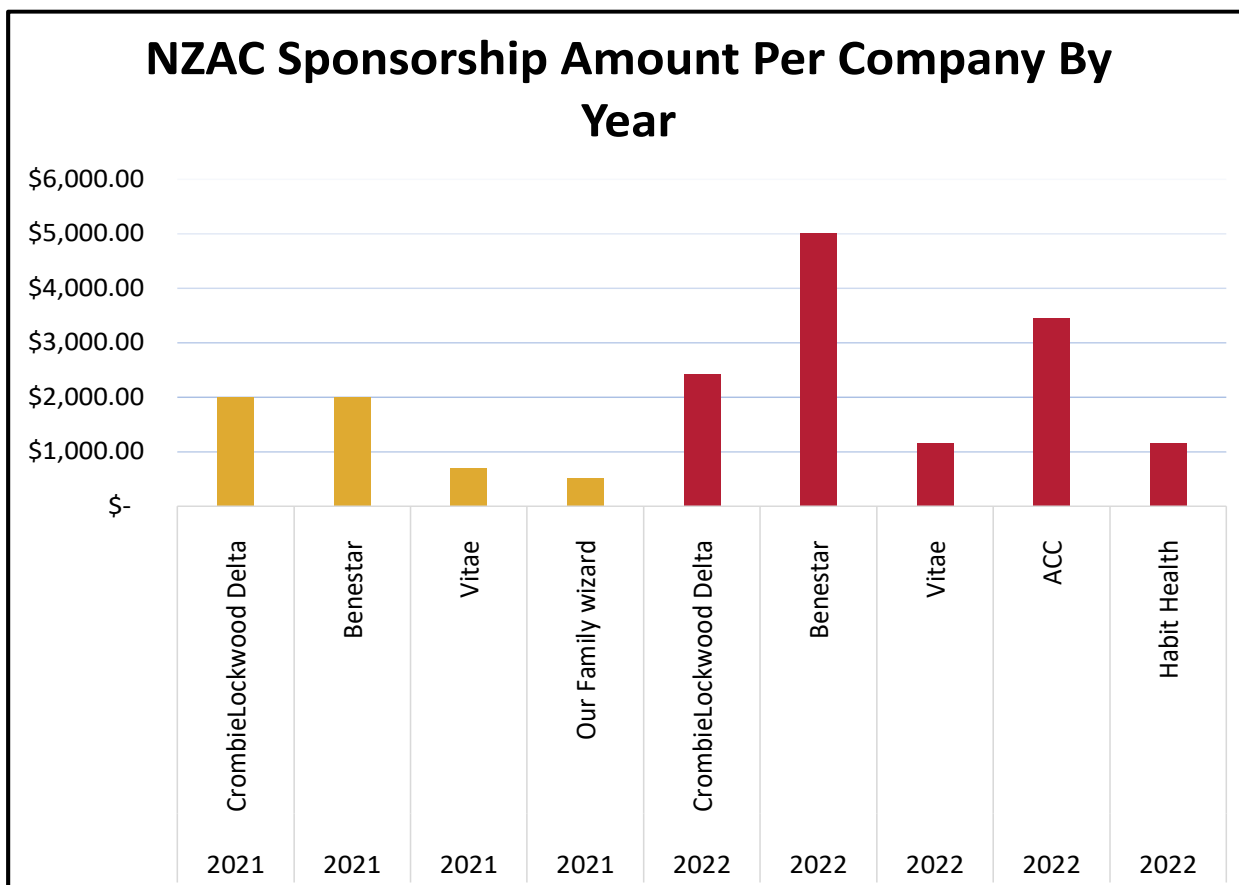
- 12 NZAC members registered to train in Eye Movement Desensitization and Reprocessing therapy (EMDR)
- 6 NZAC members formed a writing for the NZAC Journal publication group
- Members received committee guidance for the membership upgrade process and the NZAC complaints process.

Benefits/outcomes from 2022 NZAC webinars: February - April 2022. A total of 20 NZAC members applied to register as ACC counsellors which was a gratifying result as ACC is so under-resourced with counsellors.

Website development has been completed by the PD Manager and Office Administrator Jo McNab creating a distinct professional development page where professional development resources such as recorded webinars have been uploaded. Members have given positive responses to these resources and provisional members have particularly felt supported especially during Covid.

A positive development has been the use of this new role to arrange and develop the National Professional Development event held in Wellington on 7 July 2021. This one-day event is now for 2022 a two-day conference; hybrid delivery both online and in-person event. The conference program has been determined by the previous year's, 2021, member evaluation so is designed by members for members and largely presented by members. In 2022 members of other allied health professional groups have been invited to both attend and present, thus strengthening interprofessional relationships.

The profile of NZAC is being raised and also importantly, in the area of sponsorship for NZAC. The sponsorship secured keeps the conference registration at reasonable rates for members and means we have a more attractive and professional venue this year, Te Wharewaka function centre.



Future webinars: Webinars concerning core business; e.g membership, Working for ACC will be complimentary and others such as specific counselling modalities or expertise knowledge will be charged at lower rates for NZAC members, so effectively NZAC subsidises this training for our members. Webinar facilitators will also be paid for their time, commitment and expertise.

Challenges for the new PD Manager role: The first challenge was the initial year spent doing lots of set-ups, establishing systems and working with a very difficult, limited website. Workarounds had to be constantly found and thanks so much to Jo McNab in the office. The other challenges have been remote working when the role is a relational one, depending on making professional connections in order to secure webinar presenters.

The nature of the PD Manager role is a temporary contract and this is challenging when developing strategy and budget and revenue forecasts. The PD Manager role is a very broad role covering event management, technology, national communications, marketing, sponsorship, research, interviewing of webinar facilitators, liaising with ACC, Ministry of Justice, Ministry of Health, etc. For the PD Manager role to succeed and develop, the role requires 15+ weekly national office administrative support hours which have been minimally available. If this support was in place the PD Manager would be freed up to research and arrange more professional development. Going forward for NZAC, the budgeting and provision of office support for the PD Manager are essential.

Niccy Fraser
Professional Development Manager

Continuing Professional Development Audit Team

Christine Macfarlane

CPD Audit Liaison

I wish to acknowledge the expertise, dedication, passion and energy of the CPD Audit team

Vicki Eaves, Chris White, John Winslade and Georgina Wilkinson.

Without these members' ongoing mahi we would not be able to complete the auditing of the 10% of our member's Continuing Professional Development.

This is still a relatively new process that NZAC has been developing in order to strengthen the membership criteria and professionalism. The new accreditation with the Ministry of Health has shown us this, our ability to audit members' CPD has been a key feature in the recognition from the Ministry of Health (MoH). The MoH representatives have commended NZAC's CPD process, our robust membership criteria, the Code of Ethics and the complaints process.

The website has caused the most difficulties in the CPD Process. What worked well on papers did not transfer well to the IT platform we have. With the change to a new IT platform, we will be able to develop a better system that will ensure the CPD is easier to complete and still hold the value of the reflective process which is the heart of the NZAC Continuing Professional Development and supervision processes.

The other major struggle we have encountered has been staff shortages and changes in the National Office, this has created more pain and stress for everyone. Coupled with a really ineffectual IT platform we have had a year of troubles that have not been easily overcome.

In fact, my mantra over the past year has been – *we just have to get through this and do the best we can with what we have right now.*

I have known though we are moving towards a new IT system, and this has kept my hope higher. Now we know when this is happening, I am buoyed by the knowledge by the time of the Annual Practising Certificate renewal in April 2023 we will have a brand-new user-friendly extra amazing IT system to support the association.

The CPD Audit team have shared this about the 2021 Audit.

- Overall I believe that the quality of the reflections has improved.
- The Audit Cover sheets are not always completed correctly
- Common themes of training have been around the Polyvagal theory and trauma, also Neuroplasticity
- Team worked well together, within the environment space
- Great support from Admin and Christine.
- Sharing the same standard of requirement by members applications.
- “We take this work seriously, these are people’s lives”
- Moderating applicant was a great double check
- Notice more information from applicants, less time following for additional info.
- Having the opportunity and space to check with each other regularly.
- A shared sense of humour works well...
- Noticed a huge improvement of more engagement by members’ applications.
- Being present at the AGM was helpful for members to connect with who the Audit Team Members are.
- We could have ensured that each member clearly understood how to navigate the website

- Provide each member with a step-by-step 1-6
- Have a clear process in place to follow up resubmissions, and who will moderate?
- Great to have a new team member bring another perspective, and a previous member re-join our Team.
- Great that a Team Member followed up to check on the status of resubmissions.
- When applying for full membership, the member completes an extensive written part which is then followed up with an Interview. This allows the member to speak about their work and give a much richer account of their work. A robust and fair process. This is the same with the audit process. The member submits the written part, and this is supported by their supervisor who has had the privilege of meeting monthly with the member who was able to speak to their work more richly than any written submission could capture. It is intended to support members as well as ensuring a professional and authentic approach to professional development.

CPD Data

- 201 to be audited
- 110 information received
- 80 received after follow up
- 11 no reply or no information provided

Results

- Met Requirements 71.14% (143 members)
- Did not meet Requirements 28.86% (58 members)

The CPD process and the CPD audit team are central to NZAC's professional registration and self-regulation position. This is how we are accountable for the ongoing professional and ethical stance we represent to the public and stakeholders. We are all responsible for our engagement in professional and personal development, as counsellors registered with NZAC, we are publicly and professionally stating we uphold our ethics and will continue to do so throughout our career in the counselling field. This is lifelong learning, how fortunate we are to be part of such an amazing vocation, it really is a calling that is heart connected. And at times not for the faint-hearted as we reflect on our personal and professional selves.

Lastly, well done to everyone who are dedicated in completing their CPD,
and the supervisors who are supporting us in this process.

You Are All Superstars

Christine Macfarlane
CPD Audit Liaison

Counsellor Education Committee

Margaret Agee

Convenor

In 2021 we welcomed Sonia Paul as a further Roopu representative to the committee.

Committee members currently include Margaret Agee (Convenor), Raewyn Laurenson, Judi Miller, Huhana Pene (Roopu representative), Sonia Paul (Roopu representative) and Maria Reynolds (National Executive Liaison). A further member is currently being recruited.

Since early in 2021 we have held regular, very productive committee meetings via zoom, as we have had quite a demanding programme of work.

Programme assessment and accreditation:

The process of assessment and accreditation of counsellor education programmes has continued. In September 2021, the following programme received accreditation:

- Vision College, Bachelor of Counselling.

An application for accreditation has been received from the Anamata PTE: Te Taupuatanga o te Whānau – Bachelor of Applied Counselling and is currently being assessed.

Master's degree programmes at four universities and Bachelor's degree programmes at nine tertiary institutions have now been accredited, as listed on the NZAC website. <https://www.nzac.org.nz/assets/Uploads/Counsellor-Education-Degree-Programmes-June-2022.pdf>

Continuing effects of COVID and counsellor education programmes:

During this past year, counsellor educators have continued to succeed in managing significant pressures in the COVID-19 environment. A particular pressure for students and staff has continued to be the variable range of practicums available, posing difficulties for some students in gaining sufficient experience to develop and integrate their skills, and to obtain their requisite number of hours. However, most programmes have been flexible where needed, and some have been particularly proactive: conscious of students' stress about achieving their practicum hours, staff have been able to support them through to graduation. Clarification of NZAC criteria that 120 of the 200 hours of supervised practice may be tele-counselling has helped counsellor educators in their support of students. Zoom and blended learning have become the norm, and with effective preparation, counsellors-in-training are finding that they are able to work in depth when counselling online as well as in person.

An ongoing source of stress for counsellor educators has been pressure from their institutions to accept increasingly large numbers of applicants to their programmes while staffing remains static. The importance of maintaining appropriate selection processes has also arisen.

As a matter of policy, information about changes to programmes and programme staffing is being obtained annually. Within some programmes there have been significant changes to staffing in face of the pressures the COVID-19 environment has presented, raising some concerns regarding the nature and quality of their orientation to their roles as counsellor educators within programmes.

Counsellor Educators' Meeting, December, 2021:

A well-attended, successful one-day meeting with counsellor educators was held via zoom on December 13th, 2021. Counsellor educators reflected on the ways in which counsellor education programmes had managed in face of the constraints of the previous two years, and discussed current topical matters, several of which are being followed up by the committee. The programme also included a presentation by representatives of Te Pūkenga.

The proposed Research Day for 2021 was postponed. Counsellor educators were keen to meet again in July 2022, face-to-face if possible, and this is being scheduled to coincide with the national conference and AGM in late July.

Monitoring and engaging with developments in the tertiary sector:

The committee has engaged with Te Pūkenga (New Zealand Institute of Skills and Technology) regarding their plan to streamline counsellor education throughout the country for the programmes offered through polytechnics. This policy is being implemented in each vocational/ professional sector. The importance of being involved in these discussions cannot be underestimated, to ensure that the NZAC Counsellor Education Standards will be considered and adhered to, and the value of the NZAC accreditation process is recognised.

Review of Counsellor Education Standards:

In the context of the Te Pūkenga plans, as well as the fact that some programmes will be due for the 5-yearly review within the next year, the review of the Counsellor Education Standards is currently being undertaken and will be completed during the latter part of 2022.

Providing guidance to counsellor educators and tertiary institutions:

The committee receives inquiries periodically about NZAC policies, including a request from one institution that the 200 hours of counselling practice required for Provisional Membership be reduced because of COVID-19-related conditions. We support the existing requirement of 200 hours and fostered the sharing of information about the ways in which other programmes had supported counsellors-in-training in attaining these hours. We have also been consulted by staff from several institutions about matters concerning their programmes. These include UCOL in Palmerston North which is in process of developing a bachelor's degree programme.

Proposed change in committee leadership:

We have begun to discuss succession planning as I am needing to hand over the Convenor role. We are hopeful that Raewyn Laurensen and Huhana Pene will share the role as Co-Convenors. However, I have agreed to stay on the committee as a member for the forthcoming year.

Finally, we appreciate the collegial relationship among committee convenors and members, a source of valuable mutual support in our work on behalf of the Association.

Margaret Agee

Counsellor Education Committee Convenor

Ethics Committee

Sue Webb

Convenor

The Ethics Committee's tasks are to develop the Code of Ethics as necessary, provide education and guidance on ethical practice, process complaints received about members, answer queries on ethics and advise the Executive on ethical matters.

Workload

The amount of work coming into the Ethics Office in relation to complaints has remained stable. During this year, 62 complaints have been worked on, the same number as 2020-2021, with 60 during 2019-20. Fifty cases were closed by March 31st, leaving 12 cases open at the start of the 2022-23 financial year. This compares with 41 closed and 21 open at the end of March 2021. Thirty-eight new complaints came in during this year, as opposed to 42 last year and 35 during 2019-20. This year eleven closed complaints involved Regional Ethics Teams (RETs), two more than last year, while ten complaints involved Convenor Communications, a similar number to last year, with five Committee members involved in undertaking these. Initial Assessment Groups (IAGs) recommended 'no further action' in six complaints, a similar number to last year. Twenty-one complaints were initiated but did not receive informed consent, meaning they were closed and deleted.

There were no hearings held, although one complaint reached the stage of us issuing charges for a hearing, at which point the member resigned, citing retirement. The group of complainants, in this case, are to be commended for their preparedness to contribute to a second lengthy process; the complaint had previously been processed by a parallel organisation, ending with the respondent resigning from that body. Should we later hear that the counsellor has resumed practising, a decision about whether to resume the hearing will be revisited. There is now a precedent for this, in that the Court of Appeal (NZCA 475, 2019) upheld a High Court decision that the Institution of Professional Engineers NZ could continue disciplinary proceedings against a member despite their having resigned from the Institution, since the complaint related to activity when the person was a member. The Ethics Committee will now have four options available if a member resigns while a complaint is in process: to close the complaint, to suspend it to be re-opened if the person reapplies for membership, to refer the matter to the Health and Disability Commission or other body, or to hold a hearing.

At 31st March 2022 four complaints relating to three counsellors had been open for more than a year: one on hold for medical reasons; one still awaiting action from the Human Rights Review Tribunal relating to a privacy concern, now due in court this November; one following an investigation by the Health and Disability Commission that included a further complaint in relation to non-compliance with the Ethics Committee. An IAG now needs to consider possible further action in relation to the last. Of the closed complaints, 19 had commenced before the 2021-22 year. Twelve complaint enquiries, as opposed to 14 last year and 12 in 2019-20, were about non-members and therefore could not be pursued.

There is a growing trend for complainants to want more access to what the counsellor may have conveyed about them and further information about the outcomes of their complaints. This is in line with changing notions of complainants' rights to natural justice, which while a lesser right than that of respondent counsellors, still needs to be taken into account by the Ethics Committee. We are presently working on changes to accommodate this.

A total of 129 general queries were received, 33 of which were forwarded from National Office or National Executive members. This is a reduction compared with last year, where the figures were 169 and 61 respectively. The Committee continues to work at publishing answers to frequently asked questions on the Practice and Ethics section on the members' website and the Office uses categorised

and anonymised responses to draw from when formulating answers to new queries. There were four privacy requests this year (these can take quite some time to fulfil); 46 queries regarding potential complaints, seven of which became full complaints; and correspondence after case closure was required in eight complaints.

Members are now required, under the Code, to notify the Ethics Committee of court cases or complaints against them made outside of the Association. We received 11 such notifications, none of them meriting the allocation of an NZAC complaint number. Where this does occur, it is so that we can follow and monitor processes elsewhere or supplement actions already required. When no complaint number needs to be assigned, all the notification information is destroyed.

The nature of complaints

All complaints closed during the year have been sorted according to the type of practice context in which they occurred and to the key concerns raised, excluding those for which there was no informed consent. Of the 28 complaints closed that involved Committee activity, twelve counsellors were in private practice, with a further three private practitioners providing couples counselling and one training (involving two complaints). Four provided funded counselling for example through ACC, the Family Court or employee assistance provisions. Two worked in agency settings, three in schools, one in Corrections, and one was involved in alleged conduct unbecoming not related to their work.

At the initial assessment stage, behaviours alleged by complainants are identified and linked to the Code of Ethics, with the aim to name up to three potential elements. These may not, in fact, turn out to be breaches on a counsellor's part, however knowing what complainants are likely to complain about, and which areas of work seem to present the most risk, can be helpful to counsellors. This year lack of respect figured in fifteen complaints, safety issues or failing to avoid harm in nine and alleged incompetency in eight. Multiple relationship issues appeared in six, lack of even-handedness and contracting difficulties in five each, and boundary matters, referral difficulties and lack of integrity in four each. Partnership, exploitation, and confidentiality were each named in three. Documentation issues, responsible caring, and the treatment of colleagues each occurred in two. Non-compliance, cultural mismanagement, not abiding by the law and the termination of counselling were identified in one each. Yet again lack of respect figured in the largest number of complaints. As one of our core values, it has an overarching position in the Code, with many other clauses likely to link to it. However, there is often a sense that had respect for the complainant been maintained, other difficulties could have been navigated. Multiple relationships, including taking on advocacy roles for clients, and even-handedness continue to cause counsellors' difficulties, especially when participants in the counselling relationship, or others who have an interest in it, are in conflict.

Other Committee activities

Covid 19 has continued to be a focus in Ethics work, with updates of previous sets of guidelines for the different alert levels, ethical considerations for counsellors in relation to vaccination, and guidelines for the traffic light system, when that was instituted, created for the website. I am grateful for Rangī Davis' input on these.

The Complaints process continues to be improved in small ways. A review that has been undertaken for the Ministry of Health and the results of some hearings in the High Court and the Court of Appeal suggest more significant changes in relation to Complainants' rights to natural justice, which may result in greater involvement and greater information being provided to participants, plus the engagement of lay persons in the Initial Assessment Group decision-making. We also need to make the language that we use to explain our processes more accessible. Other changes are likely to be recommended by Te Tiriti audit, as that proceeds.

We now have six articles in the Practice and Ethics section in the 'Members only' part of the website, chosen for development because of the frequency with which queries or complaints on these topics appear. A seventh is nearly confirmed for adding, the third in a sequence on contingency planning. My

grateful thanks go to Irene Paton, Wendy Talbot and Carol White for writing these three. Further articles are in the pipeline.

Paule Poulin, Ethics Secretary, who is of French-Canadian origin, left us to work for the Canadian High Commission. We could understand why but were very sad to lose her. It was then lucky that about the same time Abi Buchhalter returned from overseas and was able to pick up the vacant position almost immediately. Abi and Melanie Roundhill, who joined the Ethics Office in June last year, have formed a good team, thoughtful, thorough and prompt, and are doing an excellent job coordinating their work.

The three of us attended privacy training on fulfilling privacy requests, an area of work that can be time-consuming and often involves difficult decision-making. It would be wise for those members who work in organisational settings to make sure that your organisation has a privacy officer who is able to provide advice on record-keeping and is up to speed on how to fulfil these requests.

The member notification process appears to be working well, as included in the Code of Ethics last year. We are looking at the possibility of memoranda of agreement with parallel associations and bodies, in order to avoid the risk of respondents choosing to resign from one organisation while a complaint is underway, and either relying on another membership they already hold or taking out a membership in another, without acknowledging the unfinished complaint process elsewhere.

Ethics drafted an NZAC submission on the Conversion Practices Prohibition Bill and provided speaking notes for the oral submission then delivered by the President and Te Ahi Kaa.

Conclusion

Thanks, as always, for the support, collegiality, positivity and hard work done by the Committee and RET members. This year we were sad to lose Lex McMillan and Mandy Down from the Committee but welcomed Mike Williams. Thanks also to the Ethics Secretaries who need highly diverse skills and, at times, nerves of steel and the patience of saints to manage a complex and at times intense workload; to Alexandra Smith, our National Executive portfolio holder who has engaged enthusiastically with the Committee's work; and finally, thanks to our legal adviser, Jo. This is, as ever, a very rewarding committee to convene.

Susan B. Webb

Ethics Committee Convenor

Membership Committee

Robyn McGill

Convenor

Assessment Team

NZAC is very fortunate to have retained the same Assessment Team led by Val Boag with John Hibbs, Toia Chase, Mark Pope, Nickei Falconer, Verona Nicolson, Virginia Maskill and Sonya McKirdy and so maintaining consistency in the assessment of membership applications.

The Assessment Team knows from experience the value of being together physically as they complete the mahi. Processing Membership applications requires diligence and care with the Team being able to easily seek their colleagues' thoughts on variances to reach a consensus. However, for the second time in 12 months, the August 2021 Assessment Team Meeting in Wellington was interrupted with the start of level 4 lockdown. Three of the team processed some assessments in their hotel rooms before returning home to complete online. There were 50 applications in the mid-year-round, with 2 resubmits.

November 2021 applications for Membership numbered 85 in total. Extensions to 1 December were given to those Applicants challenged by Covid restrictions. The Team met in January to assess Membership applications, but it wasn't until February when some Applicants contacted NZAC that further applications were discovered 'hidden' in the system. With no inherent notification function applications were not visible until searched for with a name. This resulted in considerably more mahi for the Team and meant the usual March Panels continued through the months to June.

The difficulties with the website have more than doubled the work that is necessary. Much time is spent troubleshooting for prospective members and their applications.

The major issues for Membership involving assessments in the last two Membership Assessment rounds have been:

1. NZAC receives no notification of any application submitted online.
2. Supervision Reports not uploading often involve Supervisors rewriting their Reports.
3. The Police Vetting website link often does not work and despite detailed instructions, many Applicants have difficulty completing the forms.

Membership Committee

The Committee met 3 times during the year, in June and November 2021 by zoom and in February 2022 in Wellington. The team became even smaller when Sheryl Smith, our National Executive Liaison contracted to National Office as the Interim Executive Director and when Debbie North, Membership Manager, resigned. Toia Chase, Rōpu Representative from the Assessment Team, Val Boag, Assessment Team Leader, Robyn McGill, Convenor remain, and while we would like more representation from the Māori Rōpu we know how busy people's lives are. Recently we have been joined by James Howey as the National Executive Liaison and look forward to his contribution.

Webinars

Two webinars were organised by PD Manager Niccy Fraser in August for Provisional Members to ask questions about their upgrade applications due 1 November. Toia Chase, Sonya McKirdy, Val Boag and Robyn McGill answered questions and a recording of one session is available on the website.

Application fees

The Membership Committee asked the Executive to review membership application fees, and these were increased from April 2022.

Qualifications for Provisional Membership

On 1 January 2019, the NZAC Education Standards were implemented. As time goes on most Aotearoa applications will be graduates from NZAC accredited counselling education providers with either a Bachelor's or Master of Counselling. This is great for NZAC, increasing the standard of counselling in

Aotearoa.

There are still a small number of historical Diploma and PGDip counsellors applying which the Committee carefully assesses to ensure the quality of their application. The Particular Circumstances pathway continues to be used by several people a year.

There are frequent enquiries for Provisional Membership from Bachelor or Master of Psychology graduates who wonder what use to put their degree. Even if they have been employed as 'counsellors' and have accumulated 200 supervised practice hours the answer is 'no'. A degree in psychology is not a counselling qualification.

Online applications

The Committee eagerly looks forward to having an online application process that is flawless. The present system has wasted such a lot of time and some days caused Val and Robyn to feel they have almost run out of apologies for NZAC.

Request for Reinstatement

What were the Non-Active Policies have been renamed Provisional Non-Practicing and Members Non-Practicing Policy and have been reviewed. Cultural Consultation is now included, and the Supervisor's report includes an observation of practice, demonstrating competent counselling skills.

Puawānanga Kaitiakitanga in the Membership Application

For many years the Committee has wanted to have Puawananga interwoven through all sections of the Membership Application rather than a separate section. With Te Tiriti Audit and the implementation of the recommendations, it now seems time to look at change. June 2022 sees the first hui and wananga where invited guests and the Committee start this process.

Candidates meeting the Panel

Panels have many purposes, including a welcoming process that is relational and enables whakawhanaungatanga. A place for Candidates to 'show themselves in an environment of manaaki. But are Panels supporting the original purpose or intent? Do they 'fit' the present NZAC kaupapa? By necessity many Panels are now via zoom and a Candidate may not be meeting local members. Lots of questions and consultation are needed to find the best membership processes for the association.

Of note

Several trends have been noted this year. A marked increase of interest from overseas educated counsellors with many wanting registration with NZAC. As well as counsellors being out of our system for 5 - 10 years or more and requesting reinstatements.

Membership Manager

The resignation of Debbie North is providing an opportunity to rethink the role of the Membership Manager. In the meantime, Val Boag became the Interim Membership Manager, and this continues to the present day. This has been an enormous workload for Val, not the least has been a crash course in technology. Robyn McGill has been able to support and share responsibility in answering many emails.

Having Sheryl Smith, with her experience of membership, in National Office has been very helpful and she has been available to assist in navigating through systems and responding to the many issues presented by Members and potential Members of NZAC.

Robyn McGill & Val Boag

Membership Committee and Assessment Team Convenors

Supervision Committee

Naarah Simpson, Fia Turner, Eugene Davis

**E te tī, e te tā,
Ka tukuna i ngā mihimihi ki ngā kaupapa katoa i hapaingia te mahi kaitiaki o ngai taua,
Tangihia mai ki ngā tini aitua kua haere kei tua o te tirohanga tangata,
Hoki mai te wairua o rātou mā ki runga i a tatou te hunga ora hei tohutohu i a tātou nei whaingā,
Rire, rire hou, Paimarire.**

To the NZAC Māori Rōpū, the National Executive, NZAC administrative staff, those gathered for the 2022 Annual General Meeting, and all members across the motu whānui, greetings from the members of the NZAC Supervision Committee. Nga mihi aroha, nga mihi nui hoki kia koutou katoa, tena koutou katoa.

The Supervision Committee's kaupapa to promote professional supervision and supervision education among NZAC members alongside providing recommendations for the NZAC Supervision Policy has been the key tasks undertaken. There are currently only four members on the Supervision Committee, including one National Executive member acting as a liaison. Over the last 12 months we have had three resignations, our co-convenor Gail Allen, former convenor Jenny Snowden and fellow member Monique Dalrymple. A big mihi to them for the tautoko, wisdom, generosity and experience they brought to our committee. We wish Gail, Jenny and Monique all the best for their future endeavors. One vacant position on the committee has been filled by Linda Page from Tamaki and welcome the knowledge and experience she brings.

The supervision committee members reside in different parts of Aotearoa, such as Tamaki Makaurau, Waikato and Waiariki. As committee members, despite the challenges faced to recruit more members to the committee, we have continued to work collaboratively and generously to formulate responses to members' enquiries. Many of those enquiries have sought information about supervision qualifications and supervision education programmes.

Fia Turner offered a robust and very well-received workshop on the topic of 'Supervision from a Samoan/Pasifika perspective' at the NZAC PD Day on July 2nd 2021. Fia shared her knowledge of Samoan and Pasifika values and how these inform models of practice. She engaged workshop participants in discussion around what we need to consider when working with Pasifika peoples as counsellors and as supervisors. The model that stood out for me was 'Talanoa' which highlighted the importance of creating a space to talk about 'everything and nothing' and trusting that what is important will be addressed given such a space.

We had hoped to meet ā-tinana (in person) as per our scheduled two meetings however were unable. We met briefly in October 2021 (via Zoom) to discuss recruitment and conduct a review of the Supervision Policy. A key aspect of the review of the Supervision Policy was giving attention to the provision of Pasifika-Centred Supervision for those that work with Pasifika cliental and how this might be reflected in the policy. It is hoped that a wider conversation be had with Pasifika members to consolidate this whakaaro. What was also discussed was the value of orientation for new members roles and tasks (especially Convenors) alongside the importance of the process of whanaungatanga for new members. These processes may require an extra meeting per year but there is value in building relationships and confidence

We the committee would like to particularly thanks Naarah Simpson for her ongoing support and diligence of the tasks of the supervision committee, responding to various queries of members in a timely and professional manner.

Looking forward into the 2022/23 membership year, a key task for this committee is to recruit

members as we hold the enthusiasm for the work we do. The many changes to the membership of our committee over the past two years has been unsettling. To ensure that the work of the committee continues at its highest potential, expressions of interest for a position as members of the NZAC Supervision Committee need to be circulated among the membership directly following the 2022 AGM.

Na Mātou,

Naarah Simpson

Fia Turner

Eugene Davis

Supervision Committee

Tikitu Taioa

Counselling, Climate Change and the Environment

"Te toto o te tangata, he kai; te oranga o te tangata he whenua"
'While food provides for blood in our veins, our health is drawn from the land'

The work of the NZAC Tikitu Taioa working Group has continued in the context of COVID-19 which has restricted contact within the group, and limited the advances made. Reporting to and communication with the Executive has not been as free-flowing as hoped for. The first half of 2021 was quiet given the covid restrictions of contact and movement. However, the group has maintained its connection and energy, has moved the group forward, and has plans for greater progress in the months ahead.

Huirhanga ingoa/Change of Name:

Members have agreed to re-name the working group. Counselling, Climate Change and the Environment continues to capture some of the core work of the group. But Tikitu Taioa captures the meaning at another level and claims and expresses partnership with Tangata Whenua.

Tikitu captures notions of a pristine, unspoiled, undisturbed, virgin, untouched, permanent and entire. Taioa is the world, earth, the natural world, environment, and nature.

Membership:

Presently, the group consists of four members – _Niccy Fraser, Rangi Davis, Sarah Wright and Des Casey. Nickei Falconer resigned from the group at the end of 2021. Rangi joined the group about the same time, and Sarah more recently.

Rangi has brought her wisdom, energy, mana and commitment to the group, and has strengthened its connection to principles of Te Tiriti o Waitangi, kaitiakitanga, land and sea, and the Māori perspective on all things environmental. She meets the group's needs and intention to hold firm to these contexts. Sarah has joined the group in recent weeks. Her commitment to advancing the group is clearly shown in her enthusiasm and interest. Sarah is also a member of the NZAP-led post-Climate Crucible conference monthly group and will have important contributions to make as the group endeavours to engage with other organisations associated with mental health.

We are presently seeking a fifth member, and so reach the number of 5 that was originally set.

Korero, Huihuinga, Whai Mahi / Discussions, Meetings and Activities:

- Members have kept in touch via telephone, and emails and had 8 annual zoom meetings (13/9/21, 8/10/21, 26/11/21, 3/12/21, 4/2/22, 25/2/22, 25/3/22, 10/ 06/22) strengthening their understanding of the group and its goals, and how to work with NZAC National Executive.
- Webinars have been discussed and the first was run on November 19, 2021. The topic of the webinar centred on addressing the relationship between our lives and work as counsellors, and the deteriorating state of the natural world and its processes. How might we as a profession respond? Fifteen NZAC members joined in what was a lively, informative, and supportive two hours. The feedback was very positive. Other NZAC members wish to attend future webinars and the working group is intending to organise more.
- Working party budget developed 25/2/22.
- Communication and links have been made with the Te Roopu Māori.
- Des presented the opening address (July 2, 2021) at the NZAC Symposium in Wellington. Its theme was in line with the position and aims of Tikitu Taioa.
- Sarah will present at this year's 2022 conference - Journey to Earth-Based practices for counselling and self-exploration - *When the Earth hurts, how can we respond?*

- Niccy and Rangī have been arranging webinars with Susan Healy (Te Tiriti education). which also connects to history supporting the work of this working party group. There has been noticed that the relationship with Papatuanuku is missing in the NZAC constitution.
- Sarah, Niccy and Des recently attended (via zoom) Sylvia Purdie's 18th May workshop – *Leading in a Changing Climate – Kaitiakitanga for Community Organisations*.
- The group intends increasing contact with the NZAC 'Earth cave Group'
- The group hopes to make links with other organisations working or teaching in mental health, with a view to widening awareness and coming together in joint response – psychotherapists, psychologists, universities, and other tertiary institutions.
- All members will meet in person on 29 September at NZAC national office to establish a Strategic Plan for the future.
- The group recognises the importance and value of its relationship with the NZAC Executive. It appreciates their support and looks forward to working cooperatively with counselling/natural world goals.

Mauri ora!

Niccy Fraser
Des Casey
Rangī Davis
Sarah Wright

Branch Reports

Te Tai Tokerau Branch

Shared Chair role

Over the last year our Branch activities have slowed down as a result of COVID and also because we have had no Chairperson. Planned PD events clashed with lockdowns and had to be cancelled. Gillian Ireland, our secretary, supported by treasurer Karen Gilmore, has kept in touch with members over this time. Thank you to them both.

At our May AGM, we met in a restorative Paihia setting with some members joining through Zoom. A small group of enthusiastic members offered to work together to organise events for the Branch over the next year in collaboration with Gillian, Karen and the Branch Representative on NZAC's Executive. This seemed to be an inclusive way forward to revitalising Branch activities. Alexandra Smith, as Te Tai Tokerau's representative, presented a full report which led to much discussion about our Association.

Before the AGM we had a great PD session and following the AGM we met for an evening meal. It was wonderful to catch up with each other again face to face.

From the 28th May 2021 meeting and AGM we made clear plans for 2021-22 4 branch meetings as usual. These meetings were set for 20/8/21, 19/11/21, 18/3/22 and 17/6/22. All these were postponed or cancelled.

We discussed ideas for the workshops and CPD we wanted as well as a plan to carry on with activities with a shared chair role. We communicated this idea to National Office and proceeded. However, the logistics of going ahead with our meetings during the pandemic were not possible. Subsequently, we have met as a branch via zoom 9/5/22 and for our meeting and AGM 27/5/22.

Despite the difficulties, we have continued with our work across Te Tai Tokerau with an ongoing increase in the need for our care and services.

Alexandra Smith

Regional Representative

Lois Mouldy and Andrea Black

NZAC Te Tai Tokerau

Auckland Branch

Kathryn Barclay

Chairperson

I am proud to again present the Branch Annual Report. It has been another challenging year for Aucklanders as we face an extremely long lockdown, which caused many disruptions to the functioning of the branch.

I would like to offer my sincere thanks to the branch committee members, whose support and camaraderie, helped me to lead the branch as we navigated through this year.

Branch AGM - held on Tuesday the 11th of May

We were happy to be able to meet together for this year's AGM, which was attended by 22 people. It felt like a small intimate group and there was a very relaxed atmosphere. There were more people that had RSVP and we thought that it may have been due to traffic or the cold weather. The meeting reflected on the larger numbers at the previous AGM which was held via zoom during the first lockdown.

I was pleased to present the Annual Report. Our treasurer Elaine Jacobsen was unwell so was unable to attend. However, she was so efficient and organised the report and accounts so that we still had all the relevant paperwork. So, a huge thank you to Elaine for completing those. Claire Ferguson our previous treasurer, kindly stepped in and delivered the report.

The business proceeded very smoothly, there were no nominations from the floor for any of the positions. So, the current office holders were re-elected, Kathryn Barclay as Chairperson, Averill Waters as Secretary and Elaine Jacobsen as Treasurer. Previous members of the committee, Carol White, Claire Ferguson, Angelika Chisholm, Natalie Callard, Jane Tyrer and Jenny Manuera were all re-elected to the committee.

Finances

Elaine Jacobsen has continued to do excellent work in the role of Treasurer. During the year we had restricted branch events due to lockdowns, so there was less expenditure on room hire and meetings this year. The branch continues to sustain a healthy financial position.

Thank you to Cathy Readhead

We were pleased that we were able to officially farewell Cathy on the evening. She had been on the committee for over 14 years and in that time held many roles at both the branch and national level. She was the editor of both the Branch and the National newsletter and also the National Secretary for a number of years. We were grateful she agreed to continue in her role on the Professional Development Committee.

Our speaker at the close of business was our very own life member Carol White. We were privileged to hear wonderful stories of her experiences in NZAC. Thank you for the rich and informative time Carol.

National AGM

While Wellington being in level 2 prior to the AGM threatened that it may not go ahead, we were all very happy when we were able to attend. As usual the branch sponsored a number of the committee and branch members to attend this year. Many will have enjoyed reading the accounts of peoples' experiences in the newsletter.

Life of the Branch

Branch Meetings

Sadly most of our meetings were held online. We missed our normal Christmas dinner celebration at my house. The committee was pleased that a number of provisional members attended our branch meetings. We enjoyed the richness this added to our meetings.

Newsletter and Advertising – Jane Tyrer

The Auckland branch continued to produce a fortnightly advertising email and a monthly newsletter. These emails go out to just over 1000 Auckland members. The role of the newsletter is to support the life, professional development, and networking of Auckland branch members. Thank you, Jane, for all the work you do to keep these happening.

Professional Development

Again, this year saw fewer events than we would have liked due to COVID restrictions. Flexibility was needed as the events we had scheduled had to be cancelled or postponed. Some events were able to be moved online. The Ethics workshops were successfully redeveloped for online and were so popular, not only were they run twice in Auckland, but the team also delivered a webinar in conjunction with Niccy Fraser, the National Professional Development Manager.

New Interest Group for Provisional Members

Natalie Callard began running this group online in the second half of the year. It was valuable support for those trying to meet the end-of-year application date. Different people joined Natalie as she facilitated these groups. Natalie also used Branch funds to purchase five copies each of the *Counsellor and the Law* and *Ethics in Practice* to be available for loan to provisional members.

As the lockdown wore on it caused a number of challenges for our members, especially those trying to complete this process. The branch wrote to the membership committee on their behalf and Auckland members were offered the ability to apply for a month's extension. I heard from a number of members how this made all the difference to their ability to complete the process.

Counsellors working with Migrants

This is a relatively new interest group, which was set up with the support of the Auckland Branch Committee, this group is facilitated by John Dorado, Natalie Callard and Angelica Chisholm. Meeting every second month, this group shares their experiences working with migrant clients and aims to invite a guest speaker from a community organisation at alternate meetings to build our industry connections to better support migrants seeking counselling support.

Special Interest Groups

- The Supervisors Interest Group was facilitated by Richard Charmley and Kathryn Barclay, they changed the meeting time and format and continued to meet online.
- Trauma Special Interest group continued to meet online and facilitated by Angelika Chisholm and Philippa van Kuilenburg.
- Intermediate School Counsellors group had online meetings facilitated by Kirsten Malcom.
- Narrative Interest Group - Co Conveners Sasha Pilkington, Jane Tyrer and Carol White met in person prior to the lockdown

Area Groups

The Shore area group is the only one currently operating and continues to be facilitated by Carol-Anne Begbie. They met in person prior to the lockdown.

A big thank you to all involved in making these events happen.

National Newsletter

NZAC appointed a new newsletter editor, Kristy Nair, and once again this is an Auckland branch member. We gave a warm welcome to her and congratulations on her first newsletter in August in

our branch newsletter.

Auckland Representative on National Executive

Jenny Manuera has held this position since 2016 and her current three-year term is coming to an end in July. Jenny has indicated that she is willing to stand again. If there are no nominations at the AGM, she will be re-elected unopposed.

Contributions to the wider work of NZAC

Not only do our members do a lot of work here in Auckland but many contribute to the wider work of the association in a range of areas. Without Auckland members so generously giving of their time NZAC would not be as rich an organisation as it is. A big thank you to you all.

We can be proud of the work of our branch and the contribution we make to the association.

Kathryn Barclay
NZAC Auckland Chair

Waikato Branch
Alastair Crocket
Chairperson

Kia ora tatou,

In looking back over the year we acknowledge the passing of both current and past members of the Association, and in particular of Life Member Tuti Hinekahukura Aranui. Moe mai raa, e te rangatira. I was delighted to (re)-join the Waikato Branch Committee last April as Chairperson and have been pleased to work with the Committee throughout the year. Much of our shared mahi has been done online.

When I arrived there were two major potential projects for the year ahead: a Matariki event proposed by the local roopu, but a casualty of 2020's lockdowns, and a workshop to be led by Barrister and Privacy Law specialist, Kathryn Dalziel.

The Matariki event held at the Hamilton Observatory was very well attended and a welcome opportunity for members to catch up with colleagues they may not have seen for some time. After a beautifully catered meal, Whaea Rangi Davis from Northland shared her explorations of Matariki. Then, in the dark, we were fortunate to have the support of Observatory members to look through a couple of the smaller telescopes and see celestial objects much more clearly than with the naked eye. NZAC's Matariki night was a real mid-winter highlight for branch members who attended. The second major event was Kathryn Dalziel's full day Privacy workshop. Once again this was a great opportunity for members to both attend an excellent local professional development event and once more to catch up with colleagues.

I am very appreciative of the mahi undertaken by my committee colleagues in preparing for these events. In my view we join a committee like the local branch committee to learn – not because we already know everything that is needed to participate in the mahi. This year I learned about using google forms for capturing enrolments and where to buy the best single-use plates and cutlery! An online collegial conversation, focusing on Hauora Wellbeing and led by Huhana Pene, of Rotorua, was also a professional development event valued by members.

Working with the committee - often on zoom – has been a rewarding experience. I thank the committee for their hard work to organise and facilitate these professional development events, and to manage the ongoing affairs of the branch. While the committee has carried the load together, I thank Susanna Wilford, as Secretary, Suzanne O'Shaughnessy, as Treasurer, Nicole Ladd, as Roopu Representative, and Kou Kunishige, as Newsletter Editor, for their leadership responsibilities. Thanks also to Maria Reynolds, our National Executive member, who has regularly attended meetings and briefed the committee about National Executive's work.

In September I was invited to re-join National Executive as Treasurer and I came up against an NZAC policy that does not allow holding two committee roles. Reluctantly I sought to take leave from chairing the branch committee. Jenny Snowdon generously agreed to act as Chair for the balance of the year.

Looking to the future: I recently watched an online event honouring the contributions of Steve Gaddis, who was a keynote speaker at the last National NZAC conference in Hamilton in 2009, and who had taught at the University of Waikato in 2006. A theme amongst the acknowledgments was that Steve had recognised abilities and leadership potential in people that they perhaps had not already recognised in themselves. Participants spoke of appreciating the opportunities that Steve had thus

opened up for them. To honour this moment, I ask that all branch members look amongst our networks and consider whom we might invite or support to contribute to NZAC, to the branch committee, the roopu, or to national committees.

Ngā mihi nui ki a koutou.

Alastair Crocket
NZAC Waikato Chair

Tauranga Moana Branch
Donald McMenamin and Toni Hohneck
Co-Chairs

This year the NZAC Tauranga Moana committee comprised Donald McMenamin and Toni Hohneck as Co-Chairpersons. Sue Ferguson (Secretary, Advertising and Newsletter) had to resign part-way through the year as her membership ended. That role was taken up by Louise Pryde (Panui/newsletter) and Donald McMenamin (Secretary). The committee also includes Sharmila Pathak (Treasurer - retiring), Naarah Simpson (Students), Paul Barr (Whakatane Representative) and Tina Phillips (Waihi Representative). We have recently been joined by Shelley-Anne Kim (Treasurer for 2022/23).

Maria Reynolds continues to support the group from the National Team.

The regular schedule of third Thursday of the month meetings ran throughout the year. Across the year presentations included those from Johnella Bird (responding to Covid), Donald McMenamin (maps of narrative practice), Naarah Simpson (NZAC Membership), Judith Graham (exploring the more-than-human connections in counselling), Diana Prizgintas and Einstein Hale (transgender counselling). Thanks to all for their rich input.

We have offered Zoom connections to meetings and will continue to offer this platform for meeting. Thanks to all those members who support the meetings and NZAC more widely.

Donald McMenamin and Toni Hohneck
NZAC Tauranga Co-Chairs

Gisborne Branch

Vicki Murray

Chairperson

Despite the challenges of lockdowns, geographical isolation and increasingly demanding workloads, the Gisborne Branch of the New Zealand Association of Counsellors continues to thrive. We currently comprise 31 members, having had new student, provisional, and full members from other regions join our branch during this past year. We are also pleased to announce that we have had three provisional members recently apply for their full membership.

This past year we have found that a combination of meeting together in person, while also providing access to attend via Zoom, seemed to work best for our members. All of our hui/zui have had very good attendance.

Forging closer relationships with our colleagues down in Wellington at National Office continued to be a strong focus for us. For most of our branch meetings this past year we have been extremely fortunate to have had staff from National Office Zoom in to join with us. I would particularly like to extend my thanks to Sheryl Smith and Niccy Fraser for giving so freely of their precious after-work time, and for helping us feel part of, and connected to, our wider organisation.

At our last branch AGM, held back in April 2021, we elected a new Secretary, Mary Hockey, and branch stalwart Mike Payne agreed to continue on in his role as Treasurer. Our combined thanks must go to them both. Without their good humour and continued support, we would not be able to hold meetings and keep the branch going. This past year Mike was responsible for setting up internet banking services for our branch and also for updating our authorised signatories. Mary has done a fantastic job of keeping me on track and she continues to provide us all with comprehensive minutes and regular panui.

Turning to our branch meetings over the past year:

29 June 2021 meeting. Branch members Elizabeth Florance and Sindy van Zyl guided us through an informative evening on recent training they had undertaken on Brain Working Recursive Therapy (BWRT). There was discussion about counsellors increasingly seeking out training like BWRT and EMDR as client presentations become more complex.

24 August 2021 meeting. I had attended the Professional Development day and AGM down in Wellington on 2 and 3 July, and at our August meeting I provided an overview of those events. Sheryl Smith, our Regional Representative, also Zoomed in to join us at our meeting. Sheryl updated us on the ongoing discussions that NZAC was having with the Ministry of Health and also on the upcoming Workforce Development Survey that would be sent around to all members.

19 October 2021 meeting. Niccy Fraser, NZAC's Professional Development Manager, Zoomed in to join us at this meeting. Niccy provided an overview of her role as PD Manager, and her korero echoed our theme for the year – further connection between regional branches like ours, and National Office. Our membership expressed appreciation at the informative webinars that NZAC were now running and provided feedback to Niccy on how helpful they were. Of particular interest was the webinar on upgrading from Provisional to Full Membership, as several local branch members were preparing to take this step.

End-of-year Get-Together. On Friday 3 December 2021 we gathered outside in the garden of the Dome Restaurant and Cinema, to share pizza and drinks together as we farewelled our work year.

Spending some more informal time together was appreciated by those who attended; especially so as we had missed out on doing other social events throughout the year, like our coffee/breakfast mornings, and our mid-winter meal together.

22 February 2022 meeting. At our first meeting of 2022 I advised that I would like to step down from the Chairperson role, but that I was willing to provide support for any person who would like to take over. We also canvassed ideas for our future branch meetings. Sheryl Smith again Zoomed in to join us, and provided an update on what was currently happening down at National Office.

12 April 2022 meeting. We held our Gisborne Branch AGM in April of this year. There were no takers for the Chairperson role so Mike, Mary and I continue to work together to keep our branch afloat. I would like to extend my personal thanks to all of our members who continue to support our local activities by attending the meetings, and by providing their input, ideas, and time. Continued support from students, provisional and full members is essential for any branch to survive, and I would encourage everyone to come along to at least a couple of meetings every year.

Our branch would also like to extend thanks to all staff at National Office and to the many others who give of their time on various Roopu.

Nga mihi nui

Me mahi tahi tātou

Mo te oranga o te katoa

We must work together

For the wellbeing of all

Vicki Murray

NZAC Gisborne Chair

Hawkes Bay Branch

Kurt Fenton

Chairperson

Tena koutou katoa,

Does it feel to you that perhaps New Zealand is past the worst of the pandemic? Let's hope so. Covid-19 has taken a large enough toll already. We as a nation have suffered loss at so many levels: loss of travel opportunities, loss of income, loss of security, loss of connection, loss of trust, loss of unity, and loss of loved ones.

There has been loss, but perhaps we are past the worst the pandemic can throw at us. Let's hope and pray.

Yet, if the pandemic is waning, there is, waiting in the wings, plenty more to concern us. War in Ukraine, the threat of nuclear attacks, increasing world violence. And at home: An ongoing housing crisis and a rapidly rising cost of living. And if all that ended tomorrow, we still have Global Warming there for us!

Whether on a world or local scale, it does not seem there is a lot of positivity out there. How many people have you talked with over the last year who no longer watch the news? How many of us have stopped watching it as well?

So, in light of that doom and gloom beginning, I want to thank each of you for the work you do. You as counsellors play an important role in helping people work through the meta and micro crises, they face every day. You help people sort the mess and help them find a way through it. Thank you for being willing to play such an important role in the lives of our region's people.

But as you play this important role, may I be one more voice reminding you to take care of yourself! All that has affected the world in this last year has affected you as well. And while you may have skills for dealing with these issues, please remember that you are still human, a resourced human, but human, nonetheless. And for that reason, you have limits.

One of the desires of our Branch is to assist you with your self-care strategy. As the steering committee has met this year, our goal has been to find what will support you not only in your ongoing professional development but also what will add pieces back to your soul. Please allow me to give you a brief overview of how we have sought to accomplish that.

At the 2021 AGM, we were able to thank Sharon Jenkinson for carrying our Branch through some difficult years while facing her own personal difficulties. I am deeply grateful for her ongoing participation in this year's steering committee. I want to thank Bren Balcombe for stepping into the Chair role for the first part of the year. There was uncertainty about being able to maintain the Branch without a Chair, and Bren settled that uncertainty by volunteering. Sharon and Bren have both made it easy for me to assume this role over the second half of the year.

I also want to thank Sue Webb and Raynor Huia for their valuable contributions to the Steering Committee and to the Branch at large. More on that later. Josie Wulf has been an invaluable colleague to me in her role as secretary, carrying out far more work than most people would know. And then, Rachael Diffey. After five years as treasurer, having led us through a process of jumping through way-more-complicated-than-needed-to-be hoops in changing signatories, AND after resisting all my best efforts to the contrary, has decided this is the time to step down from the role. Thank you so much, Rachael, for your faithful work for the Branch.

In the early days of this past year, The Branch looked forward to what appeared to be continuing relative freedom from Covid disruptions. We made plans for monthly events. This would be the year we would work to get back to "normal." Little did we know...

Three of the Committee attended the National AGM in Wellington in July. And although online participation was made possible, the in-person presence was well-represented. All looked good for the year. Then Delta and Omicron hit. The Committee struggled to keep events scheduled but had to adjust to lockdowns and new regulations.

In September the Branch hosted Donny Riki as she led us through a journey of *depsycholonisation*. The day-long wananga invited us to honestly and safely look at the effects of colonisation and gave us the opportunity to discuss how we can better understand and respond to cultural differences.

In November we were able to run a Saturday seminar for provisional members working toward full membership and supervisors assisting in that process. The seminar had to be rescheduled (due to you-know-what) and as a result, not as many were able to attend as had originally signed up. However, there was still a good attendance and a huge thanks go to Raynor Huia for discussing the *Puawananga* part of the process and Sue Webb for giving guidance concerning the ethics portion of the application.

While the steering committee hoped to have more professional development days throughout the year, we had to realise we were forced to work within the confines of the pandemic. However, alongside these two professional development days, we were able to restart the breakfasts, desiring to give counsellors the opportunity to informally gather for mutual edification. Josie Wulf also hosted our annual Christmas gathering, and Sharon Jenkinson has worked to introduce a periodic newsletter for the Branch.

As we look forward to the next year, we acknowledge one other change to the Branch Committee. Sheryl Smith, who has filled the regional representative role since 2019, stepped down in February when she took a fixed-term contract with the National Office. We want to thank Sheryl for her excellent work as our regional representative. Raynor Huia has agreed to pick up the mantle. Thank you again, Raynor.

Our best hopes for the next year are to take advantage of the growing Covid freedom by hosting more professional development days, continuing regular breakfasts, and finding other avenues for Hawkes Bay counsellors to support, encourage, learn from, and grow closer to the fantastic collection of counsellors we have in the area.

Thank you again for your participation in and support of the Branch this past year. I look forward to seeing how our Branch continues to develop over this next year.

Kurt Fenton
NZAC Hawkes Bay Chair

Whanganui Branch

Avril Spain

Chairperson

As the branch chair for 2021 -2022 I would like to acknowledge with gratitude Robb Torr for the many years he put into leading the Whanganui branch. Since standing down last year I have taken up the chairperson's role.

As I reflect upon this year it's been one of perseverance to keep meetings going in these times of uncertainty, we are all working and meeting in.

At our AGM meeting in March 2021, there were four portfolios filled, secretary, treasurer, hospitality, and chairperson. I would like to thank all members for attendance over this period and to those members that stepped in to take on new roles.

The treasurer has spent many hours communicating with staff at the bank this year to organise a unique way of working with the bank since cheques have been made exempt. The communication process to set up online authorisations has been a challenging experience but one that she persevered with.

As a branch, we have worked at consistently trying to think of ways to reinvigorate the branch to draw in members as numbers have been low. At one meeting there was recognition that regular attendees had been experiencing tiredness and discussed the timing of meetings and regularity and collegiately all attendees agreed to meet quarterly.

We have also had a member set up a Facebook page/group called "Whanganui Counselling Professionals". This is a closed group and space where members can seek support, share training opportunities and ideas, and seek counsellors with areas of strength and grow knowledge within the group. It is used to post reminders about branch meetings on top of our secretary sending out emails.

There have been extra changes through the year regarding a price increase for the venue at Family Works. This increase was not going to be sustainable for the branch. The decision was made to find a new venue that would be sustainable. There have been discussions amongst members about what they were wanting to get from the meetings, and the conclusion was that the majority wanted connection and fellowship therefore a change in frequency of meetings went from quarterly to monthly. The weekday of the monthly meeting was changed to the beginning of the week rather than at the end when members experienced more tiredness.

The Programme presented in 2021 - 2022 was as follows:

March AGM	Election of members into specific roles and planning for the future
June	Training ideas discussed
September	Postponed to Oct due to covid
October	Postponed to Nov due to venue renovations and not complete
November	Welcomed five new members. Discussion about future meetings and what Members were wanting from meetings
December	Celebrating the end of the year -- Dinner out
February	Social/networking meeting. Time spent getting to know more about each other.

I believe that although we did not meet as many times in this last year, those that attended have enjoyed each other's company and contributions. There is a vast array of experience and expertise which members of this branch bring to share at the meetings that we can keep learning and growing from.

I would like to thank all members who attend meetings to support the continuing journey of the Whanganui NZAC Branch.

THANK YOU, Kia kaha

Avril Spain

NZAC Whanganui Chair

Manawatu Branch
Delwyn Crowther and Clive Bickerstaff
Co-Chairs

Thank you for the opportunity to share my 2022 AGM report to the Manawatu Branch NZAC. This past year and been a little different for me, yet I have enjoyed the opportunity to work alongside Clive Bickerstaff in the co-chair role. Thank you, Clive, for taking up this co-chair challenge as you bring many strengths to the role and I look forward to seeing those expand in the future.

The structure of NZAC means that each branch has a level of autonomy to organise events they see beneficial and so a highlight for me over this past year is, the Manawatu Branch, has been able to bring a 3-Day Introduction to Supervision Workshop to Palmerston North. Presented by experienced counsellors/ supervisors, Margaret Agee and Johann van den Berg from Auckland, (usually run in Auckland). This was well attended, with people from our region and, because it was advertised widely, enabled attendees to come from Tauranga, Hawkes Bay, Wellington, and the South Island also.

Tonight, our Manawatu Branch farewells three committee members which leaves vacancies for new people to step up and experience this challenge. I want to encourage you to do just that, get involved, and see how rewarding it is.

Another aspect of the NZAC structure is the Regional Representative who has the direct connection between the National Executive and the Branches in their area. This role is currently vacant. Some of you will remember Sue Allomes and the great job she did in this role for 3 years. It is demanding but gives great insight into many aspects of our Association and great feedback into the branch. Please talk to her if you are wanting to know more and put your name forward using the application process on the website.

I want to spend a few moments drawing your attention to an email from Christine Macfarlane and Gay Puketapu-Andrews which was sent at the beginning of March.

Yes, I know sometimes there are many emails to get through, but I didn't want you to miss this one. I am reading a section from that email:

We are very excited and pleased to announce NZAC is collaborating on a project with the Ministry of Health (MoH) to develop an accredited scope of practice for counsellors who wish to 'opt in' to health contracts funded by the MoH...

It is a new co-regulated/ accreditation model... It is an innovative project that is new for the counselling profession... It will mean that NZAC is able to maintain independence, as well as be recognised and employed in the health sector.

My colleagues this is an exciting new development...

Delivering NZAC members the option to apply for MOH-funded contacts. It will also ensure greater accessibility to the public of counselling services, and greatly benefit Tangata Whenua and Pasifika communities. I feel genuinely excited about this aspect of our counselling profession and look forward to hearing how this will unfold.

Finally, as this is my final year in the role of chair/co-chair, supporting the Manawatu Branch. I have enjoyed the opportunities it has given me over many years. This includes building friendships with many excellent counsellors and wonderful trainers who have shared their areas of expertise with many of us.

The many names of people who I have had the privilege of walking alongside, discussing, planning, laughing and encouraging one another whilst being on the Branch Committee. It is

because we have done this together, that we have been able to learn so much from each other. We have created memories, expanded our thinking through inspiring conversations and I am grateful to each one of you who has join in me in this journey.

Thank you, I consider it a privilege to have so many wonderful people join me on the Manawatu Branch Committee and together we have achieved so very much.

Aroha,
Delwyn Crowther
NZAC Manawatu Co-Chair

Tēnā koutou katoa. Nga mihi nui ki a koutou katoa.

Thank you for the opportunity to present the 2021-2022 annual chairperson's report of the NZAC Manawatu Branch.

I would like to acknowledge and say farewell to retiring officers; Delwyn Crowther who has served with the committee for 10 years in various officer roles, as Chair, for the last 7 years. Joan Atley who has served with the committee for 4 years, the last three years as Treasurer and Nadine Richardson who has served for 3 years initially as Communications Liaison, then included the Secretary role. We thank them for their services to our local branch.

I would like to acknowledge all the counsellors that belong to the branch; 79 full members, 24 provisional and 7 students (as per October 2021 Branch list). They pursue the calling and add to the profession with energy, knowledge and growing wisdom.

Over the year I took the opportunity to survey a sample of our branch members. It is not surprising that at this time of COVID upheaval many felt overwhelmed juggling a myriad of life tasks, family and work. Time seems to be the most precious of commodities. This is reflected in the branch meetings, the majority of our monthly committee meetings have been via Zoom, reducing travel time. The transition of such and our growing confidence in the use and exploitation of the technology will in the future offer the opportunity for branch members to attend ad hoc if they so wished. This may be a way of allowing members to optimise their time.

It is anticipated that this will help to build and foster personal and collegial connections to further assist in growth and development. Personally, I would like to see the Manawatu Branch become a centre of excellence for all things NZAC and technology will be integral to this.

That said, we recognise that our community would suffer if it became physically isolated from each other. Over the year we have successfully held the MALGRA LGBTQIA+ workshop, a three day Supervision workshop the first two day were face-to-face the third over Zoom because of covid restrictions, provisional members gathered for catch ups and a Christmas function focused on social contact was enjoyed.

Recently we have hosted an on-line, hybrid, IDT workshop, "an afternoon with Gillian" which has proved a concept for us to potentially reach out to other IDT practitioners throughout New Zealand and include Australia.

We are at the start of this new focus and direction which leads on from this AGM. So, we welcome counsellors to come on board, to share ideas, provide perspectives, facilitate workshops and benefit personally and professionally from a return in investment in your Branch.

Clive Bickerstaff
NZAC Manawatu Co-Chair

Wellington, Wairarapa, and Kapiti Branch **Luana Murray and Fe Day**

Co-Chairs

Whakataka te hau ki te uru,
Whakataka te hau ki te tonga.

The wind swings to the west
then turns into a southerly.

Kia makinakina ki uta,
Kia mataratara ki tai.

making it prickly cold inland,
and piercingly cold on the coast.

E hi ake ana te atakura
he tio, he huka, he hauhunga.

May the dawn rise red-tipped
on ice, on snow, on frost.

Haumi e! Hui e! Taiki e!

Join! Gather! Intertwine!

"Thank You" for the time and care that was given unconditionally to both of us.

"Thank You" to those that held a position on our committee, the work you did to get us across the line was amazing. "Thank You" to our committee for supporting each other, and to those, who made sure that we had Kai. "Thank You" to our Lovely Life Members, Aunt Jane, Kuia Amy, and Aunt Ann, who have travelled with the committee for a decade, the wisdom, the doing, the support to the co-chair, standing in when short of the committee and co-chair members, "Our Aroha with you all."

Our branch has maintained an attendance of around 20 for all the meetings when we were able to meet in person. The atmosphere has been warm and collegial, and several members have commented on this. While there were some difficulties with Zoom, we managed to keep the continuity of meetings through our lockdown times.

We were overjoyed to have a new Treasurer, Sue O'Hagan and Secretary, Chad Moffitt this year and they have taken over those roles with enthusiasm and efficiency! We are sad to see you go, Chad but acknowledge that you have helped to provide a strong foundation for the new secretary!

Miriama Tolo has been our representative on the National Executive and has given us glimpses into the important work taking place on the national scene. We acknowledge her wonderful input into our committee.

After a prompt from Committee member Gavin Hockly, we have as a committee learnt karakia and waiata this year - we are putting them at the beginning and end of our report - and we endeavoured to practice them at every meeting. We had hoped to have a marae-based activity, but Covid has indicated that this was not appropriate this year.

Ann Nation led a Professional Development Subcommittee in 2021 with members Suzana Sagadin and Anita Edwards. Mercy Brown has taken over the leadership of this subcommittee in 2022 - members are Ann Nation, Mayumi Young and Fe Day. They have organised an interesting programme of speakers.

The Common Ground Cafe near the Johnsonville Community Centre has provided a reliable and generous catering service, delivering platters of food direct to our meeting room. We are appreciative of Sam who makes this happen! And of our committee members who return the platters to the cafe the following day, thank you so much.

The themes of our meetings in the last half of 2021:

July	Roots of Anger - Maria Cash
August	Boundaries and the Frame - Alisa Hirschfeld
September	Professional Development and auditing - Nicci Fraser
October	Use of Humour in Counselling - Kiersten Kneisel
November	End of year party
December	Branch trip to Te Rakau play "The Swing" which was made by Helen Otene-Pearse as part of her Ph D in psychology - and Jim Moriarty and their company of performers.

One of our members wrote afterwards:

"These two Amazing People, that has so much Aroha for this work, and to be able to show this in a storyline that's so powerful, I was emotional because I felt each person's Wairua, the Aroha and support that each person gave to each other ... Wairua "HEALS".

In 2022 so far, the programme has been:

February	Introductions getting to know one another - by Zoom
March	Gender, identity and family with Mani Bruce Mitchell - by Zoom
April	Discussion on provisional and full membership processes & Puawananga Kaitiakitanga - by Zoom
May	Bicultural cross-cultural counselling with Donny Riki, Mercy Brown and Mayumi Young
June	Notes on her time in office - Christine Macfarlane

Further planned sessions in 2022 include:

July	Relaxed discussion of Nat AGM and PD day
August	Friday 19 August - Workshop on Gender, Sexuality, Family and Culture with Mani Bruce Mitchell and Oscar Taylor (from CCDHB) at the Emmaus Centre, St Christopher Anglican church hall. Main Street, Tawa. Hours are probably 9.30 - 3.00 \$30 for NZAC members, \$60 for others
September Kapiti	Workshop on Le Va with Dr Allister Bush, Child Adolescent Consult Psychiatrist, Faamausili Chapman Pasifika Cultural Consultant and Mercy Brown Counsellor
October Wairarapa	Theme to be decided
November	End of year party

Lots of time and a warm atmosphere for people to network and enjoy having time with one another has been crucial to our meetings and we wish all the very best to the future Chairpersons or people! We have both appreciated the work, and patience of our partner co-chair, we loved the time and korero we shared.

Ma te Runga Rawa tātou katoa e manaaki e tiaki!

Whakarongo mai tui, ki taku waiata tui, ki taku koauau tui, Tui tuia, Tui tuia
Listen tui to my song to my flute tui we are plaited together

Luana Murray and Fe Day

NZAC Wellington, Wairarapa, and Kapiti Co-Chairs

Nelson Branch

Richard Wilkins

Chairperson

The Global Pandemic continues to bring challenges for NZAC members with changes to Alert levels and more recently the Traffic Light System impacting on how Counsellors can practice whilst also keeping their clients and themselves safe. As a Committee we have had to be adaptable and 'roll with the changes'. I would like to take this opportunity to thank the Committee for their support and creativity in continuing to provide support and Professional Development opportunities.

During the year 3 committee members resigned: Davy Whitehead, Emille MacRitchie and Reba Safko and we thank them for their work, particularly Reba who has been diligent in her role as Minutes Secretary. We had a welcome boost to our numbers when Henry Wilson joined us part way through the year.

Two further Committee members will also be leaving at the AGM Kathleen Huitema who has done a wonderful job as Secretary and I would like to echo Reba's comment when she left "It has been a fantastic experience to have been involved, and I want to give a particular shout out to Kathleen for her fantastic mahi and for being so supportive when I first joined the team". My personal thanks to you Kathleen for all your support and guidance in my first year on the Committee. Richard Wilkins is also stepping down as I have been invited to be one of two New Zealand representatives on the International Adventure Therapy Committee and I am not able to commit time to being a member of two committees.

Activities during the year

We were able to hold two face-to-face meetings before restrictions changed our meetings to online. The initial focus was to develop ideas to create a greater feeling of community and connection. With over 150 members in the Branch, we endeavoured to increase membership involvement in Professional Development and Social activities. Kathleen lead the staging of two successful Bookfairs the second of which was combined with our Christmas gathering and Kate and Julia are planning of a Quiz Night, which will be scheduled soon. Kate and Julia are also planning a 'Journey to Full membership Workshop'.

There have been a number of planned Professional Development opportunities:

Cultural Supervision, an Outdoor Experiential Workshop and Trauma Club. Some of these activities have taken place but also some that have been planned have had to be postponed due to the Pandemic.

The Nelson Branch continues to have representation on two NZAC Committees, Raewyn Laurenson on the Counsellor Education Committee and Life Member, Liz Price on the Ethics Committee.

In conclusion, I wish the Nelson Branch all the best for the upcoming year and have one last request, which is for members to give participating in Branch activities a try. It is vital in these current times to benefit from collegial support and to continue our own learning as Professionals.

Ngā mihi

Richard Wilkins
NZAC Nelson Chair

Canterbury/West Coast Branch

Julia Field

Chairperson

Tēnā koutou katoa,

Who would have foreseen, on March 25, 2020 when Aotearoa New Zealand went into its first Level 4 lockdown that two years on we would still be navigating a variant of Coronavirus, Omicron, which has been sweeping through the hospitals, schools and communities of Ōtautahi. Living and working in a hybrid *kanohi ki te kanohi* (face-to-face) and virtual environment, we have all become amateur epidemiologists, developing new ways of connecting with whānau and our counselling clients, protecting our health and livelihoods, and supporting those around us.

I acknowledge with sincere appreciation the contributions made to our CWC Branch by Sarah Linehan (Secretary), Lesley Thorpe, Lynda Clegg, Kate Hamilton, Kelsey Knipshild, and our two newest members, Ashley Cairns and Krystyna Kavanagh. I regretfully report that Christine Macey and Allen Pyke are formally standing down from the committee at this AGM; both are very experienced counsellors with many years of involvement in NZAC. We are sorry to see them depart but they do so with our love and deep appreciation. We have been fortunate to have Chris Stone continue to serve the CWC Branch as a seconded Treasurer, and Sarah Maindonald who in her continuing role as Regional Representative often joins us and brings a wealth of experience and knowledge. As a branch committee, we have commenced a journey together of working in an authentically bi-cultural way under the *korowai* of *Te Tiriti o Waitangi*, with the cultural supervision and guidance of Wiremu Gray who is *mana whenua* and an NZAC member of many years. Our monthly committee planning hui are warm and collegial; as we meet to serve the Branch, we continue to grow into our roles and have a high level of respect, trust and enjoyment of each other as counsellors and colleagues. The energy and commitment of this rōpū as we meet at the end of a busy workday, juggling multiple whānau, professional and external commitments, is truly humbling.

Providing relevant and evidence-based professional learning opportunities to our members is one of the key purposes of our monthly Colloquium hui. Speakers over this period have provided us with stimulating and thought-provoking material. In the last twelve months we have heard from Te Ruru (Supervision), Meredith Blampied (Nutrition and the Counsellor), John Barton (the Balint Supervisory Approach), Sylvia Purdue (The Mental Health Implications of Climate Change), Ann Brokenshire & Wiremu (Understanding Privilege and Bi-cultural Approaches to Well-being), Louise MacKenzie (Understanding Trauma and Neuropsychotherapy), and a virtual “Pinot with the President and Te Ahi Kaa” was held by Zoom with Christine Macfarlane & Gay Puketapu-Andrews. The kaupapa of networking and connecting *kanohi ki te kanohi* has really resonated as we have upskilled in Zoom, and one silver lining to the pandemic is that we have been able to provide Zoom consistently for our members who are located in more geographically remote spots.

As a committee we strive to represent and support YOU, our student, provisional and full members, by means of the newsletter (beautifully compiled by Sarah Linehan and Ashley Cairns), our Colloquium hui, and advertising upcoming training and workshops, resources and activities available to our membership. We plan to continue to support the important *mahi* of our membership by being available to them, providing relevant, inspiring and useful professional learning opportunities, and facilitating networking opportunities to connect together as counsellors for mutual friendship and understanding.

Ka mihi nui ki a koutou katoa, kia kaha, kia māia, kia manawanui, ka whai te puāwaitanga mō tatou katoa. (Acknowledgements to all, remain strong and steadfast with a strong heart as we seek flourishing for all).

Nō reira, tēnā koutou, tēnā koutou, tēnā koutou katoa.

Julia Field

NZAC Canterbury/West Coast Chair

Aoraki Branch

Jo Blakemore

Chairperson

Jo Blackmore in the role of Aoraki Chair acknowledged the impact that the ongoing Covid pandemic has had on the Branch and our ability to follow through on proposed planning and also the challenging impact this continues to have on members continuing to work with clients during this time. The value and appreciation that branch members have expressed for the training that has been provided, despite Covid, and the enthusiasm for more opportunities for collegial and CPD in the future. Jo also extended her thanks and appreciation to Lou Bourassa, Aoraki Secretary and Jo Grace, Aoraki Treasurer for their commitment and efforts during this year and with gratitude and sadness that they are both stepping down at this time and celebration that they are both staying on as active members of the branch. Jo welcomed the newly elected secretary and treasurer.

Election of new committee:

Nick Kruse was nominated for Secretary by Jo Blakemore and seconded by Lou Bourassa.

Catherine Richardson was nominated for Treasurer by Alexia Bensemman and seconded by Jo Grace.

Both nominations confirmed for these committee positions

Discussion around how the Branch manages the role of Chairperson moving forward as Jo Blakemore has done a wonderful job in this role over the last 3 years. While she was intending to resign this position, it transpired that without a Chair the future of the branch was precarious at best. To this end, Jo is prepared to stay in this role on the condition that branch members undertake to share the hosting/facilitation of meetings, due to other commitments Jo B is not going to be able to attend every meeting this coming year. The Wellbeing Hub where Jo B is based will remain available as a venue to the branch as necessary. This was agreed in principle, after discussion with branch members present at the AGM and resulted in Lou (June), Alan, Aileen and Viv all agreeing to take a turn to host a meeting over the upcoming year. Other members who were not present are hereby invited to also make this commitment. This is an opportunity for each member to shape the branch meetings and be really creative and innovative in their delivery, the only constraint is your imagination.

The National AGM date is July 30th, after the conference in Wellington. Jo Blakemore and Lou Bourassa are intending to be present because they gave Christine Macfarlane to National Executive at the beginning of her term as President, and it, therefore, seems correct that they attend this phase if possible (life does sometimes get in the way). It would be wonderful to have as many branch members as possible be there. This is in recognition of the end of Christine's term of service as NZAC National President as she was a member of the Aoraki Branch when she commenced this role. We highly value the incredible work she has done on behalf of all NZAC members during her 3-year term as President and 2 years as our Regional Representative.

Jo Blakemore

NZAC Aoraki Chair

Otago Branch
Jean Andrews
Chairperson

Despite having a busy and unusual year with Covid the branch has continued to adapt and evolve. We have continued to arrange face-to-face meetings, with the ongoing support of Adventure Development Counselling who open their premises for us to use. Meetings have been well attended and we have been delighted to many new members especially students.

Our meetings have included:

- **March 2021.** Members Ada Crowe, who was ratified a Life member at the National AGM in July speaking on her counselling journey and James Howey sharing his counselling story with us as our nominated Regional Representative on Executive.
- **April** AGM.
- **May.** Marie Bennet from Age Concern spoke on 'What is Elder Abuse and What can I do'
- **June.** Dr Richard Linscott presented on 'Expressions of Suicidal Thinking and Behaviour among our Youth'
- **August.** Michael Hempseed presented on 'Upskill: The latest Science on Sleep, Trauma and Sensory Issues'
- **October.** Our PD workshop for the year with Professor Julia Rucklidge 'The Role of Nutrition in the Expression and Treatment of Mental Health Problems'
- **November.** Graeme Pringle facilitated a workshop 'Are we Supporting or Privatising Ethical Pain Counsellors experience in response to Grief'
- **December.** End of Year dinner where Chris Williamson shared what shaped and inspired his counselling journey and encouraged us to reflect on our own.
- **March 2022.** Deb Fraser Komene as our Regional Ethics Co-ordinator presented 'Why have a Code of Ethics? And How Ethics works in NZAC?'

My thanks to all presenters' members who supported these opportunities. It was a privilege to share Mannakitanga with you all and we welcome further feedback and suggestions for further opportunities.

We have attempted to continue to be mindful of the difficulties members face in attending branch meetings in person and have continue to experiment with live streaming and recording as a means of being included. To this end, we have had some push back over recording and subsequent ethical considerations it creates, and so we have settled on live streaming as our main medium of delivery. It is an ongoing work in progress as we seek to improve our technical capability.

Our Branch committee has been enriched with the addition of new and enthusiastic members as well as our more experienced members staying to guide and contribute. To this end I would like to thank Chris Starling, Ada Crowe, Dianne Begg, Sue Evans, Kimberley O'Neil, Dani Taripo and our long serving treasurer Shona Waterhouse and secretary Sue Lewis for their committed help and support during 2022. I would especially like to thank Sue Lewis who has been our secretary for several years and is now stepping down from the position. We have been enriched by the willingness of James Howey, a new member to NZAC, but experienced colleague from Australia, who has come forward to be our Otago/Southland representative on NZAC. We would like to take this opportunity to welcome other volunteers who would like to play an active role in NZAC activities in the region, and fellowship with colleagues, to join the committee.

The Guidance Counsellors have continued to meet as a separate group and exploring PD related to them including New Privacy Act, Family Therapy and networking with each other and agencies. We

would also like to extend thanks to Deb Fraser Komene who has continued the difficult work behind the scenes as our Regional Ethics co-ordinator.

As a branch, we have made a special effort to engage students. To this end, Ada Crowe and Kimberley O'Neill visited third-year students and Chris Starling was a student representative on the committee. The feedback was that they needed to be engaged earlier and would like the NZAC Website to be more user-friendly for students and provisional members. As a result, the branch has written to the membership committee asking them to consider a special student/ provisional portal with relevant information easily available.

As a branch, we have continued to field complaints about the reception at the National office, website, CPD, non-registration under the Health Competency Act and the National Office's role in the Membership process. We are reassured that these issues are being addressed and thank and commend the National Executive and National office for the hard work in keeping NZAC functioning under very difficult and challenging conditions of change.

Ongoing, as a branch we look forward to unpacking what Te Tiriti audit means for us as we look at the role of the branch and subsequent structure with the writing of a branch manual and reconsideration of roles.

With thanks and best wishes,

Ngā mihi,

Jean Andrews
NZAC Otago Chair