



New Zealand
Association of
Counsellors

Te Roopu Kaiwhiriwhiri o Aotearoa

ANNUAL REPORTS

2022 – 2023



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President's Report

Kia mau, Kia tika, Kia puawai!

He mihi nui ki Te Ahi Kaa i te whakatakotoranga o tēnei kaupapa mō tātou.

Kia mau, kia tika, kia puawai! to pause or hold tight, reset and do what is correct and to grow/ flourish.

This is such a pertinent kaupapa for us to engage with as we move out of a period of maintenance and survival to hopefully a place of moving forward re-equipped and reshaped for a positive future together.

The seas of change over the last 12 months have certainly been challenging for us as an association to navigate and yet I am hopeful we are starting to paddle together towards a brighter future and calmer waters. COVID challenged maintenance of connection and survival, leaving fractures in relationships noticeable in our communities and in our institutional relationships. We've seen an increase in family harm, sexual harm and mental health issues, all symptomatic of people struggling to reconnect and survive in a world where we are having to keep grounded in the face of significant global threats. As counsellors we have a key role in this space to assist our clients and each other to keep connected, attuned and hopeful with each other. No mean feat!

We have much to celebrate: Te Rōpū Ānga Whakamua has been exploring and mapping ways forward for us in new formations with Te Tiriti and equity at the heart of things; our very experienced new Executive Director has now a full complement of staff in our National Office; our new website, although we've had some bedding in issues, is now live and hopefully can start to work for us; and we have a full complement of regional representatives on the National Executive. I am hopeful we can hold onto what is key to our association's values, do what is right for all our members and find a way forward where we can all flourish. This is particularly evident in Te Rōpū Māori where a number of hard working members are supporting Te Ahi Kaa's leadership and are very active in bringing forth relevant kaupapa to progress equitable participation and a Tiriti dynamic structure in our organization. Ngā mihi, ngā mihi, ngā mihi.

We welcome new regional representatives - in order of coming into the National Executive team - who are also enriching this journey: David Sander (Taranaki/ Horowhenua Manawatu), Ashley Cairn (Canterbury/ West Coast/Aoraki/ Marlborough/Nelson) and Teina Piripi (Te Tai Tokerau). They have already reinvigorated their regional/branch connections and made significant contributions.

My thanks too to existing National Executive members who continue to support their regional voices being heard and maintain significant portfolios of work and liaison in Ethics, ACC, Family Court, Membership, Supervision, Counsellor Education, Finances, Communications, School Counselling, Tikitu Taiao and now supporting new potential with a Rainbow Advisory Group, an online branch/network, Ethnic Minority and Pacifica Members groups and Student/Provisional members - watch as we make space for these newer initiatives.

Much thanks to Tess, Maria, Dana, Jaz, Jo, Debbie, Millie (new PD Manager) Abi and Mel who provide essential operationalizing of our governance goals and have been paddling very hard to keep our organization afloat!

As a profession we are continuing to extend and strengthen our scope with increasing numbers entering Te Whatu Ora accreditation pathway to work in the areas of mental health and addictions. We are in high demand in ACC and now potentially in Corrections with Mental Health Improvement

Practitioners being advertised and an attempt at righting the wrongs with the Abuse in Care Royal Commission of Inquiry.

Te Ahi Kaa and I continue to meet regularly with Sue Dashfield (Te Whatu Ora) and we look forward in September to furthering our goals of grandparenting members who don't meet some of the current criteria around degree level qualifications, into the accreditation pathway.

We have had positive collaboration with the Christian Counsellors Association, who are also engaged with Te Whatu Ora in a similar process. Te Ahi Kaa and I have met with the Co-Chairs of NZCCA to further this. A proposal with regards to how this could occur has also been submitted to Te Whatu Ora.

Te Ahi Kaa, or his representative, and I have also had numerous meetings with key stakeholders including Minister Jan Tinetti (MoE), Clare Old (MoE), Department of Internal Affairs, I Am Hope, PPTA, STA, Matt Doocey, US Telehealth Certification, to name a few. We have also, with support from the PR Company, promoted and advocated for the counselling profession in the media, including:

- Sept 12 PR/NZAC Radio NZ interview 9 to Noon
- NZAC TV 3 Youth Crime November 1st, 2022
- 'Ao Mai Te Rā' - Article written for Psychotherapists Newsletter October, 2022
- PR/NZAC in support of PPTA ([More school guidance counsellors desperately needed, March](#))
- PR/NZAC about Govt's \$74m for attendance officers (['Back to basics' approach missing the mark, February](#))
- PR/NZAC about identity survey and more action for the rainbow community ([The time for Government action was yesterday, November](#))
- NZAC Radio NZ Interview March 15th –Counselling general
- [PR/NZAC Release of Statement re Transphobia](#) 28th April

You can find links to these communications on the website.

I would also like to thank the branches that have generously hosted us over the last months: Nelson, Hawkes Bay, Dunedin and Auckland. We have gathered useful feedback about our current strategic plan, and it would be great to get around all of the branches over my term. Thank you Canterbury for their invitation in October.

Finally, I reluctantly farewell our National Secretary, Jeanine Lumsden. Jeanine has worked extremely hard to ensure we are consistent with the Incorporated Societies Act, despite some challenging contexts, documented all our meetings, nominations, and managed member communications to the National Executive. She has done all of this while managing remotely and servicing a large geographical area (Ashburton to Kurow) where there is a real scarcity of ACC counsellors, or counsellors full stop. I admire her ability to stay true to herself in the face of adversity and her stance in continuing to challenge processes where they are not tika.

As a new President, in a different mould perhaps to the past, I have faced much scrutiny and questioning. I would hope, as we move forward, we can support innovation and diversity, in both our membership and in our thinking, and that everyone feels encouraged to contribute to our collective vision.

Sarah Maindonald
NZAC President

Te Ahi Kaa Report

Kāti ake e rau rangatira mā
E tau nei te wairua o ā tātou tipuna o nehe rā
Nā rātou te ara i whakatakoto hei hikoi ma tātou ngā uri
Tahuri atu ki te tini aituā kua haere ki tua o te tirohanga tangata
haere ra, moe mai ra, okioki atu
Tahuri mai ki a tātou ngā kaihautū o nga taonga kōrero kua tuku iho mai
Ma ngā whetū o Matariki e arahi ana i a tātou i tēnei wā
Kia kōkiri ai i ngā hua pai ma te ngākau mahaki me te ngākau pono
Mauri ora ki te rangi
Mauri ora ki te whenua

It definitely was a privilege to have two National Hui for Te Rōpu Māori members run within the previous 12 months. The first being held in Waikato at Te Kohinga Mārama Marae at Waikato University, Friday 4th Nov – Saturday 5th Nov. 44 Māori Members were in attendance representing the rohe of Te Tai Tokerau, Tamaki Makaurau, Waikato, Waiariki, Tauranga-Moana, Heretaunga, Manawatu, Te Whanganui-a-tara, Te Waiharakeke, Otautahi and Murihiku. The Hau Kainga of Ngati Wairere oversaw the Pōhiri supported by Te Whare Wānanga o Waikato and representatives of the MCouns Program, Waikato Branch and the Kirikiriroa Māori Counsellors Rōpu. A key theme for the hui was Tuakana Teina which meant a strong focus on ensuring connections and helpful conversations were had between new māori members and existing/longstanding māori members. We were also very blessed to have Nga Kete me Na Te Kete Taumata with us supporting the mauri of the hui. The Kirikiriroa Māori Counsellors Rōpu collectively lead the facilitation of the wānanga which included Hītori and Uara of Te Kohinga Mārama Marae, Rōpu Whanaungatanga, Waiata, Ngā Kemu Māori, Tihei-wa Mauri Ora ki te Pae, Voice for Child opportunities, ACC opportunities, Rōpu-a-Rohe, Kōmiti Māngai Māori and plenty of delicious kai!! Some key conversations enabled the following to be raised on the Marae Atea:

- The Job Description for Te Kaitumutumu being drafted by Te Ahi Kaa inclusive of the suggestions provided by Ngā Tumutumu present as well as Te Ahi Kaa contributing to the recruitment of candidate(s) for the role to Te Kai Tumutumu.
- A Korowai Tautoko rōpu to be established to strengthen connections and voice of Ngā Tumutumu on National Committees as well as contribute whakaaro to the Te Anga Whakamua kaupapa.
- 6 members indicating their interest to sit on National Committees.
- Tamaki Rōpu and Waiariki Rōpu indicating interest in hosting the next National Māori Rōpu Hui.



The second National Hui for Te Rōpu Māori members was held in Rotorua at Tangatarua Marae, Toi Ohomai Institute of Technology on May 11th - 13th. The Waiariki Rōpu hosted the hui alongside the hau kainga of Tuhourangi - Ngāti Wahiao. We were treated not only by the lovely hospitality of the hau kainga, but also by a wealth of mātauranga facilitated by Jade Kameta (maramataka), Harina Rupapera (harvesting), Georgina Wilkinson (working with sex offenders), Heeni Morehu (grief and Tree of Life) and Pera Tipene (reflection with Te Taiao).

A wānanga kōrero around the recommendations of the Te Tiriti Audit enabled the following sample of whakāro to come forward:

1. Good governance:
 - Strategic planning every 3 yrs
 - Equity for every Exec role
2. Commitment to tino rangatiratanga:
 - Admin support for Te Rōpū Māori ie. own database of Māori members
 - Māori ethical pathways

3. Functions of Nga Tumutumu:

- Provision of Māori expertise to support Te Rōpū Māori
- Access to kaumātua

4. Taonga - the active protection of Māori treasures

- Written in kawa policy and constitution
- Uara, practice, education, wānanga, pōhiri, karakia, pūrākau, waiata, whakataukī Ngā

5. Kete - Formulate a process to care for them ie. NO, transported to hui

- Taumata for each rohe
- Identify kaitiaki of Ngā Kete

6. Ngā Ritenga Māori - explicit statement for constitution, upholding and protecting tikanga

- Proceeds the Objectives of the Constitution, up top, the first thing you see
- Whakataukī as the statement (this could be a roadshow to provide understanding)



Māori Rep Updates (Korowai Manāki)

I really want to acknowledge and thank the Māori members that sit on national committees and interest groups and continue to do the mahi needed to support Māori aspirations within the

association. Following are some brief updates from some of the national committee's and interest groups:

Membership Committee: Graham Green, Toia Chase

Assessment Team: Sonya McKirdy, Toia Chase, Chris White

There are ongoing discussions around alternate pathways in becoming a Full Member of NZAC which has also taken into consideration feedback over the years from Māori members who have gone through this process or plan to. What has perhaps brought more movement forward has been having new Māori reps onboard which has brought more support to actually put into action what has been hoped for in a while.

Audit Team: Chris White, Rodney Greaves

29 th March 2023 the audit team, with the support of Niccy Fraser, presented a live recorded webinar to 320 NZAC members which consisted of both supervisors and counsellors which was a great opportunity for members to meet the audit team. Moving forward, alongside the changes of the website we will be navigating a new team and new questions when we meet in mid-September 2023.

Ethics Committee: Rangi Davis, Donna Copeland, Jenny Manuera (Exec liaison)

The Ethics Convenor, Ethics Lawyer and Ethics team members are in a process for introducing a Maori Lawyer to the team, hopefully will arrive at Exec for their consideration by their next meeting. Ongoing conversations are the Allen Clarke Review and Treaty Audit is uppermost in our minds and plans moving forward. Hopefully the Ethics Wananga planned for August the 5th will add more development and clarity for Te Roopu Maori Tikanga future in this space.

Supervision Committee: Eugene Davis (Exec. Liaison)

Currently there are no Māori reps so Toia Chase attended so a Māori voice would be present. Relevant discussions in reviewing the Supervision Policy included supervisors need to have cultural awareness about specific cultural issues that can impinge on the wellbeing of the supervisees and their client.

Tikitu Taiao Group: Niccy Fraser, Rangi Davis, Raynor Huia (Exec. Liaison)

A presentation was made to Te Rōpū Māori on Tikitu Taiao Counselling, climate change and the environment working party group in May 2023. Feedback was provided on a proposed new CPD competency on Climate emergency and NZAC response and whether people thought it would be important to consider or include.

Education Committee: Huhana Pene, Sonia Paul, Maria Reynolds (Exec liaison)

What was highlighted was the confusion that Educational institutes had around the cultural components that taura are expected to engage in, and whether this only included Māori supervisors and Counsellors, or was similar to the Puawānanga Kaitiakitanga expectations.

It has been a very active and interesting past 12 months regarding the role of Te Ahi Kaa and am very thankful for the guidance being provided by fellow colleagues both in the National Executive space and Ngā Tumutumu space. I would like to acknowledge Sarah Maindonald in her support of the Te Ahi Kaa role and for holding the National Executive space as we navigated and continue to navigate the many variables that are presented. I am also grateful for your patience regarding the Te Kaitumutumu role and therefore want to thank Teina Piripi and Huhana Pene for representing that role over the past 12 months. I also want to thank Sheryl Smith and Tess Casey and National Office staff for holding 'home base' over the past 12 months. I look forward to the next chapter in this role as well as the many prospective connections and developments still yet to be enabled.

Koina noa iho āku kōrero i tēnei wā
Na reira kia pai koutou mā
Ma te kaihanga koutou e manāki e tiaki
Kia kaha kia maia kia manawanui

Nāku iti noa,

Eugene Davis
Ngāti Haua Kaihaututū
Te Ahi Kaa
NZAC

Treasurer's Report

Kia ora tatou

This is my second report to the AGM in my current term as Treasurer.

The most significant issue for many members over the last year may be the significant increase in annual subscriptions which I recommended as Treasurer and which the National Executive accepted at its February meeting.

I foreshadowed this increase last year with a spoken suggestion about the quantum of increase and in my report, I wrote about the issues facing NZAC as an organisation which had begun as a member led organisation, where all work was done by volunteers, and which was finding it increasingly difficult to produce the volunteer commitment to achieve the organisation's goals. I urged 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.

This year National Executive is asking members to see supporting the significant subscription increases is a necessary outcome of the decision to staff the office to a level that, over time, will enable member needs to be adequately supported and the transition away from a wholly volunteer model of service to be furthered.

Members might feel that the increased subscription fees offer an unjustified financial benefit to National Executive members. This is absolutely not the case. Executive meets five times a year in Wellington and travel and accommodation is paid by the Association. Executive Members also receive a meal allowance for their evening meal and are reimbursed for their time. The meal allowance does not fully cover the cost of a meal at most restaurants and the daily reimbursement allowance of \$300 has not been raised for a decade (at which time the then Executive had been advised that \$400 per day would be an appropriate amount).

For a group of members it has been a concern that members have not been in the position to vote on the annual subscription at the AGM (rather than the longstanding practice of Executive seeking ratification of the subscription decision). Our Executive Director has suggested to Executive that this can be changed by aligning the subscription year with the AGM.

At the May meeting Executive also decided that subscriptions should not increase next year. This will require careful budgeting to achieve if current inflationary pressures remain.

Alastair Crockett
Treasurer

Financial Statement

The Annual Financial Statement will be provided as a separate document when it is ready.

Executive Director's Report

This is my first annual report to the National Executive since taking up the Executive Director's role at the end of February. This means that I was only in the role for the last month of our financial year, but I will do my best to summarise what has been happening at National Office.

A substantial staffing review has been undertaken and implemented at the end of last year. This has seen National Office welcome staff into several new roles over January and February. This includes:

- Maria Sykes (Senior Administrator)
- Dana McKay (Membership Manager)
- Debbie North (Membership Administrator)

We are very grateful to have had the support and assistance of existing staff members:

- Jaz Perry (Office Administrator)
- Niccy Fraser (Professional Development Manager)
- Jo McNabb (Professional Development Administrator)
- Abi Buchhalter and Melanie Roundell (Ethics Secretaries)

Niccy left her role as PD Manager in April, and we have now been joined by Millie Baker.

It would be fair to say that it has been a challenging time for new staff to join the organisation. We have arrived at the end of Phase One of our new website development process, and in time for the annual membership and APC renewal process. We have had the dubious honour of launching the new website and database, the rollout of which has been difficult for everyone. I would like to sincerely thank all the National Office team, and particularly Maria, Dana and Jaz, who have bravely stepped up and worked long hours to iron out the tech issues and support members to learn the new system.

Times of transition and change are seldom easy and the last year has been no exception. We know we have work to do. The goal of our National Office team is to make NZAC an association that our members are proud of. We are in the process of modernising our office systems so that they better serve our needs and the needs of our members. As we reset and look forward to the coming year we will be looking to members for feedback so that we can identify how you would best like us to communicate with you and to hear your ideas for our association.

There have been some people who have made important contributions to NZAC over the past year. I would like to acknowledge and thank our outgoing Executive Director, Sheryl Smith. Thank you also to Christine MacFarlane, who has led the website development project and shared her extensive knowledge and experience with us 'newbies'. We are very grateful for the help and support of our small team of contractors, including our newsletter editor, Kirsty Nai; Daniel and James Paul from the PR Company; and Karen Mason from Third Arm Book-keeping. I would also like to thank our National Executive for their welcome and ongoing support, particularly Sarah, Eugene, Jeanine and Alastair. And a big thank you to all those members who volunteer their time and experience on our various Committees and Working Groups.

Lastly thank you to all our members for your patience and perseverance as we work our way through this time of change.

Tess Casey
Executive Director

Executive Portfolio Reports

ACC Portfolio

We want to thank Jenny Manuera for the years she has served on the National Executive Committee, and in particular, on the ACC Portfolio as Member and latterly, Portfolio Manager. Jenny has worked hard to represent NZAC, and this is reflected in her commitment, contributions, and attendance to ACC meetings online and as a member for the Sexual Violence Customary Advisory Panel. Jenny has always raised awareness of issues that concern NZAC members, and provided feedback to the Executive Committee on any decisions that were made or those that are still a work in progress with ACC.

I also want to acknowledge Miriama Tolo who has supported the relationship between NZAC and ACC by attending the online meetings, and with her knowledge and experience has provided support as I learn about this role going forward into the next year.

NZAC /ACC Hui

I was introduced to the ACC online team by Jenny last August 2022. Since then, there have been two meetings held in November 2022 and April 2023, and the following were two on-going matters that had been discussed and decisions pending due to seeking clarification.

Provisional Provider Category: In her September 2022 report Jenny stated that ACC advised that they didn't want to be prescriptive as they felt that different providers required different Levels of Supervision. Further, "We advised them, that we would take this matter to the National Supervision Committee for further comments. ACC mentioned, that they may be able to consider making a change to the ISSC Contract in November, scheduled for a ISSC contract variation."

Trauma Training for ACC counsellors: This was a korero in respect to coming back to the Training Institutes to provide this area in trauma training courses.

This was one of the first action points that I raised with the NZAC Education Committee, who responded with a clear statement that it is not the responsibility of Training Institutions to provide Trauma Training as part of the counselling degree, but to train and prepare students with a program that is designed to produce skilled and informed counsellors, and that trauma will be a subject area that will be taught as part of their counselling course program. What NZAC is able to provide as part of professional development are the Trauma workshop webinars online.

On-going Payment Review:

Christine McFarlane, in her previous role as President along with Jenny had stressed the importance for ACC to further look into the pay equity issues. Chris highlighted the urgency of this to happen, as our ACC counsellors are feeling undervalued by ACC, as well as Pay equity in terms of the Supported assessment, with the question of difference between Psychologists and Counsellors pay for assessment work.

Sexual Violence Customary Advisory Panel:

Jenny reported that there has been a change in the panel with the addition of new people from all walks of life and with an emphasis of both Māori and Pacifica representation.

CAP Enterprise Panel:

The major work of advising and liaison with the ACC board has been completed in respect to the new roll out of Evolution. The last Panel hui was held on 31/8/22 with all the Customary Advisory Panels. The vision for ACC which had their strategic plan will be rolled out in July 2023. The ISSC contract will also be reviewed in July. Jenny reported that as panels “We have imputed quite a lot to the Strategic plan and Vision for ACC. It’s been quite a privilege being involved with the Enterprise Panel.”

ACC Kawa Whakaruruhau Cultural Safety policy

On 27 April, ACC launched their, Kawa Whakaruruhau (Cultural Safety) policy. This new policy supports a meaningful and sustainable advancement towards cultural safety across ACC and our health sector.

The policy will apply to all contracted and non-contracted providers and suppliers of ACC-funded services.

ACC Integrated Services for Sensitive Claims Quarterly Conversation

In May, the Integrated Services for Sensitive Claims (ISSC) Evolution programme was rolled out to multiple locations throughout Aotearoa New Zealand, to discuss how ISSC are re-evolving and strengthening the support provided to survivors of sexual violence.

During the sessions, discussion around four areas that are in early design stage for the new contract, which include:

- a new ‘front door’ (entry point) for survivors to access ACC support
- a more streamlined assessment process
- creating a more flexible service offering for everyone
- cultural safety and uplift for ISSC providers.

These half-day sessions were open to existing ISSC suppliers and providers, as well as organisations and providers who may be interested in working with ACC in the future, or for those people who support survivors of sexual violence and want to understand more about what changes were happening. The next sessions are to be held 28 July, 11.30 – 1.30pm and 24 November 11.30 – 1.30pm. To attend these sessions, you will need to RSVP ISSC Evolution Team.

In summing up this 2023 AGM report, we both believe Jenny Manuera says this the best; “There has been a lot of work and changes happening in the ISSC space and the liaison with the ACC ISSC team has been very worthwhile with some great outcomes. It is also important to note that the last day of the ISSC contract ends on 30/11/2024 and the new ISSC contract will commence 1/12/2024.”

Finally, on behalf of Miriama Tolo and myself it has been a very interesting work over the last year, and we look forward to being a part of this portfolio for the coming year.

Ngā mihi nui

Maria Reynolds
ACC Portfolio Manager

Family Court Portfolio

As we review the last year:

Key note speaker at the Toah Nest Conference, Wellington November 2022.

- Judge Frances Eivers (Ngāti Maniapoto, Taranaki), Commissioner for Children discusses her priorities – the education and mental wellbeing of tamariki, ending family violence, and monitoring places where young people are detained.
- Her korero included six outcomes that were based on the voices of children and young people as follows:
 1. Be loved, safe and nurtured
 2. Have what they need.
 3. Be happy and healthy
 4. Are learning and developing
 5. Are accepted, respected and connected
 6. Are involved and empowered

Sharing what has been heard from children across the country, and to share the knowledge and wisdom they have gifted us from their kete. 'to support me and support my whanau'.

Exploring ways adults, caregivers can involve children and young people in creating solutions to support their whanau and community. Listening to the voices and hearing what they say.

Kia whakatōmuri te haere whakamua. I walk backwards into the future with my eyes firmly fixed on the past."

Te Aorerekura: National Strategy and Action Plan - Annual hui 2022

- Addressing family violence and sexual violence will significantly improve the wellbeing of all people in Aotearoa New Zealand.

Te Aorerekura is the National Strategy and Action Plan setting out a new collective path for government, tangata whenua, specialist sectors, and communities to eliminate family violence and sexual violence.

On 26-27 July 2022, Te Puna Aonui Ministers and officials hosted the first annual hui for Te Aorerekura alongside key community and sector stakeholders. This hui brought together over 900 people from government, tangata whenua, communities and specialist sectors across Aotearoa. The purpose of this hui was to reflect together on progress towards the shifts of Te Aorerekura and share information with each other about what we're learning.

Ministry of Justice updates their website – quick links to popular information.

- <https://www.justice.govt.nz/family/>

As we begin another new year, this portfolio will look to review the direction of the Family Court Portfolio. Maria and Miriama will meet to review and report back to National Executive by the November 2023 meeting of the National Executive.

Maria Reynolds and Miriama Tolo
Family Court Portfolio Managers

School Guidance Counsellor Portfolio

He mihi nui ki ngā kaiwhiriwhiri o ngā kura o Aotearoa. He mahi tino nui ki te hapai te hauora o ngā ākonga, kaiako, hāpori hoki. Ngā mihi, ngā mihi, ngā mihi.

This last year has been busy as usual in this portfolio ably lead by the School Guidance Counselling Advisory Group: Vicki Lee Wihongi, Carla King, Titihuia Rewita, Matt Judd, Sarah Maindonald, Gaye Evans Love and Julia Field. Many of our goals seem to carry over as we continue to lobby for better terms and conditions for our colleagues and at least this year we can say our needs have reached the bargaining table with the government with support from the Post Primary Teachers' Association advocating for us in their collective agreement, this is a first! As an Advisory Group, we have been actively advocating for improved conditions for counsellors within schools, specifically addressing:

1. SGC to student ratios
 - a. Recommendations put that funding is provided to reduce the counsellor-to-student ratio to 1:400 over two years, with a further reduction in the ratio of 1:250 (as recommended by the American School Counselling Association of the United States) over the following five years
2. Tagged funding for SGC's
 - a. Misappropriating SGC funding to support other pastoral care approaches means student mental health and wellbeing are seriously compromised. Over COVID times funding which could have supporting counselling in schools went to a number of school initiatives depending on the Principal and board preferences. Funding of SGC positions needs to be tagged across the nation to ensure safe ratios, reduce suicides and improve youth mental health (as evidenced in 2020 MoE/NZAC research).
3. Hiring and retaining SGC's
 - a. Due to the significant pay discrepancy between teacher-registered and non-teacher-registered SGC's, there is little incentive for non-teacher-registered SGC's to operate in a school environment. A responsible way forward is for a micro-credential to be developed with the PPTA to allow industry specialists (counsellors who are not teacher trained) to complete this and come under the collective contract.

Significant progress has been made in this last area with meetings held with PPTA President, Melanie Webber and Adele Scott, Professional Issues, who indicated strong support for the proposed initiative and showed interest in helping with the development of a micro-credential. These are already developed in some areas of technology and wellbeing so a precedent available with the University of Victoria. In a later meeting with Adele Scott and Rob Willetts (PPTA) it was suggested that a micro credential design could be protected within the collective contract.

A meeting was also held with the Hon. Jan Tinetti (Minister of Education) who did not immediately engage with some of our proposals with regards to ratios but showed interest in the idea of a micro-credential being developed. A further meeting was held with the Ministry to explore next steps. It maybe that leadership from the PPTA once their pay claim is settled may advance this initiative. Based on prior input, the Ministry has however improved the Teach NZ guidance counsellor training study award in terms of widening the criteria, one no longer has to be in a current counselling position to apply, and subsidies for supervision during training are now available. There are, however, still only four annually.

The President of NZSTA, Lorraine Kerr and the Chief Executive, Alees Adams were very supportive of all the initiatives proposed and invited the SGC Advisory to attend their National Conference. Sarah Maindonald, NZAC President, drafted an article titled *School Counsellors Help Prevent Suicide and Support Positive Mental Health*, which was submitted for publication in February.

Sarah also met with Matt Doocey, National MP and the Party's first dedicated Mental Health and Suicide Prevention Spokesperson who has a bipartisan approach. Matt was interested in the initiatives presented and invited regular meetings to keep him updated.

SGC members received a presentation from the Human Rights Commission regarding working with clients who have survived Conversion Practices. This outlined that exiting conversion practices required affirming interpretations of religion, tikanga, collectivist belonging, beliefs on morality, mental health crisis and recent science. Ongoing training will be explored.

Gaye and Carla have been working with James (PR Company) on a new SGC survey to be released very shortly. This survey aims to provide a picture of what School Guidance Counselling looks like in NZ in terms of numbers of counsellors working in schools, the variations of contracts, union membership, staffing, ratios, the workload, waiting list times and much more. The data gathered will inform our future efforts and research and support our advocacy of school counsellors when approaching the MoE, PPTA, ERO and other agencies in the future.

In May Sarah and Te Ahi Kaa met with I Am Hope to get a better understanding of how they might best collaborate going forward. Both committed to future collaboration.

Sarah was approached by ACC regarding a possible interface with their sexual abuse services and secondary school counselling.

SGC has recently received ERO's Phase 2 of their evaluation of Awhi Atu Awhi Mai and are reflecting on the change of prerequisites for staffing this as reduced from having to be qualified, registered and receiving PD to only having to meet one of these three criteria, concerning to say the least.

David Sander, regional representative from Taranaki, Manawatu, Horowhenua joined our mahi at one point and may, hopefully, continue with this portfolio.

Grateful thanks to all of the advisory group for their persistent hard work on multiple fronts whilst managing their school counselling roles.

Vicki Wihongi, Carla King and Sarah Maindonald
School Guidance Counsellor Portfolio Managers

National Committee Reports

Counsellor Education Committee

Committee meetings:

Margaret Agee handed over the Convenor role in 2022 to Raewyn Laurenson Elder and Huhana Pene. We began the year with a face to face meeting in Wellington in March to review the Counsellor Education Standards. The meeting was very productive and we have had two subsequent meetings on Zoom to finalise a draft of the updated standards in order to send out to counsellor educators at the end of May.

Counsellor Educators are requesting the Counsellor Education Committee to facilitate another hui for 2023. The Committee is considering this request and will propose a date later this month.

Programme accreditation with Te Pūkenga

The committee has been working with Te Pūkenga to pass over the accreditations for Bachelor of Counselling programmes that now fall under the one polytech system. The agreement with Te Pūkenga is that no changes will be made to counselling programmes without contacting the NZAC Counsellor Education Committee and that we will be consulted on the development of the future Te Pūkenga Bachelor of Counselling. No further accreditation for counselling programmes under Te Pūkenga has occurred this year.

Re-accreditation of programmes:

This committee sought ratification by National Executive in December 2022 on the proposal to push out the re-accreditation of counselling programmes by one year due to COVID-19. The rationale was that counsellor educators are overloaded following the ongoing effects of COVID-19, and there have been staffing issues that have arisen as a result, in many programmes.

Review of Counsellor Education Standards:

The committee is currently reviewing the standards with counsellor educators in both universities and polytechs, and plan to seek feedback from counsellor educators throughout the country by the end of June 2023.

The next stage of the review process is to streamline the accreditation process which the Committee will begin work on following the ratification of the updated Standards.

Combined Committee Meetings:

The Co-Convenors attended the combined committee meeting in October 2022 and are looking forward to attending the combined committee meeting in September. Huhana Pene and Raewyn Laurenson Elder have volunteered to facilitate this meeting. We have found these meetings and information sharing across the various committees invaluable, to ensure a seamless operation within NZAC.

Raewyn Laurenson and Huhana Pene
Counsellor Education Committee Co-Convenors

Ethics Committee

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 remained relatively stable through 2022-23, although the complexity of some complaints, leading to extensive correspondence, plus the difficulties that have beset the Association overall this last year, have impacted on workload. During this year, 59 complaints have been worked on, three less than in both the previous years. Thirty five cases were closed by the end of March, with four of these in the suspended category, leaving 24 cases open at the start of the 2023-24 financial year, six of which were 'on hold', awaiting the outcome of other processes. The Office has since received an influx of new cases, at the time of writing we have 36 open, the highest number ever. Thirty-eight new complaints came in during this financial year, which is equal to last year's number, as opposed to 42 during 2020-21. This year six closed complaints involved Regional Ethics Teams (RETs), five less than last year, while eight complaints involved Convenor Communications, compared with ten last year, with two Committee members involved in undertaking these. Initial Assessment Groups (IAGs) recommended 'no further action' in two complaints, one of these because the HDC addressed the concern. Sixteen complaints were initiated but did not receive informed consent, meaning they were closed and deleted.

While there were no hearings held during 2022-23, preparations began during this period for one that we expect to take place later this year. This complaint relates to a situation that has been before the Courts for a number of years, with NZAC as defendant.

At the end of March, no open complaints had been active for more than a year, however two 'on hold' had been initiated in previous years, both presently awaiting action by the Human Rights Review Tribunal, one now scheduled by the Tribunal for October this year. Of the closed and suspended complaints, only 13 had commenced before the 2022-23 year. All four of the suspended complaints came into this category, indicative of the amount of work involved before reaching this point. Fourteen complaint enquiries, as compared to 12 last year and 14 in 2020-21, were about non-members and therefore could not be pursued.

A total of 123 general queries were received, eight of which were forwarded from National Office or National Executive members. The overall number is similar to last year, when 129 were received. By contrast, the numbers referred on to us from National Office and National Executive has dropped from 33 last year and 61 the year before. It is not clear if this is indicative of both the membership and the general public accessing the Ethics Office more readily themselves, or whether it reflects the wider difficulties experienced in National Office in managing email and phone traffic. The Ethics Office continues to use and expand the number of categorised and anonymised responses to draw from, when formulating answers to new queries. The Committee has also continued to work at producing answers to frequently asked questions to place on the Practice and Ethics section of the website. The ones previously available on the old website have not yet been posted to the new site, but will be. There were two privacy requests this year, 37 queries regarding potential complaints, ten of which developed into full complaints; correspondence after case closure was required in relation to five complaints.

Member notifications of court cases or complaints against them made outside the Association, as required by the Code of Ethics, numbered six, with one of these meriting the allocation of an NZAC complaint number. When this occurs, it is so that we can follow and monitor processes elsewhere or

supplement any 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 also to the key concerns raised, excluding those for which there was no informed consent. Of the complaints closed that involved Committee activity, twelve counsellors were working in agencies, three in private practice and a further one with a Corrections contract. One was in a school setting, one in health and one was unemployed by the time the complaint was received.

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 a failure to provide responsible care figured in eight complaints, as did a lack of respect, with lack of integrity occurring in six. Multiple relationship issues appeared in four, engaging in sexual activity with a client in two and confidentiality concerns also in two. Non-compliance, the termination of counselling, the counsellor putting themselves at risk, contracting and competence issues were identified in one each. Yet again lack of respect and failing to provide responsible care were evident in the largest number of complaints. The frequency of their appearance in our statistics may relate to their being core values and having an overarching position in the Code, with other clauses likely to link to them. However, there is often a sense that had respect for the complainant been maintained, or complainants not felt at risk in their relationship with the counsellor, other difficulties in the relationships could have been navigated.

Other Committee activities

Two important changes have now been made to the Complaints Process, as a result of the recommendations received from Allen and Clarke. Their report was contracted by the Ministry of Health to assess our processes, with a view to allowing NZAC registered members to undertake work in the health sector (now underway). Initial Assessment Groups, which decide the course of action to be undertaken based on the allegations in the Complaint and the counsellor's Response, will now include a lay person, additional to the present two Committee members and an Ethics Secretary. Secondly, in order to attend more appropriately to the natural justice rights of Complainants, Respondent counsellors will write their response in two parts, the first laying out their perception of events relating to the Complaint and the second providing a reflection on their own professional process. The first part will be sent to the Complainant, if they have opted to receive this, enabling them to make one further submission if they so wish. We hope this will reduce the risk of counsellors making negative comments about complainants, without their knowledge of these or the opportunity to respond to them.

Beyond this there is important work over the coming year making our written materials more acknowledging of Te Ao Māori and more user-friendly for complainants and counsellors alike, whilst also ensuring there is consistency across all the documentation. Once this is done, it is likely the Association will need to set up a working group to look at a revision of the Code of Ethics, to address our partnership obligations under Te Tiriti. Based on past rewritings of the Code, this could take one to two years.

We are presently looking at engaging a new lawyer, as the legal advice needed at present is a heavy load for one person. Given the move towards developing a more bicultural approach, we are hoping to engage a lawyer who is Māori.

Last year we had hoped to be able to hold two kanohi ki te kanohi Committee meetings, rather than

the usual one, as our best work happens when we can meet together. This proved impossible, given costs. The Ethics Committee is large because members are needed to take up different roles across the complaints, with this experience then leading to first-hand knowledge of what areas need attention. The Committee does its best to keep costs down by using the Home of Compassion in Island Bay for meetings and accommodation, also booking travel well in advance.

The Committee has been very hard worked this year. We have a shortage of Regional Ethics Team members, meaning Committee members have been obliged to participate more often in RET pairs. In addition, we have been one member short on the Committee itself. We have also had to manage a number of conflicts of interest for Committee members, which then lead to complex administrative management.

The largely unavoidable disruptions within the Association over the past three years, and also perhaps the development of broader societal divisiveness both nationally and globally, have meant that there seems to have been a marked increase in negative communication, misrepresentation and distrust amongst NZAC members. This, for example, has been evident in social media behaviour, email communication, interactions with National Office employees and exchanges at meetings. The values in the Code include 'respect for human dignity', 'partnership', 'responsible caring ' and 'integrity'. These apply as much to counsellors' communications with colleagues and fellow professionals as with clients.

Conclusion

I am especially grateful for the hard work put in by all Committee and RET members this year, it has been a tough one. I am also very grateful for the loyalty, resilience and positivity displayed by the Ethics Secretaries and to our lawyer, Johanna Robertson, for her preparedness to continue to advise us, despite her own heavy workload. This year we said goodbye to Alexandra Smith, who had been our National Executive portfolio holder for some time, and welcomed our new portfolio holder, Jenny Manuera, who brings a fresh eye to Ethics processes. This Committee continues to be a great group to work with.

Susan B. Webb

Ethics Committee Convenor

Membership Committee

Assessment Team

There were changes to the Assessment Team this year. Val Boag continued as Convenor though has not renewed her APC for 2023-4. Very experienced member John Hibbs has taken on the leadership. John is a great asset to the team with his professionalism and keen eye for detail when assessing applications. Toia Chase, Mark Pope and Sonya McKirdy continue and were joined in January by Richard Wilkins, Dianne Begg, nominated by their Branches and Chris White from Te Rōpū Māori. Nickei Falconer, Verona Nicolson and Virginia Maskill resigned after the August 2022 Assessment Hui. We are very appreciative of their mahi over the years.

Members of the Assessment Team have the option of assessing applications prior to the Hui, leaving time for discussion and deliberation of less straight-forward applications when together. Being together in a collaborative environment enables sharing any issues arising from the assessment process. This kōrero ensures a consistent standard of assessment is maintained as much as possible. Over the last two years there has been a steady improvement in the quality of applications. They are easier to read and if changes are required from the Applicant these are usually achieved within a few days. This reflects the ongoing work of Membership Committee in reviewing the Application ensuring they are clear and concise with unambiguous language.

Sixty-four upgrade applications were assessed in August 2022 and 83 in January 2023. Other applications continue. A regular stream of Requests for Reinstatements and Student Affiliate applications are received. Provisional Membership Applications are available all year and in the last part of the year 25 were received in October, 22 in November, 40 in December and a further 20 in January 2023. With the introduction of the new IT platform no new applications were received until the on-line application process was operational in late May.

Keeping the membership processes going during 2022 was a very hard slog for the Membership Committee and especially Val Boag in her capacity as acting Membership Manager. The notification process was unreliable meaning applications were not recognized by the IT system. Several times an email was sent to all members asking them to alert the Membership Manager when an application was submitted. In addition, often Supervisor's Report failed to upload and Applicants found the Police Vetting confusing.

Membership Committee

As usual the Committee met 3 times during the year, June and October and February 2023 in Wellington. The team for most of the year was small but mighty. Toia Chase, Rōpu Representative from the Assessment Team, Val Boag, Assessment Team Leader, Robyn McGill, Convenor. Graham Green representing Te Rōpū Māori joined us in February 2023. And it is our pleasure to have James Howey as the Executive Liaison. John Hibbs will join us as the Assessment Team representative.

Webinars

Another successful webinar for Provisional Members, Supervisors and those interested was held in February 2023.

Hui / Wananga June 2022

The Committee warmly welcomed Teina Piripi, Gay Puketapu Andrews, Rangi Davis, Eugene Davis, Louisa Woods and Chris Macfarlane for a day wananga. In the light of the Te Tiriti audit recommendations and Te Rōpū Ānga Whakamua, the Governance Working Party, there was a much bigger picture to consider where Te Rōpu Kaiwhiriwhiri o Aotearoa is heading which needed discussing. It was a wonderfully inspirational hui / wananga with all focussed on a future NZAC free

from racism and kōrero of how to actively go forward to achieve this.

Panels

All Panels are now on-line and paper-less. Meeting via Zoom has many advantages, the greatest being the certainty for a Candidate in meeting the Panel with no possibility of cancellation due to Covid. Other advantages include the Candidate having an opportunity to meet senior Members from around the motu, a more consistent standard of Panels and this also eliminates the difficulty of insufficient local Panellists. These reasons outweigh the main disadvantage of the Candidate not meeting local Panellists. However, it has necessitated Panellists, who might not know each other, taking time to connect prior to meeting Candidates.

It has become increasingly difficult to maintain 6 Regional Panel Co-ordinators. Over the past year Pauline Marshall was able to co-ordinate all Panels but from October 2023 they will be managed from National Office.

Feedback from Panel Members indicate they place high value on this mahi, the contact with colleagues and opportunity to meet new Members. They also give great feedback to further improve the Panel process. All, except one Candidate, successfully became Members this year. After a Membership Committee investigation, the one person was granted full Membership.

Applications

Requests for Reinstatement (Return to Practice) continue to come in, people wanting to return to practice, sometimes with quite a lengthy time of non-practicing. The length of non-practicing time determines what a counsellor is required to complete before being reinstated.

Most Provisional Member Applicants from Aotearoa are graduates from NZAC accredited education programmes giving them automatic entry to NZAC registration. And as we get further away from 1 January 2019 when the education standards were implemented this is what will become the norm. However, there are still some 'historic' qualifications who can use the non-accredited programmes applications. And Particular Circumstances remains available for Counsellors from other health professions to apply for registration.

NZAC does not accept any Aotearoa New Zealand psychology degrees, Bachelor or Master, even if they have completed 200 counselling practice hours. However, if they have a clinical psychology degree, we will consider this though they have a better fit with the Psychology Board.

Again, this year there has been a further increase in enquiries from overseas Counsellors. Because of the difference in counselling education all are asked to send their qualifications, transcripts and CV prior to submitting an application. This can involve asking an Applicant for additional information and sometimes an assessed recording of their mahi. Applications from holders of Holiday Working Visas are not accepted as they cover a limited time in Aotearoa.

2023 Application changes

The opening statement on all applications: 'Be a person of good character' has been replaced with 'Be a counsellor who: Participates in the mahi with the values of tika, pono and aroha.'

The Committee discussed what NZAC wants to know from a Supervisor about an Applicant. The Supervisor is one of two external voices in the Application, the other being the Puawānanga Kaitiaki. After consultation with some Supervisors the Supervisor's Report Section B has been rewritten. Engagement with 'Let's get Real' has been taken out of Puawānanga and has been replaced with an extensive list of suggested readings. These are now also available for all members as a Resource for CPD requirements.

Looking Forward - A Māori Pathway to Membership

The Committee has started to investigate a culturally appropriate non-discriminatory non-racist membership process. For Māori a marae based membership process which is face to face and oral, tikanga based and culturally appropriate. We are consulting with the National Māori Rōpū and researching similar processes to develop further.

Acknowledgement of Val Boag, Chris Macfarlane and Sheryl Smith

The Membership Committee acknowledges the huge mahi Val did over 18 months as Membership Manager until the appointment of Dana Mackay in February. It was a full-time commitment for her and especially taxing having to guide members and potential members through the hazards of the Gecco on-line system. We are incredible grateful to Val for her willingness to do this mahi, even at some personal cost.

The Committee also acknowledges the huge mahi Chris has contributed to membership. Her IT skills were invaluable ensuring membership documents were updated on-line. We have valued her patience and unlimited capacity to be helpful and get things done quickly and efficiently.

And lastly but not least, Sheryl Smith in her role as Executive Director at National Office and with her previous Membership Committee experience was invaluable, assisting in navigating through systems and responding to the many issues presented by Members and potential Members of NZAC.

It has been another challenging year for NZAC. However, the outlook is more positive with a new website and an increase in staffing levels which will ensure the smoother running of systems and processes once people have settled into their new positions.

Robyn McGill

Membership Committee Convenor

Supervision Committee

The Supervision committee is now in full swing with our first meeting held on the 27th of May in Auckland.

The focus of the meeting was primarily -

The Welcome of all the members, Whakawhanaugatanga and Identifying each member's roles and responsibilities, as follows: -

- Fia Turner (Co-convener/Meeting Facilitation)
- Lynne Miles (Co-convener/Meeting Facilitation)
- Linda Page (Exemptions/Enquiries)
- Shila Nair (Reports writing)
- Toia Chase (Secretary)

In addition, Review and discussion of various documents: Purpose and Roles, Supervision Policy, Supervision criteria approval, Exemption process, and other Relevant documents.

It was well noted though, that Toia and Chris were representing Maori Roopu, and the final decision is yet to be made of who will be the permanent representatives for this committee in the future. Furthermore, Eugene has now taken up the Te Ahi Kaa role on the National Executive Committee, therefore there is a need for an Executive representative to be appointed to replace him for this committee.

Current situation

It is business as usual, as the committee members now concentrate on their roles and responsibilities. Having said this, there are currently applicants to be exempted from the 5-year period membership, considering the criteria is met, reviewed by the committee and approved.

Acknowledgements

On behalf of the Supervision committee, I would like to acknowledge Te Ruru, Gail, Naarah and Eugene for their contribution to this mahi in the past few years. All have worked hard and kept this committee in progress.

I would also like to acknowledge our late friend Placid who passed away, for her perseverance and hard work while on this committee, despite her health conditions.

la manuia/Blessings, as we paddle our waka, moving forward.

(On behalf of the Supervision Committee)

Fia Turner

Supervision Committee Convenor

Working Party Reports

Tikitu Taiao Counselling, Climate Change and the Environment Working Party

Tikitu Taiao NZAC Working Party group was initially formed in October 2019. Our current members are Sarah Wright, Rangi Davis, Niccy Fraser, and Des Casey. There are 5 positions in the working party group so we have a vacancy currently. National Executive Liaison for Tikitu Taiao is Raynor Huia.

Vicky Finlayson left in April 2023. We are thankful to Vicky for initiating branch activities and her energy in beginning the webinar networking climate action group.

With the last year of extreme weather events in Aotearoa, this NZAC working party group is more important than ever as NZAC responds to members and communities experiencing current climate emergencies. It is a relief to see that NZAC's updated strategic plan has finally included a commitment to climate action. We hope to see details, responsibilities and a time line developed in the NZAC strategic plan on climate action. This beginning development starts to bring NZAC into line with other professional allied health associations.

Our Tikitu Taiao group has steadily gathered NZAC members concerned about and wanting to act in relation to climate emergencies. Tikitu Taiao working party group activities 2022 July-2023 July, include:

- September 2022 Face to Face Hui
Wrote Tikitu Taiao mission statement Te Tiriti o Waitangi encourages all NZAC Counsellors to embed Kaitiakitanga and Mauritanga in our practices to address the climate emergency in Aotearoa thereby promoting the ongoing spiritual, social, economic, environmental and cultural wellbeing and safety of people and their communities. NZAC positions nature and its protection at the core of our Association.
- NZAC member support and networking
We have now gathered 61 members keen to be involved in the area of climate change discussion and action. Sarah Wright and Rangi Davis have facilitated monthly member meet up webinars. Recently Sarah invited Claire Miranda to speak. Claire runs The Climate Crucible group in NZAP, (post their annual conference) and they meet monthly online to talk about the climate crisis.
- Professional Development arranged
 - Post disaster counselling in a changing world webinar by Dr Fred Bemak March 2023.
 - Hope in an age of eco-anxiety webinar by Dr Jackie Feather April 2023
 - Tikitu Taiao wrote a proposal for a new CPD competency which aligns with climate emergency and the NZAC strategic plan. Rationale for developing a new NZAC competency focused on NZAC response to climate emergency is to prepare

members to respond to ongoing, sometimes devastating effects of adjusting to climate change for themselves and their counselling clients. These changes are changing the counselling context in Aotearoa and NZAC needs to keep up.

Proposed CPD competency Topic: Response to climate change and climate emergency for clients, whānau, communities. Focus on Climate impacts: Loss and anxiety, climate action for mitigation, Building resilience, Adaptation, Rebuilding and restoring. Post disaster (extreme weather disasters) responses in communities. Use of Indigenous and Ecological Therapeutic models guided by Te Tiriti O Waitangi, Papatuanuku /Nature as healer.

We await written feedback and minutes from the National Executive group.

- Niccy Fraser consulted with Waiariki group in Rotorua as part of the National Māori Roopu to gather their ideas on NZAC's response to climate emergency and the CPD competency Future plans Website: NZAC Members have requested a Climate Action tab to be added to our new website.
- Work with the Membership Committee to draft a new question for Provisional Members and a panel question for panel conversations for Full Members.
- Work with Counsellor Education Committee to liaise about inclusion of climate response in Counsellor qualifications.
- Invite Dr Jackie Feather, Climate Taskforce from Psych Society to meet with wider membership group.
- Invite Jessica Hutchings to present webinar education her work with Hua Parakore for members.

***Niccy Fraser on behalf of
Tikitu Taiao NZAC Working Party***

CPD Audit Report

The CPD audit for the CPD year ending 31 March 2023 was carried out by the CPD Audit Team. Members of the audit team were:

- Audit Team Member – Christine White
- Audit Team Member – Michelle Atger
- Audit Team Member – Georgina Wilkinson
- Audit Team member – Vicki Eaves
- Audit Administration Support – Chris Macfarlane

There have been a few changes to the Audit team. John Winslade retired from the Audit team in early 2022. Georgina White and Vicki Eaves, resigned from the Audit Team in November 2022.

Thank you to Georgina, Vicky and John for your professionalism, knowledge, commitment, and generosity as Audit Team members. NZAC has been very fortunate to have you implementing and leading the CPD Process from the commencement of CPD Auditing, moving from a paper-based to an online system, and navigating the changes over the years.

Rodney Greaves was also welcomed onto the Audit team. There is 1 vacancy on the Audit Team which will be filled in 2023.

In the CPD audit for the year ending 2022, 208 members were audited:

- 156 members (75%) met auditing requirements .
- 24 members (11%) did not meet requirements and were asked to resubmit
- 18 (8%) were required to go into an additional audit round.
- 5 (2%) were not required to complete the CPD audit as they were either non-practicing or retiring.

The Audit Team provided the following statement to members who met the audit requirements:

Despite some of the limitations due to Covid-19, many of our members were able to access a wide variety of professional development. These included in-person training and workshops, online courses, podcasts, webinars and literature. Many reflections showed consideration about how these learnings positively impacted on practitioners both professionally and personally. There was a commitment from many of our members to uphold standards of practice and professionalism in line with NZAC requirements for registration.

Thank you for the time and effort you have put into completing your CPD and we acknowledge the commitment you have made to your continuing professional development and ethical practice.

In February 2023 Dana MacKay was appointed as Membership Manager, based in National Office. Part of this new role is to coordinate the CPD Audit. Planning for the 2023 Audit is underway and it is scheduled to take place in September.

Dana McKay
Membership Manager

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Dana McKay
Membership Manager

Branch Reports

Te Tai Tokerau Branch

Tena koutou katoa,

For the second year in a row, Te Tai Tokerau branch has been without a chairperson. At the AGM on 27 May 2022, a Leadership Group was formed consisting of the Secretary - Gill Ireland; Treasurer - Karen Gilmore, and two meeting Facilitators - Lois Mouldey and Ellen Altshuler.

Until recently we had no representative on the National Executive then, last month we were delighted to have Teina Piripi stepping forward onto National Executive as our Regional Representative.

We tried hard this year to make branch meetings available via Zoom as well as face-to-face, with varying success due to unreliable internet access at meeting venues, and just plain old technical difficulties. But overall this seems a good development.

We've had an ongoing theme and discussion this year on how to restore our branch and our sense of connectedness and community, which has been very lively in past years. We started with a questionnaire that was circulated in May 2022 as a first step to gaining an understanding of why so few members were attending meetings and what we could do about it.

Our Branch has a large geographical spread – from Dargaville to Kaitaia is about a 3 hr drive. and although in the past we have attempted to move the location of our branch meetings, the impact of petrol price increases, extreme weather, and the consequent state of the roads have all contributed to seeing fewer members at meetings.

Branch Meetings were held on:

- 17 August – the meeting was attended by 17 members. A good turnout. Much of the meeting was devoted to putting our heads together as a group to discuss the “state of the Branch and how to revitalise it”. We worked in small groups asking each other “what we need from the branch”, and “what we are able/willing to do to co-create branch” activities. We also discussed ideas for CPD.
- 16 November meeting a face-to-face meeting at Hospice attended by 12 people.
- A meeting scheduled for 15 February was cancelled due to cyclone Gabrielle.
- 28 March – This meeting was held solely via Zoom and was attended by 18 members.

Professional Development workshops for the year:

- 17 August 2022 - *Contemporary Grief and Loss Theories*; presenter: Maureen Frayling
- 16 November 2022- Graz Amber gave a presentation on *the use of Psychedelics in Therapy*

- 24 May 2023 - Heidi Downy gave a workshop on *Somatic Ways and Experiential therapy*

All in all, we didn't do too badly this past year. It seems we have succeeded as a branch in holding together as we work out how we are going to move ahead.

Nga mihi mahana,

Lois Mouldey, Ellen Altshuler, Gill Ireland and Karen Gilmore
Te Tai Tokerau Leadership Group
Auckland Branch

I am proud to present the Branch Annual Report for another year. Once again, I would like thank the branch committee members, whose support helped me to lead the branch through another difficult year.

Over the year as Covid cases continue to trend downward, the end of most restrictions should have brought more aspects of freedom to our daily lives. However, it seemed many uncertainties continued and new ones emerged such as weather events and the rising cost of living. Sadly, the life of the branch did not return to the pre-Covid way of functioning.

Auckland Branch AGM – Tuesday 10th of May Online

At the April branch meeting the committee made the decision to hold the AGM online this year due to the ongoing uncertainties. While we did this successfully in 2020 and had a large turnout, this was not the case and the AGM was a very intimate group, attended by committee members and only a few others. The current office holders and committee members were reelected. Averill indicated that this will probably her last year as secretary. During the year we welcomed Liesa Munro onto the committee.

Regional Representative on National Executive

No branch members expressed interest in this position prior to the meeting. However, we were fortunate as Jenny reconsidered and we were delighted to endorse her expression of interest at the AGM.

Finances

Elaine Jacobsen has continued to do great work in the role of Treasurer. During the year with less events run face to face, there was less expenditure on room hire. While the challenges at National Office caused unforeseen delays with the annual capitation grant, there was not a significant impact on the branch and we were still able to offer sponsorship to the National AGM and for Maori members to attend the National Roopu meeting.

Life of the Branch

Branch Meetings

Again most of our meetings were held online this year. We have continued to have a number of provisional members attended our branch meetings, this always added richness to our meetings. Sadly, our annual branch Christmas dinner impacted by a number of people having Covid or in households where people unwell. It was only a remnant of the committee that could make it. We still did our usual Secret Santa and we were able to share the left-over Christmas ham.

Interest Groups

Many of the interest groups started to meet in person again. However, there were very low numbers and many groups moved back online or alternated between both.

Professional Development

Again, this year saw fewer events run than we would have liked. Flexibility was needed as events we had scheduled had to be canceled or postponed due to low numbers.

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. Thank you, Jane, for all the work you do to keep these happening.

National Office sends us the spreadsheets of the current branch members. With the staff shortages at National Office we were not sent updated lists regularly. Apologies to any new members who joined the branch and who didn't receive these. This is all sorted now.

National Conference and AGM

A number of Auckland members were able to take part in the AGM for the special time as we welcome both Sarah as President and Eugene as Te Ahi Kaa. It was lovely to be able to mix with the wider NZAC family to celebrate together.

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.

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.

I would like to take this opportunity to make special mention of members who have made significant contributions.



As mentioned Averill is stepping down from the role of branch secretary.

I would personally like to thank her for all support she has given me in. Especially for reading my WFC each month to make sure I don't make a blooper. This was often done graciously at the last minute, with no complaints.

We appreciate all the hours Averill put in behind the scenes to make the branch run smoothly. Your wise words and calm manner have been greatly appreciated at the branch meetings. The efficient production of the minutes, endless trips to the supermarket for nibbles and the cleaning up at the end of events. Thanks for all the letters written to National Office on behalf of our committee and the years of arranging the panel interviews. We are pleased you will still be with us on our committee.



Angelika Chisholm is stepping down from the branch committee. We thank you for your time, enthusiasm and passions to support the voice of all members being heard. We will miss you but understand the importance of reducing your working life to spend time with your family. Thank you for your willingness to continue with the Trauma interest group at this point.



Niccy Fraser is leaving the role of Professional Development Manager.

Niccy pioneered this role, as it was the first time that NZAC had somebody employed to do this work. As she said in her farewell comments 'Setting up this role has been a very big mountain to climb across in the two years'. We thank you for the work that you did as so many members have benefited. Especially during Covid, the webinars allowed members to have access number of great webinars. It had been a long time since we had had a National conference and it was such a great event, not only for the excellent range of learning but also as it brought members from all over the country to learn together.

Remembering Placid Briggs

Placid was a senior member of NZAC who was very generous in making a valuable contribution to our organisation. She was a reliable and loyal member of the Auckland panel for upgrade interviews for many years and continued in this role after her move to Tauranga. She was also a valued member of the Maori Roopu. We thank you for your friendship, your professionalism and your generosity, Placid. Rest in Peace.



Thanks to Val Baog - our retiring interim Membership Manager.

Val has been one of our Auckland members who has served the branch and wider NZAC in a number of roles. Val has been a member of the NZAC membership assessment team, has been involved in PD for both members and supervisors. Most recently she bravely stepped in the role of interim membership manager during the pandemic and had to deal with the challenges of the website, especially around the time of the CPD process. She did this role with efficiency and good humour. A big thank you for all the time you have devoted to support, members, the branch and the association. We wish you well in the next chapter of your journey.

Kathryn Barclay
NZAC Auckland Chair

Waikato Branch

Welcome to the Chairperson's Report. As I reflect over the year, giving a pause to consider that it has been one about maintaining activities in the wake of the pandemic, destructive weather patterns, creeping cost of living crises, and the potential for ongoing isolation that comes from remote working. How do we sustain this important mahi of counselling: outwitting burnout, and keeping ourselves well and nourished? The Branch activities this year have tried to fit the context: we came together to enliven our engagement with ethics, some of us were part of a robust discussion about counselling and climate change, others consulted with Alastair from the Exec on MOH relationship with counsellors, we gathered to honour a treasured committee member and in turn celebrated the work we do. The Branch activities we've undertaken this year have focussed on giving and offering support during difficult times. We have sent wellness koha to the East Coast counsellors post cyclone Gabrielle; we have continued to support specific groups in the Waikato and the membership has grown to over 300 members. Whilst we have not generated any income and have operated at a small loss during this period, we have done so with the knowledge that we have stable and substantial reserves.

The Committee load is a shared one, I cannot thank the members of the Waikato Branch Committee past and present enough: the collegiality, inspiration, and the collaboration. Giving thanks feels inadequate in return for the privilege of having worked with you. Nic Carol for stepping into the role of Secretary when Chereen left, to Maria Reynolds who continues as Executive Representative and has consistently attended meetings keeping us informed about what has been happening at Executive level and at National Office. We've been able to maintain our work and activities with the steadfast support from Michelle Atger who has stepped in for the year as co-treasurer with Suzanne O'Shaughnessy. A special thanks also to Kou Kunishige as our Newsletter Editor and technical wizard, who'll be returning to Japan later in the year. And to Carol Webb for her steady support plus to Nicole Ladd as representative for the Kirikiriroa Maori Counsellors Roopu. Everyone's contributions have been valuable. Important too is to acknowledge the support of our Life Members, Kathie Crocket and Alastair Crocket who have been helping from the wings. And a

mention to Jenny Snowdon who's Farewell Gathering in February was a reminder to people of the value of getting together kanohi ki te kanohi, sharing kai and conversation.

The Branch committee is about to undergo an adjustment. Several of us are stepping down from our roles and leaving the committee. I have been involved since 2018 in different capacities and it is with a mixture of sadness and excitement about the changes afoot yet am departing with the confidence that NZAC Waikato Branch is an entity that is robust enough to float a while and I have no doubt that in time there will be others who will take up the challenge with energy and vision to continue its valued activities.

Financials

The Waikato Branch continues to be financially secure. I wish to acknowledge the work of Suzanne O'Shaughnessy, our Treasurer who will be carrying on in this role. The Branch is in a very healthy financial position going forward.

Support for members

The Branch is committed to supporting and acknowledging members wherever we can. This year we have maintained a close connection with Māori Roopu Kirikiriroa and where possible collaborating together for our collegial conversation events. The Branch continues to support meetings of groups including counsellors in Thames and the School Guidance Counsellor network.

This year the Branch paid for two members to attend the National AGM and supported the application of members to join National Executive Working groups:

- **Vicky Finlayson** joined the Climate Change and the Environment Working Group (CCCE) - Tikitu Taiao. Going forward Waikato Branch will see Vicky reporting regularly to the Branch with updates about this working group.
- **Michelle Atger** - joined the CPD Audit Team.

We acknowledge these groups and individuals for their commitment – to those they work with, to each other, and to the profession.

Collegial Conversation events

Focus Group discussion for NZAC's consultation with MOH – run by Alastair Crocket

Movie night: *an open invitation was extended to view the movie 'Whina'*

Living Engagement with Ethics *with Wendy Talbot & Glen Silvester*

Counselling & Climate Change – hosted by Vicky Finlayson & Susanna Wilford

The year ahead for Waikato Branch

The committee have already mapped out some events for the year ahead including a workshop with **Safe Network** run by Asha Balm in June & the Māori Roopu have offered to host the collegial conversation in August, plus there are plans afoot for DCNZ to run a collegial conversation. To be remembered and secured is the request for a collegial conversation on the engagement with ethics in counselling.

Susanna Wilford

NZAC Waikato Chair

Tauranga Moana Branch

This year the NZAC Tauranga Moana committee comprised Tina Phillips (Chairperson), Shelley-anne Kim (Treasurer), Mandy Fisher (Hospitality) and Naarah Simpson (Secretary). Louise Pryde continues to sit alongside the committee (Panui/newsletter). Paul Barr is our Whakatane Representative and Tina Phillips is our Waihi Representative.

We are grateful to Tautoko Mai for continuing to support us by providing the venue free of charge and for doing a wonderful job of hosting our Tauranga meetings.

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 and were held in Tauranga, Whakatane and Waihi. Across the year presentations included those from Bill Bedford, Sarah Penwarden, Mike Williams, Jennie Halliday, Katie Ayo, Donald McMenamin, Paul Barr and Tina Phillips. Thanks to all for their rich input.

Our committee needs new members. Naarah is stepping down from the Secretary role after our AGM in August and the committee needs two Maori Roopu members, general members, a communications person and a Facebook coordinator. We have not offered meetings via Zoom this year due to the size of our committee and not having anyone available to coordinate this.

At a recent meeting a motion was passed to open a Facebook account for Tauranga Moana NZAC as another way to offer connection and information to members. An open meeting will be held via this forum to encourage forward the voices of a wider range of members throughout our large rohe. We aim to be an inclusive committee and hope those newer to NZAC can also participate this way.

Thanks to all those members who support the meetings and NZAC more widely.

Below is a summary of the transactions to and from our Branch account over the past year. National Office distributed \$2140 to us in March 2023, and we have used our funds according to the schedule below.

28/06/2022				opening balance	
-				19/06/2022	3,211.58
19/06/2023		outgoings	incomings		
	koha to speakers	\$860.99			
	hospitality costs	\$121.79			
	venue cost (Wesley)	\$46.00			
	newsletter	\$291.58			
	members to NZAC conference	\$632.88			
	gifts to outgoing members	\$173.94			
				closing balance	
				19/06/2023	\$3,224.40
	totals	\$2,127.18	2140		

We have three committee members who are signatories to the account, and two are required to authorise any transaction, which provides good safety for members who are signatories, and for

those whom we serve.

For transparency, committee members email one another, and all committee members are included in all emails that pertain to the group.

Any person who acts as the speaker for the once a month branch gatherings is presented with a koha in honour of the time and preparation required.

Ngā mihi nui

Tina Phillips (Chair) and Shelley-anne Kim (Treasurer)
Tauranga Moana Branch Committee

Turanganui-a-kiwa/Gisborne Branch

Our branch meets bi-monthly. Over the past twelve months we have focussed on two main themes, the first being the importance of maintaining personal connection with each other. The other area members wished us to explore was accessing more local PD opportunities.

Collegial support became increasingly important to our branch members this year as we navigated through burgeoning workloads, and then through disruptions due to some major weather events. Following several new members joining our branch – some were new counselling students, but we also had some established counsellors relocate to Gisborne from other cities and from other countries – more networking opportunities were requested. It was important to warmly welcome these new members to our region and to initiate supportive connection with other local counsellors.

Branch members were also keen to spend some of our funds on PD this year. To that end our branch ran two events around highly topical issues. Our August PD related to gender transitioning, and our October PD focused on weaving indigenous and western practices.

Thanks must be extended to Niccy Fraser, former PD Manager down at National Office. Having numerous PD opportunities available via webinar has been greatly appreciated for those of us living in more isolated regions.

April 2022

April was our branch AGM. As Chairperson I signalled I would like to step down, however I agreed to continue for a further year when no-one else expressed willingness to take on the role. Our secretary and treasurer agreed to continue in their positions. Chris Hannah advised that she was on the Ministry of Health working group for the new abortion standards and expressed concern that the Ministry was not fully recognising the fact that specialist counselling was required in this sensitive area. We thank Chris for her continued advocacy for better healthcare for women and also to Christine Macfarlane at National Office who also worked closely with the Ministry in this special interest area.

June 2022

For our June hui we met in person and also provided for attendance via Zoom. That mixture seems to work very well for our membership and continues to ensure a good turnout. We welcomed Raynor Huia from Hawkes Bay as our new Regional Representative, Sheryl Smith having stepped down to provide support down at National Office in Wellington. Raynor 'zuied' in for whakawhanaungatanga and our members had the opportunity to raise any issues with her that they would like followed up at National Office. It was agreed that having closer connections with National Office was very important to our local membership.

August 2022

We ran our first PD event in August when a reproductive health specialist, Dr Wee Ming Soh, provided interested counsellors with an outline of his treatment guidelines for transitioning patients. Thanks must go to Chris Hannah for creating this opportunity for our members to upskill in this area of gender transitioning. The event was also useful in that counsellors were able to make personal connections with local GP's who work in this specialist area, and with our LGBTQIA+ community generally.

At our August branch hui, which was held entirely online, and we discussed holding our second local PD event later in the year.

October 2022

Our October branch hui was again held in person and via Zoom, and was very relaxed. Our Regional Representative, Raynor Huia had travelled up from Hawkes Bay to join us in person, which was such a treat. In addition to our usual General Business we also held a book 'swap and sale'. Members had taken the opportunity to spring-clean their bookshelves, and many of us picked up a new treasure to take home. It was agreed that the book swap and sale should become an annual Spring event.

October proved to be quite busy for the branch with both a PD opportunity and a networking opportunity. In mid-October members met together for an informal catch-up over breakfast and coffee. Feedback this year has been consistent regarding the importance of offering a range of opportunities to meet and also the need to vary the timing of gatherings between evenings and mornings. Meeting informally is seen as an excellent way for new members to 'ease into' the branch.

Raynor Huia further supported our branch by travelling up and presenting her Mahi Wairua workshop - Weaving Indigenous and Western Practices. This October workshop was very well attended, both by branch members and also by other professionals working at our local Community Clinic (reproductive health centre), and by members of the Police Whangaia team.

December 2023

For our end of year function, branch member Pauline Semnutin and her partner Nick, graciously opened their stunning country garden, set up marquees and dining tables, and provided a beautiful venue for us all to meet to farewell the working year. This event was the best attended end-of-year function we have ever had, and the branch provided a koha to Pauline and Nick for all of their hosting efforts.

February 2023

At our first hui for the year it was starkly apparent we were all struggling post-Gabrielle. Meeting formalities were put aside, and we spent the majority of our time together sharing experiences around the cyclone. By taking turns voicing our individual experiences of the cyclone and its aftermath, we were able to come together as a group. I sensed much relief from those who spoke, and we finished up comforted, and even better connected.

Also, the Waikato branch let us know that they were holding us in their thoughts post-Gabrielle. Their membership decided to send us a very generous koha to be used in some way to support our collective well-being. We were struck by the thoughtfulness and kindness of this communal act from the Waikato branch. To know that counsellors in another region had us in their thoughts is a very precious thing indeed, as at times we can feel somewhat isolated here in Te Tairāwhiti. This new and strong thread of connection with counsellors outside of our district was very comforting for our membership.

It is also noteworthy that in the immediate aftermath of Gabrielle, I was contacted by a counsellor in the Wairarapa who subsequently travelled up to Gisborne to provide some free counselling support for Te Karaka whanau.

No doubt all members and all branches are seeing an increased demand for counselling services. Our branch was contacted several times over the past year by organisations seeking to widen the support they were providing to our community. Agencies like Aoake te Ra – (post suicide), the local sexual response team (Police/Forensics) and the Rural Support Trust reached out to enquire as to counsellor availability.

At our 2023 Annual General Meeting held in April, I stepped down as the Chairperson, and while the Chair position will now remain vacant, three branch members have volunteered to take turns to conduct our branch hui for the remainder of 2023. Our branch will continue to operate, and thrive. Our sincere thanks for this should go to Mary Hockey, our wonderful branch Secretary, and also to Mike Payne, our branch Treasurer. Without their continued support, and good humour, our meetings and branch activities would not be able to continue.

Lastly, I continue to encourage all NZAC members especially our full members, as opposed to mainly student and provisional members, to participate in supporting, and thereby sustaining, their local branch.

*Kia tau te rangimarie i roto i tenei whare o tatou i tenei wa. Tehei mauriora!
Let there be peace in this house among us all here today. Behold there is Life!*

Vicki Murray
NZAC Gisborne Outgoing Chairperson

Hawkes Bay Branch

Tena kotou katoa.

In last year's Chair report, I opened with the question: "Does it feel to you that perhaps New Zealand is past the worst of the pandemic?"

I then went on to say: "...if the pandemic is waning, there is, waiting in the wings, plenty more to concern us. War in Ukraine, 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!"

Interesting that a devastating cyclone missed being a part of that list. But here we are. So I think I'll make a new list for the upcoming year: World peace, political unity, a well-funded health care, and equal pay for all. We may not get that in the next year, but hopefully that list will provide some stimulus toward a positive note in next year's chair report!

Until then, let me thank you all again for the amazing work you do to support our region through its individual and collective hard times. May you find strength and resilience to continue in this vital role.

By way of supporting you in this work, the Branch Committee has in this last year sought to provide meaningful professional development events, to assist in growing the region's counsellor network, and to organise helpful opportunities to keep you refreshed.

August saw our first PD workshop and was led by Raynor Huia as she taught about weaving Mahi Wairua and Narrative Therapy. Raynor then joined Sue Webb in October for their well-received workshop covering the topic of moving from Provisional to Full Membership within NZAC. In November, Sue spoke at a gathering of area school counsellors and discussed ethics affecting their particular mahi. We then had Anna Jones scheduled for a workshop on vicarious trauma, only to have the cyclone trauma cause a cancellation. (That workshop has been rescheduled for June 17.)

The branch newsletter was expanded throughout this last year to provide opportunities for event reports, upcoming activity reminders, and a place for regional and national advertising relating to counselling. And throughout the year, we scheduled breakfasts and a Christmas dinner through which counsellors were able to meet and develop working relationships.

I was given the role of Branch Chair partway through my very first year on the committee. I have always considered it a very necessary but temporary role. As has been announced, this AGM is my last one as Chair. It is my plan to take a 5-month Sabbatical from October to hike *Te Araroa*, The Long Pathway from Cape Reinga to Bluff.

Before I end my time in this role, I want to thank the members of our committee for the work they have done for the Branch over this last year. They have been an invaluable team with whom I have immensely enjoyed working. Josie Wulf – we've had many phone conversations working through various aspects of Branch communications. Thank you for making and taking those calls. Jason Follett – thank you for keeping the financial aspects of the Branch in great working order. Raynor Huia – you've completed your first year as our regional rep. Thank you for representing us at National and keeping us informed of what is happening there. Sue Webb – You have allowed us to tap into your years of expertise and experience. Thank you for not saying, "I've done my time". Aleck Swinburn – thank you for being the much-needed voice of representation for our awesome school counsellors. And Sharon Jenkinson – through even your very difficult year, you were a valuable part of decision-making and guidance for the Branch. Thank you all for being such a great team!

As we look ahead to this next year, there is no question that the need for cyclone recovery

counselling will grow stronger. We are already seeing the devastating emotional effects on those who have lost so much. The Branch stands ready to support its counsellors as we move through this year. But we are not alone in that stance. The NZAC Waikato Branch, from a place of aroha and whanaungatanga, has given our Branch a koha of \$500 to be used specifically for running events that will support the well-being of our region's counsellors. We are incredibly grateful for the Waikato Branch's generosity.

Throughout this next year, the Branch committee will no doubt continue to find ways to support the amazing group of counsellors we have in Hawkes Bay. Thank you again for your participation in the Branch this year.

Finally, I would like to encourage you to greater participation this year for your own benefit. Allow me, please, to borrow a phrase from my American heritage: "United we stand; divided we fall". The greater connection we have with each other through this Branch, the greater our work can be.

Kurt Fenton

Hawkes Bay Branch Chair

Taranaki Branch

We currently have 56 NZAC members listed in the Taranaki region.

Branch position holders were:

Chairperson: Margaret Smith

Secretary: Gwenyth Richards

David Sander: resigned as treasurer to take on the role of Taranaki Regional Representative.

Committee members: Sandi Cummings and Vivian Harris.

Meetings June 2022-2023

We worked on making gatherings as accessible as possible by using the Wellstop rooms, offering the zoom option and sharing members knowledge by facilitating conversations.

August Embodiment practice

Margaret Smith introduced the group to her learnings in the topic of releasing trauma and stored traumatic memories from the body by use of intentional compassionate release.

September Connecting in times of change

Sandi Cummings facilitated a discussion framed as “an opportunity to connect and share what’s helpful over times of change”. We shared a range of strategies that got us through the COVID pandemic.

October How do we have the conversation, in the room, between sexuality and spirituality?

David Sander shared info from his master’s thesis and facilitated an intimate discussion that connected deeply with what it is to be sexual, spiritual and human.

November Branch zoom planning discussion meeting.

December Christmas Function at Black Sands Oakura

The branch paid \$10 towards each members’ meal/starter/desert.

February Social gathering at Good Home.

Platters of nibbles and first drink were provided by the Branch.

February and March CPD Support

We facilitated two Zoom meetings to help members understand and complete their CPD.

Thank you to Sandi and Wellstop again for the use of these fabulous facilities for our meetings.

Thank you to members who shared and facilitated conversations.

Hopefully more members will put their hands up to facilitate some conversations for this coming year or let us know of training you would like us to provide. Some ideas I’m pondering for the coming year are: cultural supervision, peer supervision/support (a member has offered to facilitate this), members involvement on the Tikitu Taiao Counsellors Climate Change group (I would like to be involved but the meetings are Tuesdays and I’m unavailable then) and how we encourage and support more student counsellors.

Ngā mihi mahana

Margaret Smith

Taranaki Branch Chairperson

Whanganui Branch

As the Branch Chair for 2022-2023 I would like to acknowledge each members commitment of attendance at meetings this year.

As I reflect upon the year it's been another one of perseverance to keep moving forward while Covid and other sicknesses in the community have had an effect upon members' attendance, which has also influenced decisions to cancel some meetings due to low numbers.

At our AGM meeting in March 2022 there were two portfolios filled, hospitality and the Secretary roles. I would like to thank these members that stepped into taking on new roles. This meeting was also spent working collaboratively to plan the year ahead.

Some changes experienced through the year involved another venue change and there had been discussions amongst members about how often members met and what night of the week was suitable. It has been a challenge to come up with a day of the week that suits all members. This has meant that some members have missed out being able to attend for the year. We have recently decided to meet on a Thursday bi-monthly. All were in agreeance that the meetings are important and of value for fellowship and support.

We had some members willing to be speakers at planned meetings about topics they were passionate about and had experience in. This was greatly enjoyed and appreciated by those members that attended.

A big thank you to all that put themselves forward to share their knowledge and skills. This has been another year of fellowship and support.

THE AGENDA FOR THE YEAR 2022

- February - Social networking evening.
- March - AGM secretary nominated and hospitality
- April - Interactive workshop on Climate Change
- May - Grief Overview
- June - A mid winter dinner
- July -- Presentation from a member about the experience and process of obtaining full membership
- August - presentation from a member that had attended the NZAC Conference and the topic was "Cultural Ethics in Practice"
- September - meeting cancelled
- October -- open discussion with suggestions regarding what could be better to keep members attending and changes for future meetings.
- November - no meeting
- December - Christmas Dinner to wind the year up. Members enjoyed their night.

Avril Spain

NZAC Whanganui Chair

Manawatu Branch

The Branch Team struggled for much of the year with very small numbers, although happily this is on the upturn again now. After last year's AGM only two previous team members were left, and few of those who were elected or expressed an interest at the AGM continued - at one stage we were effectively down to two people. This began to change around October when two new people got involved and latterly there have been six of us meeting, along with David Sander our NZAC Regional Representative. The Branch meetings continue as a hybrid in-person and online meeting.

Ri Weal stepped into the role of Secretary and Treasurer. Part of her work has involved centralising the Branch records on Google Drive - previously these were spread across a number of people's personal computers. We now have a single repository for all minutes, communications and financial reports. We now have transparency and archived record keeping to assist with informed decision making moving forward. Ri has also set up Google Group mailing lists for the Branch Team and wider Branch whānau. Together with the hybrid meetings, the Branch is sitting on bedrock for its effective administrative function.

Given our small numbers on the team, we lacked the people power during the year to organise events for the Branch. However, we did offer a free webinar to branch members (recording is available), demonstrating that the Branch can organise technology to deliver such an event.

Recently the Branch Team has begun to rekindle with some new initiatives and is developing a new expression. For example, Cameron Darcy is building a Branch Blog, the team's focus is turning to fostering relationships through social evenings, and we have been giving more emphasis in discussions to connection rather than to providing Professional Development. The reason for this last point is partly that NZAC is already offering a number of PD webinars, and partly that the backdrop of Covid has made it an uncertain environment in which to offer in-person training. However, going forward the Branch is open to supporting local interest and the need for workshops.

Clive Bickerstaff is now stepping down as chair because he is changing to the Wellington region where he lives and works. He will be developing his EMDR practice with the aim of supporting disaster assistance.

In conclusion, while the year did not pan out as we might have expected at last year's AGM, we feel that our current team has some energy now and will continue to grow and be a positive voice for the membership. We would welcome new team members.

Ngā mihi

Clive Bickerstaff

Ri Weal

Sharon Waples

Cameron Darcy

Laura Velvin

Kat Steeneken

NZAC Manawatu Branch Team

Wellington, Wairarapa, and Kapiti Branch

*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!

General attendance and roles

As we worked our way out of Covid 19 in the second half of 2022, we returned to meeting face to face with the option for online participation.

Our Committee attendance has fluctuated over the year with an average of 10 people attending in person and 3 online via Google Meet for the general meetings. Members have chosen to attend online for a variety of reasons including health, commute times, and/or the convenience of reduced travel after full work days. At the beginning of 2023, the Committee decided that it was no longer financially prudent nor necessary to offer in person meetings every month. So we have scheduled some monthly meetings to be on-line only and others to have hybrid options. This is saving the branch money on room rental and catering fees as well as saving the branch members' time and energy.

Regardless of the numbers or mode of delivery, the atmosphere at the meetings remains warm and collegial. Thank you, to the team who helped set up the technology before the start of the meetings to make this hybrid option possible - and thank you to the attendees for trying to accommodate each other in this "new normal" setting.

When we do meet in person, the Common Ground Cafe near the Johnsonville Community Centre has provided generous and delicious catering service, delivering platters of food direct to our meeting room. We are appreciative of the cafe team who make this happen! We are also grateful to our committee members who return the platters to the cafe the following day - thank you so much.

We have appreciated the consistency from a couple of our branch members who have continued in roles. **Miriama Tolo** has been our representative on the National Committee and has given us glimpses into the important work taking place on the national scene. We acknowledge her wonderful input into our committee and into the wider NZAC whānau. **Sue O'Hagan** has continued to serve as Treasurer - thank you, Sue, for keeping the accounts in order.

We also want to acknowledge those who have stepped into new roles to ensure our Branch continues. A massive thank you to **Gavin Hockley** who has served as Secretary - sending Google Meet links, email reminders and all manner of information that keeps us informed. By the middle of 2022, no members were able to commit to taking on the role of Chair (or Co-Chair), but many decided they could commit to chairing one meeting at a time putting a new twist on the well-known

whakatauki: **He rau ringa e oti ai** (many hands make light work)! Thank you **Fe, Richard, Chad, Ann, Miriama, Carolyn, Ruta, and Fiona** for your willingness to be involved and your leadership on the nights you chaired the meetings. We are grateful for each of you. Of course, we want to show gratitude to those who have gone on before us and continue to impart wisdom to our Committee and this Branch - the lovely Life Members: **Jane Henson, Kuia Amy, and Ann Nation**.

Presentations and Professional Development

Below is a summary of special presentations and professional development workshops sponsored by the WWK Branch and the Branch sub-committee. These presentations for the Professional Development of the Branch members were arranged by a small sub-committee chaired by **Mercy Brown**, with **Fe Day, Ann Nation** and later in the year **Jane Anderson**. The meetings were all very well attended with about 30 + attendees each time.

- May 16, 2022 – **Cross Cultural Counselling** with Mayumi Young from a Japanese perspective; Mercy Brown from a Pacifica point of view and Donny Riki talking from a Maori position
- June 27, 2022 – **Counselling Aotearoa: NZAC responding to change, an evolving journey:** with the then NZAC President Christine Macfarlane
- July 2022 - relaxed discussion of National AGM and Professional Development
- Aug 19, 2022 - **Workshop on Gender, Sexuality, Family and Culture** with Mani Bruce Mitchell and Oscar Taylor (from CCDHB)
- Sept 17, 2022 - **Workshop on Le Va** (Kapiti) with Dr Allister Bush, Consultant Child Adolescent Psychiatrist, Faamausili Chapman Pasifika Cultural Consultant and Mercy Brown Counsellor
- Oct 15, 2022 - **Ethical, safety issues and documentation when counselling young people at risk and their families** (Masterton) presentation by Sandy Tustin and Mercy Brown.
- Nov 22, 2022 - **End of year Christmas party** at Sprig & Fern in Tawa
- Feb 20, 2023 - First Committee meeting of the year at Johnsonville Community Centre
- March 20, 2023 - Committee meeting at Johnsonville Community Centre
- April 17, 2023 - Online Committee meeting and online **ACC presentation** by Gay Puketapu-Andrews
- May 15, 2023 - Committee meeting at Johnsonville Community Centre

Special presentations and Professional Development sessions planned:

- June 19, 2023 - **Trauma and Mindfulness** with Landa Van der Berg
- July 17, 2023 - **Cultural presentation**
- Oct 14, 2023 - **Legal & Ethical issues** (*To be held in Masterton*)
- Nov 2023- **Christmas Celebration**

Gavin Hockley

NZAC Wellington, Wairarapa, and Kapiti Secretary

Nelson Branch

I feel privileged to have been voted in to be chair from 2022-2023. It has been a huge learning experience, a lot of work, and a lot of fun. I have met some phenomenal people, and understand so much more about NZAC and our place in the region.

This report aims to give a breakdown of mid to late 2022 and early 2023. It then discusses some of our goals as a committee, and our vision for the future.

2022 was another challenging year in terms of Covid and its effects, and as a committee we have worked hard to re-establish NZAC Nelson, and increase engagement within the Nelson Rohe. The first step we took towards this, was inviting our then Regional Representative, Sarah Maindonald, to visit us here in Whākatu. Sarah met with committee members and discussed our goals as a branch, we wanted to ensure that our goals as a region aligned with the bigger goals of NZAC. We also hoped to give feedback around NZAC, and what we would like to see happening within it.

As a branch the focuses we were most passionate about were engaging more members, creating a good sense of community, and providing quality, well attended PD. With many of our newer members, particularly NMIT students being on the periphery, we hoped to engage them. We also hoped to increase communication and awareness of NZAC Nelson, and offer more opportunities across the region for all members both professionally, and for networking reasons. Discussing these ideas with Sarah gave us much food for thought, and some key ideas for pushing forward with our goals as a Rohe.

When we first started these roles, Julia Grigg and I took a couple of months to find our feet, but immediately enjoyed ourselves. We had lots of ideas, A social club, student representation, reestablishing our connections with NMIT, NZAC events, and fundraising, and were excited to be in the privileged positions of being able to share these. We were joined early in our terms by new members Georgina White and Tracey Pickworth who added an exciting new energy to our 2022 committee, and complemented our great team of Henry Wilson, Donna Rivers, and Geoff Falloon, as well as Julia and myself.

Julia and I attended the AGM in Wellington, which started off with being a 5.5 hour trip from Nelson via Wellington. We went to the 7am breakfast blurry eyed but were quickly awakened by some great kōrero about our branches and what we were doing. After this was the AGM when we had the pleasure of connecting with many other great counsellors, and learning more about NZAC as an organisation, and where we were headed. We went home with our hearts full, some new numbers on our phone, and our bank accounts substantially emptier thanks to the additional socialisation and shopping we enjoyed after the AGM.

After this meeting and connecting with Ashley Cairns (our current Regional Rep) we started a regional newsletter, and decided to approach our PD a little differently. We shared lots of ideas with Ashley, and she shared them with us. We were really excited to be connecting more with other branches, and Ashley had a similar vision to us which was inspiring. Towards the end of 2022 Julia and I visited NMIT and spoke to the full Counselling Degree Group. We spoke of our Journeys post graduation, what it was like being a 'real life' counsellor, and introduced NZAC, and what we are about. We encouraged people to join us, shared some of our ideas, or of course welcomed our NMIT Student Representative, Tracey Pickworth, in a more official capacity. Tracey has been a superstar in our work, and has managed to round up a whole 14 student affiliates, our biggest cohort to date! She brings real energy, and new ideas to our team which has been invaluable.

Sadly throughout the duration of 2022 we farewelled Henry Wilson, Georgina White, and Ben Pointer

as they retired their roles within the committee. I am sad to say too that after this AGM Julia will officially stand down as secretary. She will, however, remain on the committee.

One of our proudest accomplishments of 2022 was our NZAC quiz night, which was a great night for all. We made over \$1300 for NZAC Nelson, \$350 of which we donated to Gumboot Friday. It is something we hope to do again in the future.

We saw out the year with a Christmas do at Harvest Kitchen, which saw the best turn out we have seen in several years. After a break for Christmas and New Years the committee began to make a plan to regroup. Sadly the day before our scheduled committee meeting, we were told the news of Rangi Kohe passing. His funeral was to be on the day of our meeting, and with members attending his Tangihanga we postponed our hui. Rangi was very well regarded in the community, and we feel his loss still now. He made substantial contributions to NZAC Nelson both in terms of his involvement in the committee, but also his offerings of PD to the community, and his support for our Māori members in particular. We extend our regards to Rangi's Family, and those that were close to him. He is sorely missed.

In April our new committee met for the first time in 2023 - this time including Nicki Lawes, Simon Goodwin who were present for this meeting, and Jo Hender who will be present going forward. It was a fantastic meeting, with lots of ideas explored particularly pertaining to cultural supervision, and a PD schedule. Moving into 2023 we look forward to continuing to build on the PD we offer, with the goal of having it 6-8 weekly. We will be continuing with regular relevant events, and our main goal is to get our cultural supervision, and cultural PD up and going in a bigger way.

We are excited to be entering another year, and our committee is passionate about representing our members, and working towards growing NZAC Nelson more as the year continues. In addition to a fabulous local committee, we have members on national including Richard Wilkins in the Membership Assessments Team, Liz Price in Ethics and Raewyn Laurenson as Counsellor Education Convenor.

Kate Sheldon
NZAC Nelson Chair

Canterbury/West Coast Branch

Tēnā koutou katoa, Greetings to all counsellors in our beautiful Waitaha (Canterbury) & Te Tai Poutini (West Coast) rohe.

I acknowledge with sincere appreciation the ongoing involvement of our CWC Branch by Sarah Linehan (Secretary), Ashley Cairns, Kate Hamilton, Kelsey Knipshild, Krystyna Kavanagh and Lynda Clegg. Over the course of 2022 we have welcomed new committee members Bridget Scott, Monique Dalrymple, Jean Tidy and John Melling. It is with appreciation and regret that I report that Sarah Linehan, Lesley Thorpe and Mandy Paget are formally standing down from the committee at this AGM; we thank them sincerely for their commitment and significant contributions to the committee. Ashley Cairns has been appointed to the role of Regional Representative in the Canterbury/West Coast/Nelson/Marlborough region so will have ongoing input and a standing invitation to our committee hui.

We have been fortunate to have Chris Stone continue to serve the CWC Branch as a seconded Treasurer. As a branch committee, we welcome the cultural supervision and guidance of Wiremu Gray who is *mana whenua* and an NZAC member of many years. Wiremu supports the committee on our journey together of working in an authentically bi-cultural way under the *korowai* of *Te Tiriti o Waitangi*. 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.

When we moved premises to Knox Church Hall on Bealey Avenue in October 2022, we invited kaumatua from Ngāi Tūāhuriri to bless the space. We also sought their advice on a fitting title for our monthly hui, which offer us as counsellors opportunities for connection and collaboration, as well as learning from different experts in their fields to grow our knowledge and understanding in our counselling practice. The word 'wānanga' can be a noun, a verb, an adjective and a metaphor. As a noun, wānanga is still considered to be a place of higher learning. As a verb, wānanga is about engaging in the process of sharing and reflecting upon current understandings that leads to decision-making for future success and the creation of new knowledge. As an adjective, for example in whare wānanga, it describes the house as a house of learning. As a metaphor, wānanga helps to describe the feeling that learning in such a way evokes - one of equity, shared visions and ako, where knowledge is co-created. Wānanga is a safe space, one where decisions and pathways are determined through participation and engagement of all, with heart and head. As a committee, it is our best hope that members of our branch will experience them as safe spaces, collegial and welcoming, with opportunities to hear from inspiring and stimulating speakers, connect with other counsellors, reflect on their practice, and feel supported and seen.

To this end, providing relevant and evidence-based professional learning opportunities to our members is one of the key purposes of our monthly Wānanga. Speakers over this period have provided us with stimulating and thought-provoking material. In the last twelve months we have heard from Sue Webb (Responding to a complaint), James Hutton (Reflections on addiction and recovery), Ashley Cairns (Incorporating mindfulness into your clinical practice), Pip Ranby (Deepening presence – spirituality and therapy), Death and dying, grief and loss (Liz Adcock-White), Rosie Leadbitter (Working with clients from the 'rainbow' community), Julia Field (What difference might being adopted make?), Raesha Ismail (Trauma caused by internet infidelity) and Deb Bradshaw and Brendan Sillifant (the Te Tumu Waiora model and fACT).

As a committee we strive to represent and support YOU, our student, provisional and full members, by means of the newsletter, our Wānanga 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

Otago Branch

Despite having a busy and year with Covid still affecting us all, our branch, led by the committee has continued to adapt and evolve.

We have continued to arrange face to face meetings, with the ongoing support of Adventure Development Counselling who have opened their premises for us to use. We are very grateful for the past years for support they have given us but now we have needed to find new premises and have been able to take advantage of offers from Youthline and Malcam Trust. We have continued to hone live streaming and have up to ten members using this facility. Meetings have been well attended especially by new members, students, and Provisionals.

Our meetings have included:

- **March 2022.** Deb Fraser Komene as our Regional Ethics Co-ordinator presented “Why have a Code of Ethics? And How Ethics works in NZAC”?
- **April** AGM.
- **May.** We held a Professional Development Day with Michael Hempseed entitled “Revisiting Trauma Informed Practice: with a focus on Suicide, Sleep, and Sensory Issues”
- **June.** Presentation from Stephen Thompson “Family Court Counselling” and Brenda Morrison “Application Process”
- **July.** A number of us attended the NZAC Professional Development Day and the AGM in Wellington, representing the Branch.
- **August:** Dani Taripo presented on Lego Therapy and its use in practice.
- **September.** Graham Green and Vicki Totoro presented on “Karakia: Its place its use its Meaning”
- **October.** George Stamou presented on his PHD thesis “Using Virtual Reality for Treating Post Natal Depression”
- **December.** End of Year dinner was cancelled due to lack of participation.

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

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, Shantraj Bethel, Kylie Barker, India Hughes, and our long serving Treasurer, Shona Waterhouse, and Secretary, Dani Taripo, for their committed help and support during 2022.

As of Branch AGM 2023 this year, a number of long-term committee members will be stepping down from our roles. These include myself as Chairperson, Shona Waterhouse as our Treasurer and Dani Taripo as Secretary. Also stepping down are Ada Crow and Dianne Begg, after incalculable years supporting the branch. We would like to express special thanks for sharing their wisdom and experience and acting as a staying hand.

We are concerned that branch activity frequently depends on a few stalwarts with fewer members being prepared to commit to the mahi of the branch process. While we understand that members are busy, we are concerned that increasingly members having achieved full membership are not incentivised to have anything to do with their branch and local professional organisation. We have members we have not seen or heard from in many years. We have written to National Executive and

asked that as they revisit the structure of NZAC that they address this consideration.

We are especially grateful to James Howey, who is our Otago/Southland Representative on National Executive and despite his national responsibilities has continued to attend branch meetings and support us by keeping us up to date and representing us.

We are also grateful to Graham Green who continues to input into our committee and advise us on our Te Tiriti journey alongside other members of the Maori Roopu.

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.

With the change in the Membership interview process local co-ordination is no longer necessary. Dianne Begg and Graham Green have been undertaking this for many years and we regret that as a Branch we no longer have a moment when we can welcome them into the profession. We are looking at other ways of honouring this. We extend our thanks to Graham and Dianne for carrying out this important role.

The Guidance Counsellors have continued to meet as a separate group and exploring PD related to them. However, with the effects of Covid fewer were able to meet. We are continuing to try and meet this year despite Industrial action.

As a branch we have made a special effort to engage students. To this end myself and James Howey have visited the students at Otago Polytechnic and welcomed them to NZAC. We have arranged special meetings on a night that they can come which are of special relevance.

As a Branch committee we have continued to discuss and debate Branch function. We would like to thank the National Office and Executive for the work that is going into restructuring NZAC and also for the wonderful PD opportunities being offered.

With thanks and best wishes,
Ngā mihi

Jean Andrews
NZAC Otago Chair