

Annual General Meeting Minutes 2023

Date: 29th July 2023

Venue: Wharewaka Function Centre, 2 Taranaki St, Taranaki Wharf, Wellington

Start Time: 9.15 am

Co-Chairs: Sarah Maindonald - **President** and Eugene Davis - **Te Ahi Kaa**

Mihi Whakatau

Acknowledging Life Members: Ada Crowe, Sue Webb, Alastair Crocket

Apologies: Richard Wilkins, Racheal Diffey, Suman Ramavat, Kathie Crocket, Margaret Agee, Vicki Wihongi, Amy McLaughlin, Georgina White, Kathryn Barclay, Jonathan Loan, Jane Tyrer, John Winslade, Josie Scott

Opening Address – President

Who we are in 2023 and where we are heading.

- Honouring Te Tiriti, implementing the recommendations of Te Tiriti Audit
- Transforming our constitution and governance structures to be truly Te Tiriti dynamic and inclusive of all members
- Updated snapshot of Ethnic diversity in NZAC Members
- COVID challenged the maintenance of connection and survival, leaving fractures in relationships noticeable in our communities and in our institutional relationships
- Full staffing complement in the National Office
- New website (bedding in issues)
- A full complement of Regional Representatives on the National Executive
- Acknowledgement and thanks to National Executive members and National Office staff
- Strengthening our scope with increasing numbers entering Te Whatu Ora accreditation and high demand in ACC, also potentially in Corrections with Mental Health Improvement Practitioners being advertised.
- Farewell and many thanks to our National Secretary, Jeanine Lumsden
- We are looking forward to innovation and diversity in both our membership and our thinking.

2022 Minutes:

Proposed:

“That the 2022 NZAC minutes be received”.

Moved from the Chair

There were several spelling errors noted.

It was acknowledged that a staff member in the National Office took the 2022 minutes. Many thanks to them in the absence of the Secretary last year.

Matters arising from the Minutes:

Request for membership ratification of CPD team members and SGC Advisory Group has been included in this year's AGM.

A correspondence list can be requested through the National Office

Receipt of Annual Reports

Proposed:

“That the President, Ahi Kaa, Executive Portfolio Reports; Committee Reports; Branch Reports and Working Parties be received”.

Moved from the Chair

President and Te Ahi Kaa acknowledged Te Roopu Māori members, previous Ahi Kaa: Gay Puketapu-Andrews, National Office staff and Executive members for their mahi this past year. Also, acknowledging two hui held in Waikato and Rotorua - Ngā Kete Matauranga traversed the country to support connection and whakairo.

Comment from the floor – Sue Webb: Her heart has been sore at the ways in which we have communicated with each other and National Office staff. Recognising the impact of COVID and not treating each other and national office staff well. **Take home action:** To care for each other as well as our clients.

Ratification of National Committee members, Regional Representative, Kaitumutumu, CPD Auditors and School Guidance Counsellors Advisory Group.

Appointees to Ethics Committee:

Sue Webb (Convenor)

Rangi Davis (Te Roopu Māori)

Donna Copeland (Te Roopu Māori)

Jonathan Loan

Liz Price

Wendy Talbot

Carol White

Mike Williams

Andrea Black (Regional Coordinator, Te Tai Tokerau)

Elahe Khaleghian (Regional Coordinator, Auckland)

Glen Silvester (Regional Coordinator, Bay of Plenty/Waikato)

Elayne Johnston (Regional Coordinator, Taranaki to Hawkes Bay, Tairāwhiti)

Jane Henson (Regional Coordinator, Wellington)

Irene Paton (Regional Coordinator, Marlborough, Canterbury)

Deb Fraser (Regional Coordinator, Otago, Southland)

Jo Robertson (Legal Advisor, Auckland)

Aroha Fletcher (Lawyer)

Proposed:

“That the appointments of the members to the Ethics Committee be ratified”.

Moved from the Chair

Appointees to Supervision Committee

Linda Page (Exemption applications and general inquiries)
Shila Nair (Report Writing)
Lynne Miles (Co-Convenor and Meeting Facilitator)
Fia Turner (Co-Convenor and Meeting Facilitator)

Eugene Davis (National Executive Liaison)

Proposed:

“That the appointments of the members to the Supervision Committee be ratified”.

Moved from the Chair

Appointees to the Membership Committee

Robyn McGill (Convenor) Graham Green (Te Roopu Māori)
Toia Chase (Te Roopu Māori and Representative from Assessment Team)
John Hibbs (Assessment Team representative)

Assessment Team:

John Hibbs (Coordinator) Mark Pope
Chris White (Te Roopu Māori) Dianne Begg
Sonya McKirdy (Te Roopu Māori) Toia Chase (Te Roopu Māori)
Richard Wilkins
Sheryl Smith

James Howey (National Executive Liaison)

Proposed:

“That the appointments of the members to the Membership Committee be ratified.”

Moved from the Chair

Appointees to Counsellor Education Committee

Raewyn Laurenson (Elder) Huhana Pene (Co-chair/ Te Roopu Māori)
Judi Millar (Minute taker) Margaret Agee
Hyeun Kim

Maria Reynolds (National Executive Liaison)

Proposed:

“That the appointments of the members to the Counsellor Education Committee be ratified.”

Moved from the Chair

Appointees to CPD Auditors

Chris White (Te Roopu Māori) Rodney Greave (Te Roopu Māori)
Michelle Atger

Vacant (National Executive Liaison)

Proposed:

“That the appointments of the members to the CPD Auditors be ratified.”

Moved from the Chair

Appointees to School Guidance Counsellor Advisory Group

Carla King Gaye Evans Love
Julia Field Matt Judd
Titihuia Rewita (Te Roopu Māori)

Vivki Wihongi (Te Roopu Māori)

David Sander (National Executive Liaison)

Proposed:

“That the appointments of the members to the School Advisory Group be ratified.”

Moved from the Chair

Ratification of Regional Representatives

Appointee to Nelson, Marlborough, Canterbury, and West Coast Regional Representative

The appointment of Ashely Cairns for Nelson, Marlborough, Canterbury, and West Coast Regional Representative was confirmed in December 2022.

Proposed:

“That the appointment of Ashley Cairns as Nelson, Marlborough, Canterbury, West Coast Regional Representative is ratified.

Moved from the Chair

Appointee to Taranaki, Wanganui, Manawatu, Horowhenua Regional Representative

The appointment of David Sander for Taranaki, Wanganui, Manawatu, and Horowhenua Regional Representative was confirmed in December 2022.

Proposed:

“That the appointment of David Sander as Taranaki, Wanganui, Manawatu, and Horowhenua Regional Representative is ratified.

Moved from the Chair

Appointee to Te Tai Tokerau Regional Representative

The appointment of Teina Piripi for Te Tai Tokerau Regional Representative was confirmed in May 2023.

Proposed:

“That the appointment of Teina Piripi as Te Tai Tokerau Regional Representative is ratified.

Moved from the Chair

Re-election for Wellington, Wairarapa, Kapiti Coast Regional Representative

The re-election of Miriama Tolo was received for the Wellington, Wairarapa, Kapiti Coast Regional Representative.

Proposed:

“That the appointment of Miriama Tolo as Wellington, Wairarapa, Kapiti Coast Regional Representative is ratified.

Moved from the Chair

Appointee to Kaitumutumu position

The appointment of Toia Chase was received for Kaitumutumu.

Proposed:

“That the appointment of Toia Chase as Kaitumutumu is ratified.

Moved from the Chair

Receipt of Financial Report and Financial Accounts 2022/2023

Proposed:

“That the Financial Report and the Financial Accounts for the year ending 31 March 2023 be received”

Moved by the Treasurer, seconded by Robyn McGill

Finances – Questions/comments:

Q: How many new members?

A: Current members 2073 Full, 1001 Provisional 168 non-practising full, 50 non-practising Provisionals

Comment: Annual Accounts have GST included

Comment: Bad debts \$8000 compared to \$1000 last year

Comment: **The membership** committee increased expenditures this financial year. Robyn McGill (Membership Convenor) is disturbed by the massive overspending in the past month's update – The Treasurer will look at this further. Robyn to look at this really carefully over the next year.

Q: PD Grant – was this advertised?

A: It's never been advertised, and a comment that it should be advertised in the future

Comment/query: AGM expense was \$1600 last year, and the year before was over \$5000.

Comment/answer: AGM was inflated from the previous year

Comment/query: Governance costs have increased – a major increase.

Comment/answer: **Face-to-face** meetings have resumed post-COVID

Q: Professional Fees – was this the Allen and Clarke review

A: The Treasurer will investigate this.

Comment: Noted: PR Company is there instead of media.

Comment/answer: NZAC use 300+ financial codes, and if an item is incorrectly coded, it makes other items incorrect.

Q: Where is the income from webinars recorded?

A: Webinar income is recorded under PD

Comment: In the future, it would be helpful to look for the significant differences ahead of the AGM

Comment: It's not ideal to have the annual accounts so late. With monies coming in after the financial year end, it takes time to finalise the books – Treasurer to look at streamlining in the future

Comment/query: Double the spend on items. When it's an obvious significant difference, a variance report for members would be helpful.

Comment/answer: The Treasurer reports regularly at executive meetings, and conveyors need a statement of their accounts.

Comment/query: The website was a large item of expenditure.

Comment /answer: Last year, in conversations with Te Whatu Ora about NZAC registrations, they advanced us money for a new website and a review (Allen and Clarke (A&C) review). We are close to having spent that money for the purpose of what we need: \$140,000. \$40,000 for A&C review and the rest on website implementation and ongoing higher costs.

Comment: Wondering if, for the sake of transparency if a working party be formed to support the Treasurer. This was supported by others.

Comment/answer: not needed.

President acknowledged the Treasurer's mahi.

Treasurer acknowledge the new ED and the experience she brings.

The secretary commented on how the coding issues were created by moving to an external financial admin company and how these are now being rectified. Previous 2-3 years of financial reports would have contained many incorrect codes, and now we are seeing correct items in correct coded areas – more accurate.

Comment: Looking at the expenditure and budget line – it's heartening to think we grow stronger in the future.

Treasurer: We will have to make changes in our constitution for the changes made to the Societies Act – We will be required to appoint an Auditor next year.

Q; Have we not had outside auditing in the past?

A: James Sheppard contracted an accountant 20 years ago to support financial reporting in the office. It's time to review and seek tenders for an accounting and bookkeeping service.

Te Ahi Kaa began with acknowledgments of people who have passed:

Placid Briggs – dedicated committee member for Puawanagna and Supervision Committee

Jan Wilson and Jacqui McFarlane – huge input into the Auckland area

George Sweet – revered and loved member of Canterbury

Rangi Kohe – contributed a massive amount to the Nelson area

Moana Jackson – his contribution to NZAC – Mokopuna Centric

Confirmation of Annual Subscription

Proposed:

“That annual subscriptions for the 2024-2025 year remain the same as 2023-2024:

Full Member \$658.60,

Provisional Member \$415.79,

Non-Practising/Subscriber \$134.89

Retired Member/Student \$63.48

Low-Income Rebate 30%”

Moved from the Treasurer seconded by Ashley Cairns

Comment: Small percentages every year would be easier than a large increase after many years of no increase

Comment/answer: This year's subscription increase is for providing pūtia – last year, it was an increase for catching up.

Comment: the finances are exec responsibility to manage

Comment: The shortfall could have been done differently – ways to save money could have been made. Can fees be decreased? Have not found value for that huge increase. Totally respect the national office – not experiencing the value.

Comment: Having been a member for 20 years, I recently had to meet all the criteria to practice again. For Te Roopu Māori members who are inactive, NZAC feels like a machine with so many moving parts, so a \$ 1.80-a-day subscription fee feels manageable. Never understood the committees/wheels and am now pleased to be part of developing that understanding. Thank you all for your contributions.

Comment: Some are waiting for low-income paperwork

Comment/reply: It's an issue we are working on – an issue in this policy, and we are working to address it.

Comment: Maybe people could pay the low-income amount, and it is held in a holding account for the paperwork to arrive at a later stage

Nomination of Life Member: Robyn McGill

Mandy Pentecost speaking on behalf of Jonathan Loan

Christine speaking on behalf of Val Boag

Proposed:

"That the appointment of Robyn McGill as a Life Member be ratified.

Moved Jonathan Loan Marlborough

Seconded Val Boag Auckland

Majority in favour, nine members abstained

Rationale:

Nomination of Robyn McGill for life Membership.

Nominating Robyn McGill for life membership in recognition of her long and exemplary service to the association in multiple roles as follows:

Auckland Branch

She served in a number of roles in the 1990's, including Treasurer and membership panels, then became Branch Chair until 2003, when she took on the role of Regional Representative for Auckland. She held this role until 2013.

Marlborough Branch

Chair 2020 and 2021

National roles.

As well as Auckland Regional Rep, she also took on the Vice Presidency in 2010 until the executive decided to disestablish the role in 2011.

She was president of the Association from 2013 until 2016 as well as liaison for the membership committee. On conclusion of her presidency she took on the role of Convenor of the Membership Committee in 2016 and continues in this role today.

She was on the Registration and Regulation working group from 2020 until 2021 when their report was presented to AGM.

She is currently engaged in the Te ropu anga whakamua which began in April 2022

In all of these roles she has worked tirelessly and with the utmost integrity. Those who have worked alongside have enjoyed and benefited from doing so. Her work has contributed to the ongoing development of NZAC at both national and local level.

During times of enormous challenges within NZAC, Robyn has continued to support members and prospective members with open and honest communication, respect and dignity. Her work ethic and productivity on Membership Committee has been exemplary. Robyn upholds the kaupapa and tikanga of NZAC with authenticity and leadership. This in turn, has created a positive environment and a great role model for others.

We have engaged the support of the Marlborough Branch and the Auckland Branch in recognition of her involvement in both branches.

Nomination of Distinguished Award - Val Boag

Proposed:

"That the nomination for distinguished Service award be ratified for Val Boag.

Moved by the Auckland Branch

Rationale:

At its Annual General Meeting the Auckland Branch passed a motion that Val Boag be nominated to receive the Distinguished Service Award

Val has given exemplary service to NZAC by serving on the Assessment Team and the Membership committees for many years. After the resignation of Debbie North as Membership Manager she stepped into this role as a temporary measure. This is a position that can be highly pressured. Often the first point of contact for our new members is the Membership Manager. Val's calm manner and personal skills helped members to experience a warm welcome to NZAC. Val made herself readily available and responded to queries with admirable efficiency. She is seemingly unflappable – even when under the stress this role involves. Her unflinching good humour makes any interaction with her a treat. That she

accepted this role in the belief it was short term and continued for the time she did is a tribute to the special person she is. She is a true professional

Note: The Auckland May minutes states **that the National Secretary advised the Branch need to nominate Val Boag for the Distinguished Service Award.** These minutes need amending to the following: **that the National Treasurer advised the Branch need to nominate Val Boag for the Distinguished Service Award.** This decision did not involve the National Secretary.

Te Tiriti Audit update

Updates provided to practise - translations from documents to practice.

Comment: Previous Ahi Kaa feeling sad that copies are not available for members and a note of caution: Moana Jackson spoke of constitutional reformation, not reform. Relationship with Mana Whenua in every area – let's make more structural changes to make the partnership work.

Te Anga Whakamoia update

We are far from where we want to be. Last year we introduced a waka model and are now returning to the land model – Pou.

Curtis Bristowe clip played: Indigenous Knowledge has value.

Consultations to occur with branches about what's being considered.

Engagement process for members: webinars, consultations from general feedback.

Query: Impacts on constitutional review. Report – have we seen it? Rangatahi- how are young ones to engage when the old guard is leading NZAC?

Constitutional Remits

Proposed

Motion to change Rule 3

An addition is proposed "It is recognized that there are 2 forms of full membership, part time and full-time membership. Their subscription costs will be adjusted accordingly."

Moved by: Robert Jenkinson and seconded by Dee Morgan.

After Discussion

Not passed - motion removed

Rationale:

Beginning counsellors often do not have a full case load and therefore full membership costs create an unfair burden on their income.

Despite the option to pay by installments this still present an unfair burden given that they have also often changed careers, had tertiary training costs and tried to raise families.

Similarly, members who are close to retirement also often wish to reduce their client load and yet their contribution over many years especially financial is not currently recognized.

Proposed:

Motion to change Clause 9

The role Te Ahi Kaa and Kaitumutumu are resourced with a parallel structure that includes dedicated administrative support as determined by them.

Moved by: Huhana Pene, Graham Green, Jenny Manuera

Rationale:

From the Treaty Audit of NZAC the following recommendation was made; 15 – That a more explicit commitment be made to the resourcing requirements of Te Ahi Kaa and Te Kaitumutumu and Nga Tumutumu (Roopu Māori) so that they are fully enabled to fulfil these roles. The proposed remit is in line with Objects 2.1, 2.2 of the constitution 1. Te Roopu Kaiwhiriwhiri o Aotearoa / the New Zealand Association of Counsellors (NZAC) is committed to honouring our responsibilities under Te Tiriti o Waitangi. 2. Te Roopu Kaiwhiriwhiri o Aotearoa / the New Zealand Association of Counsellors (NZAC) is committed to contributing to the healing of the injustices from Colonisation, with intergenerational effects that many of our communities continue to suffer today.

Motion changed to: NZAC Commits to the ongoing administrative resourcing of the roles of Ahi Kaa. Kaitumutumu and Te Roopu Māori.

Moved by: Huhana Pene, Graham Green, Jenny Manuera

80 in favour. 59 Against. 22 Abstaining. Motion passed

Discussion held:

Te Ahi Kaa, Kaitumutumu and Te Roopu Māori structure is not the same structure as NZAC leadership, and we want to work toward developing a structure for equity. Embedded equity in the constitution. The idea is that the annual budget increases until NZAC can resource (around the country) in a parallel process. Considering something being placed into the constitution even though a current budget cannot resource this. Resourcing needs to be happening in principle.

Proposed:

Motion to change Rule 3 and Rule 4

That the status of *retired* members and *retired* provisional members is considered and defined in the constitution.

Moved by: Maria Cash. **Motion removed**

Rationale:

Retired (and retired provisional) members are likely to have different rights.

They may like to stay involved with NZAC for some time after they have ceased practising.

A discussion was held on the support for this remit, members offering matuaranga to groups. Example of Tiki Taiou group and Maria offering contributions – wanting clarity on the roles. Older people to come in, and what is the definition of a retired member? Consultant? Clarity of a role as working party members – discussion on how retired people contribute. Motions was removed from the table.

Proposed:

Motion to change Rule 6 Subscriptions and Levies Part A :

The subscription fee increase (and rationale) anticipated for the following year shall be advised by the National Executive at each Annual General Meeting.

Moved by: Jeanine Lumsden, Seconded by Ashley Cairns – All in favour – **Motion passed**

Rationale:

The National Executive (NE) team is delegated to act on behalf of members and has fiduciary responsibility in collaboration with the Executive Director for Te Roopu Kaiwhiriwhiri o Aotearoa New Zealand Association of Counsellors. Membership fees are the main source of income, and currently these are set when the NE approve a budget (inclusive of planning, setting targets, coordinating future activities and estimating results for the organisation). Currently this budget is set prior to the new financial year and the annual AGM. Ratification of the fee increase is made several months after the increase has occurred not affording members time to plan and budget for their year ahead.

Proposed:

Motion to change Rule 7 General Meetings - Part E, 1:

The business of the Annual General Meeting shall be: 1. To receive: a) The annual report of the President, b) The statement of accounts for the financial year ending on the preceding 31 March c) The Auditor's report or accountant's statement, d) Portfolio Reports from National Executive Members, e) The Executive Sub- Committee reports, f) Branch reports.

Moved by: Jeanine Lumsden, Seconded by Christine Macfarlane – All in favour – **Motion Passed**

Rationale:

A Regional Representative's role is to represent members and Branches within their constituency at National Executive meetings and to consult with their constituency about matters of importance to the functioning of the Association. With Annual reports being provided by Branches themselves in the AGM forum, Regional Reports are not required.

Proposed:**Motion to change Rule 8B**

Members, Life Members and Provisional Members who hold a current Annual Practicing Certificate may vote at any meeting. However, Provisional Members may not vote on matters determining the criteria for membership.

And amend the following: "in terms of section 3 A and 3 B of this constitution" in the following Sections 7. B. D. F 8. B. C. E. 9. K. 10. B And replace with "in terms of Section 3A, B & C of this constitution"

Moved by: Robyn McGill, Seconded by Christine Macfarlane – all in favour – **Motion Passed**

Rationale:

There are over a thousand Provisional Members, making up 30% of the NZAC membership paying \$415 for their APC, yet they have no voice or stake in the association. Why is this? Does the membership of NZAC consider they do not have a useful contribution to make? Does the membership consider they have insufficient knowledge or skill to make reasoned decisions? With the introduction of the Education Standards on 1 January 2019 and the subsequent accreditation of education providers, NZAC now insists on a high standard of counsellor education. Therefore, Counsellors are now entering NZAC as Provisional Members well educated and savvy. In addition, the Membership Committee is very carefully assessing all overseas applications for Provisional Membership, ensuring they too are of a high standard. Te Ahi Kaa and Te Rōpū Māori are in agreement and proposing their own remit.

Proposed:**Motion to change Rule 9. Part A**

Te Tai Tokerau 2. Auckland 3. Waikato; King Country; Bay of Plenty 4. East Coast; Hawkes Bay 5. Taranaki; Wanganui; Manawatu; Horowhenua 6. Wairarapa; Hutt Valley; Wellington 7. Nelson; Marlborough; Canterbury; West Coast 8. Otago; Southland. 9. Aotearoa Online Branch.

Moved by: Jeanine Lumsden, Seconded by Sally Green – **Motion to lay this remit on the table by Alastair Crocket and seconded by Sue Webb.**

Rationale:

A new branch has recently been established for members with accessibility issues and its imperative we include all members and particularly those who have been isolated. Including the branch as the 9th Branch is recognizing all branches of NZAC: 9. Aotearoa Online Branch.

Discussion:

Jeanine clarified an error in the remit rationale, and it should read: A new branch has recently been established for members with accessibility issues and its imperative we include all members and particularly those who have been isolated. Including the branch as the 9th Region is recognizing all branches of NZAC: 9. Aotearoa Online Branch.

Comment: Ethical issues – hasn't gone to executive yet

Comment/answer: it was presented to the executive in February

Comment /query: Has it been considered/gone through Māori Roopu – how is mana whenua considered?

Comment: There would be concern if something came up and the branch chair didn't know about it (a member in my area)

Proposed:

Motion to change Rule 9.

A. The governance of the association will be by an elected National Board of 6 members plus Te Ahi Kaa and Kaitumutumu. The National Board will elect Co-Chairs, one from Te Rōpū Māori and one being Tauwiwi from within the Board.

B. The 6 National Board members are required to be full Members of the association and will apply for their position according to the skills-based position description advertised.

C. Elections will take place in a 3 year cycle with the option for a member to be re-elected.

D. The Association shall be administered and managed by the National Board from the end of each Annual General Meeting until the end of the next.

E. The National Board is accountable to the members for the implementation of the remits of the Association approved by any General Meeting.

F. The National Board will take all steps necessary to fulfil and further the Objects of the Association and advance the interests of all members as outlined in Section 2 of the Constitution.

G. The National Board will represent and be the voice of members on matters to do with their mahi and conditions.

H. Six members need to be present at each National Board hui.

I. Each National Board member must be given at least 10 working days notice of a Board hui together with a copy of the agenda.

J. There will be no fewer than three Ordinary Hui of the National Board in each year, at a time and place to be determined by the Co-Chairs, exclusive of any which may be held in conjunction with National Conferences or General Meetings. Hui are preferably in person and can be by video conference.

K. A meeting of the National Board can be called at any time at the written request of four Board members.

L. With permission of the Co-Chairs Members and Provisional Members of the Association may attend meetings of the National Board as observers.

M. A referendum on a specific issue may be held by the National Board acting on its own initiative, or by a resolution of a General Meeting of the Association. Such a referendum will be held by electronic ballot of current members. The Secretary will act as Returning Officer

N. The Board will appoint /employ a Secretary who will not be an elected member of the National Board and who will not vote at the Board meetings. The Secretary will record the minutes of all General meetings and Board meetings, to be signed by the Co-Chairs of that meeting as a true and correct record of what occurred at that meeting. The Secretary will hold the Association's records, documents, and books. The Secretary will deal with and answer correspondence and perform such other duties as directed by the Board.

O. The National Board will have responsibility to set the budget and work with the administrative staff to ensure it is implemented. The appointment of a member from within the Board responsible for the budget will be at the discretion of the Board.

P. The Executive Director is responsible and accountable to the National Board for the implementation of the strategy and management of the Association, the implementation of organizational policies and priorities and the fulfillment of contracted outcomes to realise the Association's vision, mission and strategic goals.

Q. An Administrative team provides administration and finance services to the National Board. And accountable to provide support and assistance to NZAC members and the Board.

All other parts of the Constitution to be amended accordingly: Executive to be amended to the National Board President amended to the Co-Chair Secretary amended to the Board Secretary Treasurer amended to the Board where appropriate

Moved from Robyn McGill – **Motion to be laid on the table, seconded by Raewyn Laurenson.**

Rationale:

This remit is written as a response to many factors currently influencing NZAC. Since 2022 Te Rōpū Ānga Whakamua have been regularly meeting, with the end goal to rewrite the Constitution and propose a new governance model for NZAC. This mahi is continuing. And while it may seem this remit pre-empts the changes which the Rōpū will eventually propose to the membership, this can be seen as an interim measure, one which has benefits for the membership. And it seems opportune for the members to consider different structural models. The idea of a National Board has been around for many years and was seriously investigated by National Executive in 2012 when Terry Kilmister was engaged to rewrite to

Constitution and proposed a Board structure. The revision of the Incorporated Societies Act last year, from the previous 1908 iteration, has created a more open framework to re-shape NZAC's Constitution and governance structure. Members are expressing much dissatisfaction with NZAC as evidenced on the Facebook postings and in other forums. Would considering and adopting new concepts in structure enable members to feel more hopeful about their profession? That they belong to a professional association which is dynamic and progressive and which has a commitment to embracing the changes necessary to be more responsive to the current social and political climate? NZAC has always experienced difficulties in being an 'agile' professional association. By that I mean being able to respond and initiate action within a short space of time. There have always been enthusiastic and innovative Exec members but always it has been difficult to follow through and complete a project when there is a length of time between Exec hui and you are relying on people who are employed fulltime to complete tasks in their own precious whanau time. The cost of running NZAC is another factor to the forefront of members minds with the large increase in fees this year, necessitated by finally employing the staff required to adequately administer the association. This is dear to my heart after Val Boag and I together kept all membership matters going for 18 months. NZAC cannot afford to run a 13 member Executive. One could argue this expense has been at the cost of progressing other initiatives essential to the association. Eg Completing Te Tiriti audit, overhauling the outdated structure and governance of NZAC, adequately reimbursing members who make themselves available for NZAC mahi. We can no longer rely on volunteers to run NZAC. Projects would be able to proceed if people were able to be employed or adequately reimbursed for their mahi. It costs approx. \$1840 for each Exec member for each hui. This includes travel, accommodation, hui venue, food, reimbursement. About \$24,000 per hui for the 13 members and there are 5 each year. Therefore, each Exec hui spends at least 36 Members fees or 58 Provisional Members fees. Having 'Officers' of the Association is now an outmoded concept. A National Board is a more egalitarian and equitable governance structure, more suited to honouring our responsibilities to Te Tiriti o Waitangi and eliminating a hierarchical and colonial structure. Regional representation was essential 50 years ago in the days of telephone and faxes when it was difficult to communicate in a timely way. It was important for a Representative to gather information from their Region and take with them to the Exec hui. Today, every Branch Chair can directly liaise with the Exec if needed. It has been very difficult to fill all the Regional Representative positions in recent years. Many have remained vacant for a whole 3 year term. Therefore, when a member puts up their hand to fill the vacant position NZAC is obliged to accept them if they meet the current position description - 5year Membership, understand the NZAC Code of Ethics, committed to upholding the Objects of NZAC and Te Tiriti o Waitangi and Tikanga Māori, etc. However, as has happened many times in the past, the Representative may not have sufficient governance skills, cannot easily read and make sense of a balance sheet and brings only their counselling skills. We need Board members not Counsellors in these roles, and this means a different set of skills, financial expertise, a focus on health and safety, strategic vision, policy development, legislation and employment knowledge, national perspective, stakeholder engagement, strong skills in communication including media, writing skills, project management etc. So, while NZAC is a counselling association it is governance skills which are required around the table, ie. making decisions based on Section 2, Objects in the best interests of the Association. Decisions, sometimes hard and unpopular decisions but ones necessary to maintain and further the interests of NZAC and its members. It is important at this time for members to be informed of the pressing issues facing our association and made aware there are other organisational and governance possibilities. Implementation: If the members pass this remit, it will be a huge change for NZAC and therefore needs to be carefully managed. And there needs to be a clear plan for the members to visualise how this would work as part of the remit, as an addendum for discussion. Special consideration will be needed for the National Office staff, especially as many are new to NZAC. The current office holders and Regional Representatives will continue their roles until a National Board is appointed. A working group including Te Rōpū Ānga Whakamua will establish the role descriptions of the National Board members before being advertised. It will be a conflict of interest for the current Exec to be part of the working group. However, it is envisaged they will fully co-operate to enable a careful and managed transition. A period of 6 months is an appropriate period of transition with the new National Board meeting for the first time in February 2024 and they will therefore time set the budget and direction for 2024- 25. The transition from National Executive to the National Board will occur from November - February.

All Board members will need to have governance and financial skills. This will be a Tiriti dynamic Board based on the goals of Pae ora, described as Mana. Mana Whakahaere, good governance, management, administrative processes. Mana motuhake – enabling the rights of all members of NZAC to have authority over their lives and to live according to their values and practices. Mana tangata – to have equity for all members of NZAC. Valuing diversity of each member irrespective of race creed religion or any other significant identity marker. Mana Māori - enabling Ritenga Māori (Māori customary rituals) which are framed by te ao Māori, enacted through tikanga Māori and encapsulated within mātauranga Māori Mana Pasifika, Mana Asian, Mana Pākehā – enabling Tauwiwi their rituals and practices And the Principles of Te Tiriti o Waitangi as referenced in Pae ora: Tino rangatiratanga Equity Active protection Options Partnership Anti-racism

Discussion:

Letter submitted by NZAC CWC branch requesting this motion be given more time as its extremity limited and lacking in-depth of explanation and opportunity to consult and discuss.

Robyn talked about further thinking on her remit and its too soon for a decision today. Members need to be consulted and how the constitution will be rewritten. It's the 50th anniversary next year and branches can all study the proposal and have costings. There is merit for boards, and it's hard to talk about change without someone raising it as an issue. Social justice space – co-governance. Whatever we decide will be in line with Te Tiriti Audit. This is offering options. To honour the intent, working party to be convened.

Proposed:

Motion to change Section 11.

That before the descriptions of the NZAC committees is outlined the following be inserted:
Tangata Whenua and Tangata Tiriti are Co-Convenors for each committee. At least 2 members from Te Rōpū Māori on each committee, working group, advisory group, CPD Audit Team with a commitment to work towards equal representation Tangata Whenua and Tangata Tiriti.

Moved by: Eugene Davis, Sarah Maindonald, Jenny Manuera, Maria Reynolds, Jeanine Lumsden on behalf of Te Tiriti o Waitangi Audit Group. All in favour – Motion passed

Rationale:

This recommendation was made in the Tiriti Audit received from Te Atakura Educators (Dr Veronica Tawhai mā in 2021 and is yet to be actioned. This is consistent with NZAC's movement towards a Co-Governance model and is aspirational, indicating a move towards great Māori voice at all levels of our association to ensure equitable outcomes which reflect both Tangata Whenua and Tauwiwi lens on the mahi of the particular committee/working group/advisory group and including the CPD Audit Team.

Discussion

Q: if saying this and we can't do this e.g.: if it's not happening, what does it mean legally?

A: We have vacancies anyway, so no impact

Q: Does it mean we can't have two Māori co-chairs? Partnership? Would Māori members want this? Has it been through Te Roopu Māori?

General Business

Non-constitutional remit – ACC pay alignment: That in line with objective 6 of the NZAC Constitution: To promote and protect satisfactory conditions of employment in the collective interests of the counselling progression, negotiated with ACC a better-stepped pay rate depending on the level of qualification and specialisation for the current pay scale 6-9.

Moved by Sally Green, seconded by Jenny Manuera – All in favour

Discussion about the inequity of pay rates and NZAC are the biggest providers – pay rate is the lowest. Lobbying ACC was not heard, and it was pushed back to NZAC.

The Social Worker's pay equity agreement was just completed and indicated that counsellors are next.

Farewell to the outgoing National Secretary: Jeanine Lumsden and Tamaki Makaurau Regional Representative Jenny Manuera

Ratification of National Secretary

Proposed:

“That the appointment of the Christine Macfarlane for National Secretary is ratified.
Moved from the Chair

Poroporoaki / Conclusion with afternoon tea