

# REPORT TO NZAP COUNCIL, APRIL 2023

## From the President, Seán Manning acting for Gabriela Mercado

### Changes

I took up this position on 1 September, from Gabriela, who was standing down because of family responsibilities.

Editing this the evening before the meeting as it has become clear I will be prevented by COVID from attending in person, I am aware that it was to have been my last face-to-face council meeting. There will be another online meeting in June, but sadly, our Kanohi-ki-te-Kanohi time is over. The reference to the loss of Hinewirangi is intentional. I will miss knowing that she is no longer in the world.

I have kept in touch with Gabriela, talking from time to time, and I have kept her up to date with what is happening on Council, on the understanding that she may return to the chair at the AGM in June this year, should she wish. This is now going to happen, so I am acutely aware of my own temporality, and trying to balance thinking long-term with an awareness that I will not be on Council after June.

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We have joked about my being the only person in NZAP foolhardy or grandiose enough to take this on. I thought at the time that, having already been in the role, I could take on the job seamlessly. There is no doubt that the previous experience of 10 years on Council and 5 years in some presidential role has been valuable. However, of course, I didn't know what I didn't know, and NZAP has changed profoundly since I stepped off Council in 2012.

Six months later at the time of writing I have become more acutely aware of the differences between then and now than I was as an ordinary Branch member. From memory (this may not be entirely accurate, but the big picture is what I experience):

- In 2012, Tāmaki-Makau-Rau Auckland, Heretaunga Hawkes Bay, Whanganui-a-Tara Wellington, Ōtautahi Christchurch and Ōtepoti Dunedin branches were all functioning, though there were issues with attendance in Tāmaki-Makau-Rau and Heretaunga. Even in Ōtautahi Christchurch, when I visited after the 2011 earthquake, about 20 people turned up.
- We were holding face-to-face conferences every year, hosted by branches, alternating between North and South Islands, though it was becoming onerous. Conferences typically had an overseas guest.
- We routinely had more than one candidate for a Council position. When I first took on this job, there was an election.

Now, in contrast:

- Heretaunga Hawkes Bay, Whanganui-a-Tara Wellington, and Ōtautahi Christchurch branches all stopped meeting. Whanganui-a-Tara has resumed.
- A decision was made to trial 2-yearly conferences for a period of 6 years because it was becoming difficult to find a branch who would take it on. Partly due to

COVID-19, Conferences have now become a rarity, the last face-to-face one having been Ōtepoti in 2018, and the next one is planned for 2024. We cannot any more rely on branches to serve this purpose, but we do not have an alternative mechanism. I am incredibly appreciative of the initiative of Gavin Stansfield (and I think Crea Land?) and of Verity's willingness to co-convene, so that a conference may happen in 2024.

- A number of academic events such that we had rarely, if ever, seen before, were organised, the initiatives of individuals and small groups. Claudia Orange, Nancy McWilliams, and David Wallin came in person, and Patrick Casement presented online. Now John O and Gabriela have organised an extremely intriguing event, Thanatos at my Table, in March. (Annoyingly, I have my first teaching commitment of the year at the same time, in Rotorua.) Although these initiatives are inspiring, they rely completely on the energy and initiative of individuals. We do not have a national mechanism for conference organization. The new Conference and Continuing Education committee never took on that role and it is down to one member. (See action points below.)
- For the first time, an international guest, Anne Alvarez, presented at a conference virtually.
- It is much more difficult to find people to serve on Council.

### Where to?

So this is a very different picture, the extent of the change is really just dawning on me, and the job now looks quite different to the form I thought it would take. Some years ago a series of reviews of NZAP was initiated, and has resulted, not just in a series of recommendations contained in the review documents, but in widespread debate over questions relating to our future direction. The process is not finished, with (I understand), reviews on:

- ACP
- Public Issues
- Membership and Participation
- Conference and Conference Management

still to be completed.

Curiously, to me at least, **NZAP itself was never to be reviewed**, only its elements, as though the basic purpose(s) and structure were assumed to be fixed. No review of the Constitution or overall functioning of NZAP seems to be planned. There is a question over the future of TTBAC, but no real challenge to its existence. Implicitly, the overall design is assumed to be sufficient to the task, even though resources may not be reliable.

There have been debates about the future of NZAP, notably at a Council planning day with Rick Willament (in 2021?). **But this is largely unknown to the membership, being a Council planning exercise.**

John F has been good enough to provide me with his summary of the resulting priorities:

- Strategy 1: Te Tiriti
  - developing our partnership
- Strategy 2: Professional Development and Conferences
  - Ka Mua Ka Muri + Academy created
- Strategy 3: Council Meeting Culture
  - not explicit, but respectful
- Strategy 4: Growing benefits to belonging

- the push to become more open, inclusive and participatory with our members needs more momentum
- Strategy 5: Promotion of Psychotherapy
  - Mental Health and Addictions Team/Public Issues: very active
- Strategy 6: Workforce planning
  - Mental Health and Addictions Team/Public Issues - active, positioning, negotiating
- Strategy 7: Diversify Training and Education
  - Academy as key strategy
- Strategy 8: Research
  - nothing much so far

### **Immediate questions arising from this history:**

I understand there was to be a review of progress with Rick's presence, but I am unsure if anything has happened about this.

Are the reviews going to be completed? I am unsure where this has got to.

### **Action points:**

**Action:** Seán to speak to Robert about the PDCC and bring the discussion to the next Council meeting.

I spoke to Robert Ford, the only surviving member of the Professional Development and Conference Committee (PDCC). De vez en cuando, I and Marian Vlaar were the other members, but both resigned and have not been replaced. Robert concurs with the following.

Conferences organised by Branches will not become a regular event as they were in the past, though Branches may from time to time initiate an event and may need support.

The PPDC for a while attempted to foster ideas for conferences and seminars, but found little 'traction'. Ideas did come forward, but generally no-one volunteering to do anything themselves.

We are currently relying on individual initiatives, such as Gabriela's Patrick Casement seminar, Gabriela and John with Thanatos at my Table, and Gavin and Verity with a Gender-themed conference in 2024. This is very useful, as long as there are such ideas and the individual initiatives to make them happen.

Meantime, especially during the pandemic, commercial concerns like Wisemind, Confer, International Psychotherapy Institute, Australian Psychoanalytic Society/ Sydney Institute, Psychotherapy.net, EiseEducation, Byron Clinic, and Dr. Paris Williams have proliferated in the numbers and variety of events they offer.

We should perhaps look at establishing a conference organizing group, which would plan further ahead, support people to organise events and actually become a conference organising committee as needs be.

Meantime we should disband the PDCC. A motion is proposed:

That the NZAP Professional Development and Conference Committee (PDCC) be disbanded forthwith, and discussion is held on the establishment of a Conference Organising Committee (COC). Proposed: Seán Manning (no second required).

**Action: Seán** to talk to Linden Cooke about his position and open the debate about Registration and Supervision further.

I have spoken at length to Linden. His first concern is about us having unregistered members.

I reiterated that this policy will not change, as our unregistered members are known and assumed to be well qualified, ethical practitioners, that it is NZAP's aim to be a home for psychotherapy in Aotearoa, and that this section of our membership is an important part of that picture.

Linden was concerned that the website is misleading, as we discussed last October, in advertising that people could search for a 'psychotherapist', which of course implies a registered psychotherapist. I assured him that we were updating the website to fix that.

No further action is necessary, other than changes to the website. When we have completed that I will let Linden know.

**Action: Seán and Delia** to look at other professional bodies with regard to registration and supervision requirements and come up with a position paper to bring to Council.

A separate document details relevant fees, organisations and practices in the fields of social work, psychology and nursing.

I recommend that we have a discussion about the possibility of limiting the number of unregistered members by setting a date after which we will not accept members who are unregistered. We should consider it and at least log that a discussion took place and detail our reasoning. If there were to be such a policy, I think it would need to go before the membership.

## **The apology**

One item that is not in the action points is the approach from Burke Hunter regarding an apology over testimony in The Crown vs Peter Ellis. At the point of writing to Burke in the negative, our Waka Oranga representatives on Council said they wanted to consider the matter further, as the issue of apology has a particular significance for Māori, and there it rests for now. I talked with Burke, who was pleased to hear that we had discussed the matter, and even more so that Waka Oranga were giving it their attention. He wanted no more than that.

Mean time, I have just learned that The NZ Psychological Society, the College of Clinical Psychologists, and the Department of Corrections are considering a joint apology to Māori. I

do not know any further details at the time of writing, but no doubt they will become clear. The question we must ask is whether we want to do something similar. An apology was made at the Waitangi conference, but it was impulsive and some consider it inadequate.

There is currently another request for an apology from a member who has already received an apology from the ACP Committee in relation to a complaint dating many years. This request is for an apology from the President (as figurehead, not as an offending person), and the materials are, in the meantime, confidential.

**Action: Seán to write a position paper on the change of name for the Association.**

Not ready at the time of writing.

**Action: Seán to respond to Graeme McCartney in response to his letter.**

A meeting was held online with Graeme, attended by Seán, John O, and Lynne, who met with him prior to the October meeting, and Gabriela, the incoming President. Some notes are attached below.

**Action: Seán and Paul to draft some guidelines for the use of the NZAP logo and bring this back to Council.**

It is felt that guidelines concerning the use of the logo are not necessary, until they become necessary, which may be never. It is a case of 'if it's not broke, don't fix it.' Our members are bound by the Code of Ethics, and if someone were to use the logo in an unethical way, we already have a way to proceed. Until that happens, and it is unclear to me how it might happen, we do not need guidelines beyond the Code of Ethics and the Constitution.

**Action: John O and Seán to put together a suggestion paper for the next Council meeting about what the TTBC could look like**

Discussions continue. More will be available by the Council meeting.

Seán has approached several people who work across cultural settings or in settings where mainstream content is delivered in a manner covered by Tikanga and by ongoing relationships with Māori. I propose that we invite such speakers to a discussion on-line during May, prior to the vote at the AGM.

*The following are my notes only:*

Meanwhile the symbolism of empty chairs at the table is inescapable. Although the current arrangement is framed as temporary, and possibly WO will return to the table, which is their right to do, as nothing in writing is forthcoming, I find it impossible not to speculate

- What if these were to become Māori seats rather than Waka Oranga seats.
- What if they were to be elected by a Māori caucus, giving voice to those on whose behalf TTBC have often spoken?
- What if NZAP seek kaumatua rather than rely on Waka Oranga to do so, a process which I suggest engenders complacency?
- Perhaps a Māori route to membership be sought by a new means, more than a decade of work having produced nothing but promises. With another Māori presence on Council it might be possible. Years ago we promised it. We should deliver it. Meantime it seems likely that Waka Oranga will seek a route to registration.

- A question recently arose in another context as to whether we should offer Māori scholarships toward professional qualification.

**Action: Seán and Victoria** to look at a set of questions for members around which focus groups could gather

After consultation with Gabriela and Victoria, it is recommended that the idea of a survey be abandoned. Apart from the inevitably poor response rate to such a survey, it is felt that we already know, from our own contact with members and with our branches, and from experience, how the membership is likely to respond. Feedback reliably says that an academic programme, advocacy and promotion of psychotherapy, and opportunities to meet face-to-face are valued. A survey is unlikely to offer much more.

### **The future of Council**

We have possibly as many as 7 positions finishing a term Council this year – more than half.

This is an error. With half the positions elected each year, we should never be electing more than five members (not counting WO). I have been looking back over records back to 1998, when the four officers of the Council were elected two per year, and the presidents moved every two years. The election of the then 6 ordinary members was more haphazard, as I believe the rule of 2 per year succeeded the decision to devote two to WO. The irregularity of caused by co-opting someone then electing them as soon as possible, rather than the constitutional arrangement of co-opting a person for the remainder of the vacant term. This practice tends towards a situation where the whole Council will be elected the same year and needs to be corrected

It is scarcely possible to have a discussion on any project, to problematise any aspect of our work or any situation within our purview, without mentioning the participation – or, more usually, the lack of it – of the membership. Yet we are nothing if we are not a representative body, that is the function of this Council of NZAP, representation. Of course we should demonstrate leadership, but there is no hierarchy (though Council at times falls into the error of acting as though there is). From the newest provisional member to the Council, this is an association of peers. This is not helped by a psychoanalytic view of the membership process that infantilises the supervisee and therapist/whaiora. There is talk of it being as though the supervisor/therapist ‘holds’ the other, who in turn experiences being ‘held’. But despite this possibly inevitable relational dynamic, we are peers. For the time being, I am the President, but before that I was member of an organisation, with a president, and I will return to that state quite soon. So I would suggest that, first and foremost, we are *representatives*, not *holders*.

I would like to ‘problematise’ (to adopt a poststructural framework) this role, for we must be able to swap places, to represent peers who sometimes seem reluctant to do so. The answer, as Gabriela has reminded me, is not to advertise but to ‘shoulder tap’ and engage in one-to-one conversations. For that to be easy, we need the branches, or what passes for them.

I have been corresponding with Katherine Stewart in Christchurch and with my own branch in Dunedin.

I would suggest that NZAP is in crisis. Our identity is uncertain, the benefits of membership are unclear, our Te Tiriti relationship is uncertain and the future is not secure. A lot of time was spent on our reviews without a clear outcome. But I am convinced that the future does not lie with Council, it lies with the regions, and it is some time since I have heard from them, which is a worry..

**And . . .**

I asked ChatGPT about the future and it said what everyone else says:

*“I would like to have a conversation about the future of professional membership organisations. With conferences and professional development being offered by many other agencies, and accreditation carried out by the state, what is the future of organisations like The New Zealand Association of Psychotherapists?”*

Professional membership organizations like The New Zealand Association of Psychotherapists (NZAP) have traditionally played an important role in the professional development and accreditation of their members. However, as you mentioned, there are now many other options for professional development and accreditation, including online courses, webinars, and government-accredited programs.

Despite the increased availability of alternative options, there are still some advantages to belonging to a professional membership organization like NZAP. **These organizations often offer a sense of community and networking opportunities that can be difficult to find elsewhere.** They may also offer specialized resources, such as **journals or newsletters**, that are tailored to the needs of their members.

Another advantage of belonging to a professional membership organization is that they often have **a strong voice in advocating for the needs and interests of their members.** This can include **lobbying for changes to government policies, promoting the value of the profession to the public, and ensuring that professional standards are being upheld.**

That being said, professional membership organizations like NZAP will need to continue to adapt and evolve in order to stay relevant in a changing landscape. This may include embracing new technologies and online learning platforms, expanding their reach beyond their traditional membership base, and collaborating with other organizations to offer joint conferences and events. Ultimately, the future of professional membership organizations will depend on their ability to stay relevant and meet the changing needs of their members.

## Meeting between Council members and Graeme McCartney

6 March 2023

As a follow-up to Graeme's correspondence prior to the Council meeting of 15-16 October 2022 and a meeting with Seán, Lynne and Graeme on 12 September 2022.

Present:

Graeme McCartney (former member TTBC), Seán Manning (President), Lynne Holdem (Immediate Past President), John O'Connor (Chair, APC Committee), Gabriela Mercado (as returning President).

Graeme began with a karakia.

Seán introduced the session by reviewing items that were already happening or being discussed

- The Name of the Association will change, with the term 'Aotearoa' in it. It's form and acronym are still in doubt.
- The idea of co-governance is being sympathetically discussed, and we note that, in terms of the Hindmarsh model recommended by the TTBC Review, we already have two governance bodies, with one, Waka Oranga, represented on the other, NZAP, though without NZAP representation on Waka Oranga.
- It seems likely at this point that Te Tiriti, or TTBC, whatever it's form, will be represented on the Council of NZAP.
- As Waka Oranga moves away from NZAP toward being an independent organization for Māori psychotherapy, whatever its form, the relationship will change, but we are not sure how.

Graeme thanked us for the paper written by Roy Bowden. He reminded us that not all Māori are, or want to be, members of Waka Oranga, and asked how we make NZAP more attractive and welcoming to Māori psychotherapists within NZAP, and Māori psychotherapists who may be considering NZAP membership. He suggests that Co-Governance in the form of equal representation, may achieve this more appropriately. He said that it has been discussed for a long time, and he asks when we are going to see it.

John spoke of the 'bigger project', looking ahead at our relationship with Te Tiriti.

Lynne spoke of 'the how', specifically how to make NZAP attractive to Māori. In general, the membership of NZAP supports co-governance of some kind.

Graeme spoke of learning from each other.

Seán and John spoke of the hui planned online in May, involving several speakers and a discussion on our relationship with Te Tiriti.

Graeme spoke of silence, asking what it is all about. He thought it represented a form of countertransference. He shared a vision of a group of slave owners in the early United States considering emancipation in silence.



Seán mentioned that a group of slave owners (actually 3 of the ‘Committee of Five’) who wrote, ‘We hold these things to be self-evident, that all men are created equal . . .’

Lynne added that the silence is not specific, it is silence about everything. The membership is not hostile to co-governance. There is little concern, members are interested. Attendance at on-line conferences is illustrative.

Gabriela, talking about silence, reminded us that we used to have discussions, that there is a desire for that. The forthcoming ‘Thanatos at our Table’ is oversubscribed. Gabriela spoke of creating the invitation, and Lynne added that it must not be an ‘invitation to be bad.’

Seán mentioned that we seem to be conflict-averse, and Graeme said that we need, as psychotherapists, to be able to hold conflict. John spoke about getting together and talking.

Seán offered a karakia to end, from Paraire Huata: