

**MINUTES OF THE NZAP COUNCIL MEETING
HELD AT NAUMI HOTEL, CUBA MALL, WELLINGTON
ON 11 JUNE 2022 9.00AM – 5.00PM
AND 12 JUNE 9.00AM – 12.30PM**

Present:

In person: Lynne Holdem (President), Gabriela Mercado (President- Elect), Anna Hinehou Fleming (Waka Oranga), John O'Connor, Delia Crozier, Victoria Smith, Catriona Cairns, Claire Miranda, Luisa Maloni (Administrator).

Via Zoom: John Farnsworth, Paul Wilson.

Visiting: Marianna Ackerman joined the meeting in person from 11:30am-12:30pm on Saturday and Gavin Stansfield joined the meeting via zoom at 2pm to 3pm on Saturday.

1. WELCOME

The meeting opened at 9.08 am, with a mihi and karakia from Lynne, a reflection on Matariki-remembering those who have passed, and a check in with attendees.

Catriona acknowledged this would be Lynne's last Council meeting as President.

2. APOLOGIES

Verity Armstrong (Waka Oranga) after the passing of her friend.

3. APPROVAL OF REPORTS

Lynne moved that all reports be approved as received.

–Carried

President's report – Lynne acknowledged all of the work that has progressed in the Association including deepening the relationship with Waka Oranga and focussing attention on progressing the principles of Te Tiriti. There was great feedback from attendees regarding the Ka Mua, Ka Muri conference. Lynne recognised the impact that Council has made on the Association.

Honorary Secretary Report – There has been no nomination for Ordinary Member. Catriona recognised some long standing members retiring and one being reinstated to membership.

Ethics and Professional Standards Committee Report – The committee has agreed to meet together soon after the AGM.

ACP Committee Report – John O and Verity have been accepted onto the PBANZ accreditation sub-committee. John O was pleased to welcome Verity and Catriona as new members to the committee. Sue Morrison and Alisa Hirschfeld are being mentored as new moderators by John F and Diane Zwimpfer.

He Ara Māori Report –No report submitted. Anna and Verity have spoken to Alayne, Wiremu and Margaret who reiterated an agreement that was made previously, that the He Ara Māori committee will submit reports to Council when there is something to report. This may not be at every Council meeting. They will submit a verbal report for the 2022 AGM.

Professional Development and Conference Committee Report – Robert Ford submitted a report and this was read out. Council discussed the place and function of the PDCC and how it could sit alongside or within the Academy programme. There is a member who may be interested in joining the PDCC.

Public Issues Report – John F reiterated that the breadth of work for the committee is vast and becoming more complicated- thinking long term and short term simultaneously. They will have one new member joining in July- Claire Greensmith. John F acknowledged his constructive team. Council discussed the place of the Academy to host semi-closed and semi-open groups around certain topics.

Victoria reported that the ACC have made positive changes to the way they are relating to stakeholders. Groups have been reworked to increase diversity of members. Another NZAP member has applied and if accepted Victoria will step down. The AHANZ and sexual violence meetings are taking place next week.

ATA report – John O acknowledged the delay in releasing the next issue due to many interruptions. This is now on track and should be out by the end of next month. The next issue is in progress and is based on the Ka Mua, Ka Muri presentations and discussions. Luisa has started to scan copies of Forum to put up on Tuwhera. John F acknowledged the meticulous process John O goes through to get these journals published.

Administrator Report – Luisa acknowledged the support of Council in her role- their understanding and patience.

Newsletter Report – (Marianna attended the meeting in person to speak to her report at 11:30am).

Marianna reported that she is finding the process relatively effortless because the system has been set up so well. She gets so many positive emails and the warmth makes it worth the effort. Marianna can see the potential of opening the Newsletter up to a wider readership, e.g. MOH or a member of public to write/contribute something, creating a more vibrant/rich Newsletter. She acknowledged that some members may not feel comfortable that clients might be reading the Newsletter, however if a member wrote a case study, they could be trained to anonymise it. Council discussed the possibility of using Substack – it may have some issues but we would be able to publish more frequently and easily and have the chance to be more interactive with the comment function. The community standards used on Connect could be reiterated for Substack.

Marianna gets positive feedback on the images and would like to purchase an Image bank.

Action: Luisa to research the purchase of an image bank, find costs and get back to Marianna.

Action: Marianna- to open a Substack account and explore its potential, and to invite Council members to comment and interact

6. RATIFICATION OF MEMBERS

The following memberships were ratified:

Ratification of membership

- i) **Motion:** That the following be endorsed as a continuing Student Member, having completed all requirements:
Ceit Robinson, Paraparaumu
- ii) **Motion:** That the following applicant be ratified as a Student Member of NZAP, having completed all requirements:
Myles Reilly, Dunedin
- iii) **Motion:** That the following applicant who has interim Psychotherapist registration, be ratified as a Provisional Member of NZAP, having completed all requirements:
Rhonda Powers (previously Rhonda Khorasanee), Napier
Shivana Ramanjam, Auckland
- iv) **Motion:** That the following applicants be ratified as Full Members of NZAP, having completed all requirements:
Veronica Watt, Auckland

Changing to Retired Membership status:

Mariska Gifford, Blenheim
William Grant, Masterton (reinstated)
Andrew Duncan, Otaki
Cathy Langley, Auckland
Stella McDonald, Dunedin

Resigned:

Kirsten Andreae, Dunedin
Jo Blakemore, South Canterbury
Rosemary Smart, Christchurch
Paul Baakman, Christchurch
Ursula Niclaus, Christchurch
Claire Baynes, Auckland
Joanne Witko, Wellington

NZAP Council Meeting

By email

2-9 May 2022

New members for ratification:

- i) **Motion:** That the following be endorsed as a continuing Student Member, having completed all requirements:
Kamaia Renata, Lower Hutt
Steve Brennan, Wellington

- ii) **Motion:** That the following be ratified as a Student Member of NZAP, having completed all requirements:
Carolyn Crawford, New Plymouth
Catherine Sloan, Whanganui
Shirley Thorby, Foxton Beach
Sarah Watanabe, Auckland
- iii) **Motion:** That the following be ratified as a Provisional Member of NZAP, intending ACP, having completed all requirements:
Lisa Bojarski, Auckland
Simon Tennant, Auckland
- iv) **Motion:** That the following applicants who have full Psychotherapist registration, be ratified as Full Members of NZAP, having completed all requirements:
Deb Moran, Levin
Evelyn Shackley, Tasman

Changing to Retired Membership status:

Marian Vlaar, Takaka
 Jennifer Howarth, Auckland
 Sandra Winton, Dunedin
 Barbara Rockel, Tauranga
 Peter Greener, Carterton

Resigned:

Paul Hemmingsen, Dunedin
 Nicky Pretorius, Whitianga
 Catia Batalha, Thames

Ratified by:

Lynne Holdem
 Gabriela Mercado
 Catriona Cairns
 Delia Crozier
 John O'Connor
 Verity Armstrong
 Anna Flemming
 Paul Wilson
 John Farnsworth
 Victoria Smith
 Claire Miranda

Lynne – carried

8. MEMBERS TO THANK AND RECOGNISE

Council would like to thank Andrew Jones, Veronica Watt and Roy Bowden for their work engaging with agencies in the Mental Health and Addictions team.

Action- Catriona to send a card expressing thanks to Andrew Jones, Veronica Watt and Roy Bowden

7. CORRESPONDENCE

Lynne tabled the following items of correspondence:

- TTBAC Remit for the 2022 AGM- Letter to Donny Riki and Susan Horne regarding the decision to let the remit lie on the table for one year. Lynne spoke on the phone with Donny and followed this up with an email. As the remit required a constitutional change, it was custom to leave this type of change on the table for a year and this allows time for members to think about and discuss the possibilities. Catriona received a letter from Graeme McCartney outlining his perspective as a member of the TTBAC and expressing his disappointment in waiting a year for the remit- suggesting the Association needs to go further in order to move towards co-governance.

Council had an in-depth discussion about why the remit should lie on the table, about transparency, democracy, co-governance and the importance of engaging the membership in discussion around this through the year e.g. through debates, zui, newsletter articles. Council agreed that it was arguable that we are already practising co-governance at a beginning step and discussed -Is this remit the right next step? Council felt open to thinking with membership about what steps could be taken.

Council discussed rules around remits and constitutional changes and John F shared a document titled “Robert’s Rules” that outlines correct procedure for the AGM. It was noted that the remit could be modified at both the 2022 and 2023 AGMs.

Action: Catriona to draft a reply for Lynne’s approval, in response to Graeme McCartney’s email.

Action: Lynne will research procedure around remits and get back to Council before the AGM

Action: John O to talk to Luisa about wording a letter to members referring them to the TTBAC review

Action: Luisa to add the ‘Robert’s Rules’ document to the website under ‘Standing Orders’

- Letter from Linden Cooke , Training Provider director, regarding letting the NZAP know if any student members drop out of their course. Linden feels this is a breach of privacy.

Action: Catriona and Luisa to update the Student Application and Annual Endorsement forms to include a place for students to give permission for training providers to let us know if they drop out

Action: Catriona to reply to Linden to let him know our proposal

- Audit Engagement letter from Kendons- Delia accepted the Audit offer and quote from Kendons for the year ended 31 January 2022. The audit is nearly complete.

Kendons have asked why we have tax exemption status. Typically organisations have tax exemptions for subscriptions only, not for other income. Whilst IRD agrees we have tax exemption status, there is no copy of the certificate, or details of the exemption, in NZAP or IRD records. This could become significant with us making profits on conferences, the future Academy etc., and we may need to seek tax advice in the future.

- Letter from Newsletter Editor around policy and allowing non-members to contribute. Council discussed the role of the Newsletter as keeping membership informed of what is happening in the Association. However, opening up to non-members could reinvigorate and work alongside this role. Council discussed whether there is need for policy or just to leave decisions about content and contributors at the discretion of the Editor- with support from Council as needed.

Victoria thanked Marianna for the Newsletter as she enjoys reading it.

Motion: that the Editor has full discretion about what is and what is not published in the NZAP Newsletter and when chooses to, can consult with members of Council

Victoria/Gabriela

– Carried

- Inform message regarding the working group for the Conversion therapy statement- This discussion was postponed until Gavin Stansfield joined the meeting at 2pm.

9. TREASURER'S REPORT

Further to the written report, the following was discussed:

- The budget was approved by Council in May. Figures are at 30 April.
- Council discussed the Academy budget and decided that a quarter of the profit from the Ka Mua, Ka Muri conference could be used as seed money for the .
- Most committees have not spent any money yet, except the Council.
- Genevieve and Delia are working to document processes around managing and using the conference account.
- Stripe- This was set up but wouldn't connect with Wild Apricot and technical support could not pinpoint the problem. Council discussed getting a second opinion from another web person and to perhaps look into another platform to replace Wild Apricot.

Action: Claire to investigate a new web support person and to get advice on potential new platforms for the database of members, ideally something that integrates with XERO

Action: Luisa to share the Finance folder on the Council Google Drive to centralise documents

10. WAKA ORANGA RELATIONSHIP

Council discussed possible next steps towards building a stronger relationship, towards co-governance, where the Tumanaki of Waka Oranga and the President sit and work together without over-burdening the smaller partner so that it is equitable. Council discussed the need for transparency and visibility to the membership regarding this partnership as well as the

reciprocity of supporting the mahi of the runanga- making sure it flows both ways e.g. Council members attending Waka Oranga hui or poutama.

Council agreed on the importance of engaging the membership in these conversations and discussed possible online events.

5. PEOPLE/PARTNERSHIP

Discussion with Gavin Stansfield, Paul Wilson and John O'Connor about the Conversion Therapy Bill, NZAP's Policy statement and the Working group set up.

Gavin joined the meeting at 2.10pm.

Lynne thanked Gavin for coming to the meeting and for the work done already in the group. Gavin shared apologies from Crea and Verity.

Gavin summarised the notes the group had formulated and shared these with Council:

- There has been some confusion around the interpretation of the working group- whether this would be open to members. It was decided that the group would be better called 'The 'Conversion Practices' research group' - tasked to review the 2004 statement and come up with any suggestions/recommendations and drafts of any intended documents, presenting these as a report to Council, similar to the TTBAC review format.
- The research would involve: reading to gain a current understanding of the field; a review of relevant position statements (or best practice guidelines) from other related professional bodies; possible research amongst our own members - by questionnaire or by way of a hui for example
- The group would like to better understand any public anxieties around trans and conversion practices as to incorporate thinking around that in the report.
- The group is not willing to 'split off the T's' (Takatāpui and/or people who are trans) in this process. This would be both culturally inappropriate and blind to the understanding that attempts to change sexual orientation, and attempts to change gender identity, are interlinked, sometimes indistinguishable, and both performed in the service of maintaining social gender role expectations.
- The aim is to complete this report by the beginning of next year.

Council agreed with the need for this work and supported and thanked the group for their generous gift of time and thought. Possible outcomes of the report were discussed including workshops and a Conference based on gender, sexuality and sex. Gavin noted that after the review we will have a better sense of direction.

Action: Paul- to write something for the Newsletter- to let them know that the research group is in existence

Gavin left meeting at 2:40pm

10. ACTION LIST REVIEW(see action list for details)

Completed and ongoing action items were noted. The following items not elsewhere on the agenda were commented on:

- 3. **Action: Luisa** to provide training providers with a list of NZAP student members enrolled in their course and to copy the director of training into re-ratification email confirmation for students- To do.
- 4. **Action: John O** will take the discussion around Pre-ACP membership options back to the ACP committee- John O discussed this with the committee and decided it is not feasible to provide holding via the NZAP for people who are not within the ACP training process yet.
- 7. **Action: John O** to email members regarding receiving digital copies of Ata- John O will do that for the next issue in June.
- 8. **Action: Luisa** to give access to Council folders on the Google Drive for Council members from now on- This can be done on request as needed.
- 12. **Action: Delia** to record this in the Treasurer's manual and Conference guide: That Council members can claim one Professional Development or Conference per year and it comes from the Council budget- Done: Will add more with Genevieve Scase- around the management of the conference account.
- 15. **Action: Gabriela/ Lynne/ Claire** to form a working group for Psychotherapy Day to discuss opportunities and reach out to members e.g. at the conference, who would like to be involved. -In progress -to complete.
- 16. **Action: John F** to write something about Psychotherapy day for the newsletter to prepare members- Not done- Gabriela to meet with Claire and John F to share ideas for Psychotherapy day and discuss an article for the Newsletter.
- 22. **Action: Catriona** to ask Kathy Stuart re Education Fund Committee- Kathy Stuart has joined the Committee.
- 23: **Action: Luisa** to talk to Stu about Nikky's name being attached to admin email - Done- Luisa to create some troubleshooting sheets for members regarding technology/communication/website issues etc...
- 24. **Action: John O** to look for other potential names for Governance training- John O to ask Dianne Jones, Psychodramatist, who works with business communities around building robust procedures, if she is available to work with Council.
- 27. **Action: John O and Verity** to continue their conversation about the Supervision Handbook including cultural supervision- In progress.
- 28. **Action: Anna** to meet with Waka Oranga and ask if members want to receive Ata -Done-Full members would like copies of Ata- Anna to check who are already NZAP members and already get copies. Anna to send a list to Luisa.
- 30. **Action: Lynne and Delia** to continue their conversation about lowering the reduced subscription rate- Not done-It was decided that this may not be relevant any more in these hard financial times.
- 32. **Action: Victoria** to organise a members' survey on workplace preference - Ongoing- this will include more than just workplace preference.

12. PBANZ AND ACP/HAMACP

John O and Anna noted that the PBANZ Accreditation sub-committee has initially felt collegial and respectful and will wait to see what happens when accreditation starts. The first meeting is on July 7.

13. DSA, TE TOHU O TE PIHI and LIFE MEMBERSHIP AWARDS

There are no nominations for DSA and Te Tohu o Te Pihi awards.

John Farnsworth has been nominated for Life Membership. The nomination is voted on at the AGM and the citation is read out when presented.

SPACE FOR OPEN DIALOGUE

Gabriela's Leave

Gabriela will take presidency at the AGM and then go on a leave of absence for 2 months for personal reasons.

Lynne can continue to sign things off as Acting President while Gabriela is on leave and Council will support Lynne with any tasks. Victoria can continue to run Zoom member meetings with someone to help in Gabriela's place. These can be topic based or open forums. Council expressed their support and aroha to Gabriela as well as to Lynne for continuing to act in Gabriela's absence.

Perception of NZAP from professional bodies

Within the new structure of Health NZ, Psychotherapy is not clearly visible. We are a small group unlike clinical psychologists who get a lot of public space, sharing reports etc... As a small group, this increases the workload. Council discussed ways to create more visibility for psychotherapy including:

- Working with Martin Chadwick from Allied health.
- Conference idea "The difference between a psychologist and psychotherapist approaches to therapy" to start a conversation about our roles and crossovers.
- Having a spokesperson for interviews for media- hire this person or find someone within the membership.
- Building the workforce- some psychologists, social workers might prefer psychotherapy e.g. as it aligns with Māori ideology, but they don't know about it- having conversations here.
- Creating a strategic plan that includes: breaking down barriers to therapy; public speaking about therapy; building presence.
- Exploring the idea of group supervision as it is hard for new psychotherapists to access supervision.
- Promotion of psychotherapeutic thinking- creating a discourse not really present in the current public discourse- which is what we have to offer. Exploring a relevant current issue in a psychotherapeutic way.
- Improving accessibility to online training, up-skilling to potential psychotherapists e.g. through the Academy.
- Promotion of Psychotherapy Day.
- Commissioning 3-4 therapists with different passions, e.g. climate change, sex, parenting, etc... and creating a video of them talking, posted on the website or the Academy, zoom meeting, podcast etc...

Action: Claire to talk to journalist Veronica Meduna about what we could do to increase our public presence

Action: John F to contact Kyle McDonald re fronting a public communication re Psychotherapy Day.

Meeting closed at 4:50pm and resumed on Sunday at 9.10am

OTHER BUSINESS

Student membership certificates and register

Following requests from students, Council agreed to allow them to receive a Student Membership Certificate if they request it.

Council began discussions regarding a request from a student to be visible on the register so that they can be seen by potential clients. The website could change the wording from 'Register' to 'Members' and/or 'Find a Member' rather than 'Find a Therapist'. However, students are not allowed to advertise as psychotherapists and this could be unclear to the public and may violate requirements from PBANZ. This will need further investigating.

Action: Catriona to come up with a proposal regarding students on the register to bring to the next Council meeting

Action: Luisa to write to the student member to tell them Council is considering this request

Professional Development Event 2023

The member who considered organising this event will need some support if this is to go ahead in 2023. Council discussed hiring an event/conference planner to support the PDCC, or the Northern Branch.

Action: Lynne and Anna to talk to Emma, Richard (from the Northern Branch) and Gavin Stansfield via zoom to discuss the PD event in 2023.

14. PROMOTION OF NZAP AND PSYCHOTHERAPY

Academy Working Group Report

John F shared the Academy website and demonstrated how it works.

Further to the report, Council discussed:

- The membership has agency – they can add to it, interact with it- it is a platform for others to use. Those wanting to add modules, would pay a surcharge.
- Initially it would be for NZAP members only to trial the system and then we can review the possibility of non-members adding/accessing courses.
- Screening content would be by the Academy team, much like Ata.
- Payment process- more discussion is needed on how to process payments e.g. how to invoice or code payments. Content creators could pay 15% to go towards Admin costs. Do we offer full admin or can users manage their own administration? Luisa is happy to bill for extra hours worked on Academy admin.

- How to align the NZAP website and the Academy website visually and be able to link the Academy website to the database, without detracting from the current NZAP website or going around it.
- Using the kupu 'Akoranga' is not appropriate in this instance as the word is about knowledge passed down from the Matua. If the project is not underpinned by matauranga Māori, then we should reserve that kupu for things that are.
- The Waka Oranga Poutama will run separately- We will be in support of the Academy but not in partnership.
- A quarter of the profit from the Ka Mua, Ka Muri conference (around \$5000) will be allocated to the Academy Budget
- nzapacademy is an available URL
- The importance of creating a cohesive promotion/communications strategy.

Council agreed to trial the academy website for 3 years, visually connecting it to the NZAP website, and to review the workability of having two sites or alternatively integrating the sites. Claire was thinking about using a different web manager and a new database platform. Keeping the websites separate for 3 years gives us time to work on both of these projects

Motion: Council unanimously and enthusiastically supports the proposal for the Academy with the understanding that all efforts will be made to develop coherent branding between the 2 websites

John O/Claire

-Carried

Motion: Council will grant a budget of \$5000 for the initial development of the Academy website

Catriona/Victoria

-Carried

Action: Anna to discuss with the rūnanga if or how the Waka Oranga logo is included on the Academy website

Action: Claire to join the Academy committee

Action: Claire to check with a web manager about how to visually match the NZAP and Academy websites

Council wanted to acknowledge the amount of work John F has spent on this project and to share their thanks, enthusiasm and excitement for it.

15. OTHER BUSINESS

Profits from PD Conferences

In the past, the conference accounts were separate and now they sit together with other NZAP accounts. The Ka Mua, Ka Muri committee wanted half of the profit to go to the Education fund, a quarter of the profit to the Council budget and a quarter to be used by the Academy.

Action: Delia to talk to Jill about coding transactions to the Academy, whether it's best to put funds in the Training account or Operating account, and whether to set up an account for the Academy for the future.

AGM

Council worked through the AGM run sheet and discussed and clarified processes.

October Meeting

The next Council meeting will take place in Auckland because of the high cost of accommodation in Wellington during the WOW festival.

Action: Luisa to finalise conference costs and get back to Council. Then members can vote.

Communications Strategy

There was an understanding around the Council table that we needed to coordinate and integrate the NZAP communication strategy.

Action: Claire to go back through Rick Williment's review, the strategic plan and liaise with John F to draft ideas for a communication strategy to bring to the next meeting

16. DATES OF NEXT MEETING/ EMAIL RATIFICATIONS

AGM meeting- 15th June, online (7.00 for council and 7.30 for members)

Monday 29 August- Deadline- Monday 5 September- Email Ratification for new members

15-16 October 2022 – Council meeting, Auckland

Monday 5 December- Deadline- Monday 12 December- Email Ratification for new members

Council members to forward agenda items to the Administrator. **Action: All**

Final Thoughts

Council acknowledged the breadth and complexity of work covered, while adapting to different modes of communication, remaining hardworking, creative and dedicated.

Council appreciated the opportunity to be with each other.

Gabriela presented a gift to Lynne on behalf of the Council acknowledging her boldness, creativity, imagination and holding the Association as President throughout the pandemic. Council sang the waiata 'Te Aroha'.

Lynne closed the meeting with a quote from Audre Lorde at 12:40pm.