MINUTES OF THE NZAP COUNCIL MEETING HELD AT THE NAUMI HOTEL, CUBA STREET, WELLINGTON ON 10 APRIL 2021 9.00AM – 5.00PM AND 11 APRIL 2021 9.00AM – 1.00PM

Present: Lynne Holdem (President), Anna Fleming (Waka Oranga), Margaret Poutu Morice (Waka Oranga), Siobhan Collins, Gabriela Mercado, Paul Wilson, Victoria Smith, Catriona Cairns, Vicky Blake (via Zoom, Saturday 12-4pm only), Claire Miranda, John Farnsworth, Rick Williment (via Zoom, Saturday 2.15-3.15pm only), Diane Zwimpfer (Sunday 9.45-11.55am only), Nikky Winchester

NB: Items are recorded in the order discussed and numbers do not relate to original agenda numbers.

1. WELCOME

The meeting opened at 9.20am after a check in.

2. CO-OPTING JOHN FARNSWORTH ONTO COUNCIL

Motion:

That John Farnsworth be co-opted onto Council as an Ordinary Member as from this meeting, so that there will be a quorum of members in attendance throughout the meeting. Lynne – carried

3. APOLOGIES

Gerald Maclaurin and Daniel Larsen were unable to attend.

4. APPROVAL OF REPORTS

Lynne moved that the listed reports be approved as read. There will be a korero with Waka Oranga later in the meeting.

Carried

President's report – Lynne thanked Gabriela for agreeing to take on the role of President Elect.

ACP Committee report – This report is confidential to Council.

Professional Development and Conference Committee report – Gabriela provided Council with some background on the Patrick Casement event taking place on Saturday 12 June; registration will open shortly.

Public Issues report – Action: John F/Victoria to write a submission to ACC on behalf of Council.

5. MATTERS ARISING

Motion:

That the Honorary Secretary is granted administrative access to the NZAP member database, as back up to the Executive Officer.

Paul/Gabriela – carried

6. **RATIFICATION OF MEMBERS**

The following memberships were ratified:

Motion: That the following be endorsed as continuing Student Members, having completed all requirements:
 Deb Moran, Wellington
 John Evans, Wellington
 Matthew Bird, Dunedin
 Anna Burrowes, Dunedin
 Lucie Belton, Wellington
 Mina Amiri, New South Wales

ii) **Motion:** That the following applicant be ratified as a Student Member of NZAP, having completed all requirements: Russell Vant, Wellington Helen Frances, Whanganui Jonathan Kopruch, Wellington Tony Stewart, Wellington Heidi Young, New Plymouth Lea Godfrey, Nelson Janet Matehe, Wellington Emma Sanderson, Wellington Twane Cheze-Gower, Nelson Jodie Williams, Wellington Aimee Russell, Palmerston North Sally Crozier, Wellington Ceit Robinson, Wellington Sally Cousins, Auckland Melissa de Lambert, Auckland Steve Brennan, Wellington Leah de Wijze, Wellington

iii) Motion: That the following be ratified as a Provisional Member of NZAP, intending ACP, having completed all requirements:Rose Frater, Auckland

iv) **Motion:** That the following be ratified as a Provisional Member of NZAP with interim registration, having completed all requirements:

Malik McCann, Auckland Athena Tapu Tu'itahi, Auckland

Resigned:

Annelies Marx-Devey, Wellington Anniina Talaslahti, Whakatane Lisa Carse, Dunedin Natalie Astin, Wanaka Tzach Maya-Chipman, Auckland

Changing to Retired Member status:

Clare Elizabeth, New Plymouth Natalie Franklin, Cromwell

Termination of membership due to lack of payment of subscription fees in the 2019/20 financial year: Christa Carfrae, Auckland

Lynne – carried

Ratified on 27 January 2021:

Motion: That the following be ratified as a Student Member of NZAP, having completed all requirements:
 Alana Humphris, Auckland
 Anita Cox, Dunedin
 Lee Hooper, Christchurch
 Joanna Klar, Christchurch
 Ingrid Gunby, Christchurch

Motion: That the following applicants who have interim Psychotherapist registration, be ratified as Provisional Members of NZAP, having completed all requirements:
 Carlyn Abels, Auckland
 Jessica Tutty, Auckland

iii) Motion: That the following applicants who have full Psychotherapist registration, be ratified as Full Members of NZAP, having completed all requirements:
Patricia Pataki, Auckland
Penny Currier, Wellington
Juliane Engels, Auckland
Paul Wilson, Auckland

Deceased: Camilla Widgery, Auckland

7. CORRESPONDENCE

Lynne tabled the following items of correspondence:

- Celia James asked whether the Ministry of Health will be prioritising psychotherapists for Covid-19 vaccinations. Action: Lynne to contact Martin Chadwick then write a message to members.
- Sam Mitchell was in touch with Lynne to offer a number of suggestions about changes that NZAP might make.
- A member asked about accessing legal advice via Crombie Lockwood. They were referred to Daniel Larsen and also to Keith Woodlock at Crombie Lockwood.
- Gerald Maclaurin apologized for not having yet responded to Dr Chris Bamford's request for clarification regarding psychiatrists joining NZAP. Action: John F to follow up with Gerald.
- Ann Nation has been discussing Roy Bowden's Life Membership celebration, which Roy is organising. Council agreed to match the branch contribution towards the cost of the event, in recognition of all that Roy has done and is still doing for NZAP and for his mana.

8. WAKA ORANGA

Lynne said that she is aware that WO is a small group with a large load of responsibility. It is easy to take the runanga for granted, and it is also clear that NZAP members respect their work. Anna explained that the WO runanga are thinking about how to protect themselves from being spread too thinly, because they recognise that they can't necessarily do everything they want to. WO would like TTBAC to continue to support members regarding Tiriti education etc, so it isn't always just the responsibility of WO. WO acknowledge and are grateful for the relationship with NZAP, but the power dynamic can deplete WO sometimes. Margaret noted that the advisory aspect of TTBAC has not always been upheld, and there is still a great need for TTBAC. The development of indigenous psychotherapy is well worth continuing to grow, as NZAP and WO walk together but separately. Gabriela commented that the relationship between the two organisations is in a state of constant development. John asked how Council can continue to support WO, as the more numerous partner, while keeping the partnership balanced. Lynne said that she's not sure if NZAP has yet found the most fruitful way to work together with WO. WO's influence is felt every time a Pakeha member uses Te Reo, sings a waiata, or otherwise (in small or large ways) expresses some understanding of the Maori worldview.

Margaret noted that regulation has threatened the vitality of the Association. Council needs to think purposefully about how to regenerate the branches.

It was suggested that Council consider organising a hui for all branch officers, committee members and WO members on leadership and membership, with Maori and TTBAC input. This would ideally be a free event, which could also be open to other members who are interested in bringing new life to the Association. Action: ???

9. ACTION LIST REVIEW

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

- 3. Action: Margaret to provide Victoria with questions from WO. Action: Victoria to talk to Rick about the survey he is planning. Action: Victoria/Nikky to complete and circulate the survey to members.
- 6. Action: Nikky to forward letter from Dr Chris Bampton to John F. Action: John F to respond to Dr Bampton.
- 8. **Agenda item for July:** to discuss idea of organising local small group supervision as part of TTBAC review, using TTBAC budget.
- 10. Action: Gabriela/new Chair of EPSC to look at improving the content of the website regarding the complaints process.
- 10. Action: Gabriela/new Chair of EPSC to update ethics content on website.
- 10. Action: New Chair of EPSC/John O'C/WO to draft wording for the Supervision Handbook on the expectation of having cultural supervision.
- 10. Action: Margaret/Lynne/John O'C to research suitable organisations (NGOs, DHBs etc) to send Ata to.
- 10. **Action: Lynne** to chase Susan and Donny regarding an invitation to attend a special meeting with Council, to discuss the TTBAC recommendations.

10. COUNCIL REVIEW

There was some discussion about the review report recommendations. A number of them are now no longer relevant, or are otherwise being considered as part of other review processes.

Council agreed this report had been extensively discussed in previous meetings. Some recommendations have been taken into consideration, and others have been merged with similar recommendations from other reviews.

11. **RESEARCH TOPICS FOR KEITH TUDOR**

Keith Tudor has asked Council to provide him with a list of possible research topics which would be useful to NZAP, for AUT psychotherapy students to investigate. Suggested topics are listed under point 26 below.

Action: Claire/Catriona to organise regular Zoom conversations to talk about the ACP process, so members can support each other.

12. FINANCIAL POSITION

Further to the written report, the following was noted:

- Jill now has view access to the new 24 account.
- Te Ipu Taiao expects to make a profit of about \$3000. The final accounts will be ready in due course.

Motion: Council accept the Treasurer's report. Vicky/Lynne – carried

Council thanked Vicky for all the work she has done to improve NZAP's financial processes.

The 2021 budget was approved by Council on 16 December 2020 via email.

Vicky explained that Paypal is set up for use by individuals not for organisations so it's not possible to swap the account over to another name. Gerald Maclaurin is happy to be the ongoing administrator on behalf of NZAP. However, Jill needs to get access to the account so she can move money out of it and into Kiwibank. **Action: New Treasurer** to investigate other options.

Action: Vicky/new Treasurer to update IRD account signatories.

Council discussed the number of signatories required. It was agreed that the following roles will be signatories:

- President
- President Elect or Past President
- Honorary Treasurer
- Executive Officer
- Bookkeeper

Motion:

Council has discussed Kiwibank signatories for the NZAP bank accounts and authorizes that Shirley Vickery, Vicky Blake, Gerald Maclaurin and Sue Jones be removed from all accounts. As from the AGM on Tuesday 13 April, 2021 the new bank signatories for the Operating Account, Education Account and Training Account will be Lynne Holdem, Nikky Winchester, Jill Duffey, Gabriela Mercado, and the new Honorary Treasurer (who will be elected at the NZAP AGM on Tuesday 13 April 2021).

Vicky/Lynne – carried

Koha

Vicky explained that the accountants have recommended that NZAP doesn't provide cash payments without an invoice, for auditing purposes. Action: Lynne/new Treasurer to discuss with Inland Revenue.

Action: Nikky to check Wild Apricot re incorrect membership renewal dates.

Does "total taxable income" refer just to income received for psychotherapy? Does it include pension income, for example?

Council confirmed that members need to earn under \$30,000 of total taxable income if they wish to pay the lower subscription rate, and that this includes pension income as well as income received from other sources.

NZAP credit card

The NZAP credit card is a personal credit card in Vicky's name. If NZAP wanted a business card, all accounts would need to be closed and reopened as business accounts. Action: new Treasurer to discuss credit card situation with Executive.

The following motion was approved by Council on 18 December 2020 via email:

Council agrees to increase the subscription fee from 1 April 2021 by \$10 for Full and Provisional Members. There will be no increase for Student Members or Retired Members.

Since this motion was agreed, Vicky will explain at the AGM that the fees will instead increase as from April 2022, as an outdated letter was sent to members on 1 April in which members were not asked to pay the additional \$10.

Motion:

That free registration to either an NZAP conference or a flagship professional development event run by NZAP be available for Council members, once per year, if they wish to take it up. Lynne – carried

Free or discounted copies of Newsletter for Waka Oranga members

Not all WO members are also NZAP members. There was some discussion about the technical requirements to make this work. It was not agreed at this time that WO members will receive free copies of the Newsletter.

If there was a non-voting Associate Membership WO could be encouraged to sign up for that.

13. AGM PREPARATION

Action: Nikky to send out reminder emails to members on Monday and Tuesday. Action: Lynne to start the AGM with a mihi. Action: Victoria to provide a song at the AGM, after the mihi. Action: Nikky to provide Lynne with a list of members who have completed the ACP in the last year, as well as the names of deceased members.

14. CRITICAL REVIEWS

Promotions review report

Rick Williment attended the meeting via Zoom to answer questions about his review report. Action: All to provide Rick with written feedback before Friday 16 April.

John noted that the report sets out a broad vision for NZAP, which would require a shift of focus of the Association. Council needs to consider how to implement any or all of the recommendations, which is a large piece of work. There is a need to consider what the Association means by "membership", how it might be expanded, and how people beyond the immediate audience of psychotherapists can be attracted to the Association. The place of registration and its long-term impact needs further thought with regards to both the culture and the reporting requirements of the Association. This includes the fact that PBANZ takes a more bureaucratic approach to entry to the

profession, which has affected the culture of the Association, and it has displaced some of the functions that NZAP has carried out in the past.

Rick suggested that Council also considers where WO sits in relationship with PBANZ regarding the recognised qualifying pathways.

Rick reminded Council that there are huge unmet needs in the community for talking therapies; how can NZAP help alleviate that? Is that a priority for NZAP? What is NZAP for?

John asked how NZAP would resource the recommendations in the report. Rick responded that fundraising will be an important part of the equation. Lynne said that she doesn't want members to become consumers of the product of the organisation rather than members bonding and associating together to get things done. Unless it is possible to develop a business model for training programmes that are attractive to large numbers of people, or the membership is substantially broadened, it isn't clear if grant providing organisations would be open to supporting NZAP.

Siobhan reminded Council that when NZAP decided to go for registration, the rationale was that NZAP would be able to offer more support to members, but that hasn't really happened. Council needs to think about what energy there is within Council, and what it will realistically be possible to take forwards, before thinking about the detailed recommendations. Who is NZAP, what do we stand for, and where do we want to go?

Catriona said she was torn between being an Association for psychotherapy and for psychotherapists. There is a tension between advocating for the profession and also being a place where individuals in private practice can have a feeling of belonging.

Rick confirmed that he talked to one person who is registered with PBANZ, and a couple of members who have come out of AUT. John noted that it is also important to know how younger people view NZAP. Rick mostly talked to people with a long background with NZAP and who came in through the old pathway. He interviewed one student member, who didn't have the same level of commitment and feeling of belonging to NZAP.

Claire pointed out that populations with mental health problems are a governmental issue; it's not something that NZAP can tackle alone.

Victoria pointed out that the recommendations about working in the community fits with the MoH's current thinking, but there are no concrete pathways developed as yet, and it may be possible for NZAP to help guide the Ministry in this regard. For NZAP to have influence, we would need to be known by high-level decision makers. Having the capacity to respond to public issues is very important. She noted that Council discussions keep coming back to the issue of the Association being voluntary and having limited time and capacity. Rick noted that he had been told as part of his research that psychiatry is very supportive of psychotherapy; that DHBs are struggling to retain clinical psychologists; and that if psychotherapists were more integrated with public mental health services it would require partnering with psychiatrists.

With regards to recommendation 4, John has been talking to Ashburn Clinic who are prepared in principle to expand their Zoom seminar programme nationwide. John has also been told of counsellors who would be interested in affiliation with NZAP. Rick noted AUT are interested in expanding their training, and wondered whether it would be appropriate for NZAP to be involved in that discussion.

Siobhan pointed out that the ACP can run anywhere, and that it takes people in who don't directly have psychotherapy training. There are around 25 people doing the ACP at any one time. Vicky explained that Transactional Analysis trains in 2 centres in New Zealand, with around 25 people. Rick responded that it would be useful to know how many people are graduating through all the different training courses, where are they based around the country, and what the diversity of graduates is. It would also be interesting to have data on the ethnicity, age range and geographic areas of our members' clients, and how long they are in therapy. Victoria said that it would also be helpful to have data on referral pathways.

Rick suggested that possible research topics for Keith Tudor's students could include: the career intentions of psychotherapists and whether there is any interest from psychotherapists regarding integration into public health service; models of bicultural practice; and models of psychotherapy practice in secondary and tertiary mental health services.

Anna reminded Council that there is a lack of Maori practitioners, and explained that WO regularly talks about how to encourage Maori to consider psychotherapy as a potential career pathway. Members need more support to know how to work biculturally in their standard practice.

Margaret pointed out that there is no centre for family therapy or group therapy training in NZ.

Lynne suggested Rick join Council for the strategic planning day on 9 July.

Action: Nikky to share this section of the minutes with Rick, along with the latest Executive Officer report.

Catriona Cairns left the meeting for the day at 3.11pm.

John noted that he knows a number of group programmes that are struggling to find fundraising. Gabriela suggested that aligning with psychiatrists would help get our voice supported. As a profession we are in need of normalisation. Victoria mentioned that ACC are now more accepting of people running therapeutic groups. Nikky informed Council about the report AHANZ have commissioned from NZIER, to look into funding models for allied health in primary care in relation to the Health and Disability Review. Vicky explained that she received funding through MSD for family therapy, but if NZAP wanted to investigate such an option it would first be necessary to undertake some strategic planning to explain how the community will benefit from such funding. Paul concluded that NZAP's strategic vision is a long way from where the Association currently is.

15. STUDENT MEMBERSHIP

Siobhan explained that the recommendation made in the ACP Committee report is intended to provide a holding place for applicants prior to the initial ACP interview panel. Vicky noted that other people can apply for Student Membership once they have started their second year of training. **Action: Nikky** to share the current Student Membership application form with John O'C and discuss if it would need amendment in order to be appropriate for ACP applicants.

Council agreed to retain the subscription fee for Student Members.

16. RETIRED MEMBERSHIP

NZAP's current Retired Member status is open to working people as well as fully retired people. Council was asked whether it is necessary to instead have two separate categories, one for people who are working and earning under a certain amount ,and one for people who are not working at all.

Action: Lynne/new Treasurer to write a remit for the 2022 AGM to change the Retired Membership criteria so it applies only to members who are not working at all. Action: new Treasurer to investigate the budget implications of lowering the reduced subscription rate to under \$20,000 total taxable income (i.e. income from all sources rather than just income from psychotherapy work).

17. ETHICS AND PROFESSIONAL STANDARDS COMMITTEE REVIEW REPORT

Lynne acknowledged that WO have made a strong stand on not ceding their authority to the Crown. The loss of the complaints process from NZAP would mean that complaints against students and members who are not registered would be heard by the Health and Disability Commission. It is unclear how much the Commission knows about psychotherapy.

Lynne proposed retaining the complaints process for student members and people who are not registered with PBANZ; and for registered members, NZAP could provide advice and support as they move through the process with PBANZ. John noted that internal issues between members need to continue to be held by NZAP. Paul reminded Council that NZAP struggles to find people to sit on committees.

Council was reminded of the motion passed at the last Council meeting.

Action: Siobhan to talk to PBANZ about whether they have any requirements for NZAP to have a complaints process for ACP candidates.

Motion:

NZAP Council recognises the concerns about ceding sovereignty expressed by WO members of Council, but in balancing up the concerns about the lack of forensic skills, the difficulty of attracting members to complaints procedures, and the possibility of double jeopardy, we are announcing to members that we will no longer offer a complaints process inside of NZAP, but we will be supporting members and WO members who have complaints made against them that are heard either by PBANZ or by HDC.

Lynne/Paul – motion to sit on the table until a response is received from PBANZ regarding ACP candidates.

18. CRITICAL REVIEW REPORT

Council agreed to include Critical Reviews as part of the formal Council portfolios at the start of Council meetings.

The TTBAC report has been delayed, and will be delivered to Council later in the year.

Council agreed to take some time to fully work through the current reviews before any new review processes are started.

19. WEBSITE/BRANDING/NEWSLETTER

Action: Catriona to write to Sean Manning to thank him for preparing the video interviews for the website.

Branding

Council agreed via email not to create a full branding book but instead to ask a designer to prepare some basic templates. Gabriela presented two versions of the designs to Council, with slightly different watermarks. Council preferred version 1, with a red seal. Action: Gabriela to ask designer to experiment with amending the watermark so it is slightly on an angle. Action: Anna/Margaret to discuss with WO runanga the idea of adding the WO logo to ACP, Full Member and annual membership certificates. Action: Nikky to send draft certificates to calligrapher for comment about the amount of space available for her to write in.

Newsletter

Marianna Ackermann has agreed to be the next Newsletter Editor. The newsletter will include lots of images, with small pieces of text and an encouragement click through to the website to read more. The technical part of creating the newsletter will be outsourced.

Gabriela explained that Council need to think about how to communicate to membership about the intention to move the newsletter to online-only. She suggested the newsletter be produced every two or three months. Action: John to write a note to members explaining the situation. Action: Lynne to announce at AGM.

John asked if will there be an opportunity for members to comment on articles, e.g. via Substack. Action: Gabriela to discuss options with Marianna.

Council broke at 5.03pm.

20. NEWSLETTER

John shared some wording intended to announce the plans for the newsletter to members. He agreed to amend it so that it is clearly an announcement of the upcoming changes, rather than it being included in the next issue of the newsletter.

21. TIMING OF AGM FROM 2022 AND ONWARDS

Lynne explained that AGM used to be held within the conference or PD event, in late March. Council agreed that the AGM will be henceforth be held in the second or third week of June. For 2022, the Council meetings will take place 26-27 February (online), 11-12 June (in person) with the AGM on 15 June, and then 15-16 October (in person).

22. 2022 CONFERENCE, AND FUTURE OF CONFERENCE

Gabriela informed Council that there is a small group in Auckland who are interested in organising an event next year. They will need to prepare a budget, including the cost of using an external event organiser. They will talk to PDCC for help and support. They propose that the event is opened to a wide range of non-NZAP members.

There was some discussion about the need to allow plenty of time for NZAP members to gather together without highly structured activities. Lynne suggested organising a short retreat/hui in March 2022 for NZAP members only, which would provide an opportunity for members to reconnect with each other, and then a separate PD event in Auckland in November, which is open to allied health professionals. Margaret suggested using Oreti Village Resort for the retreat. Action: Anna/Lynne to organise the members' retreat/hui.

23. 2021 WEBINAR SERIES

Lynne informed Council that Te Ipu Taiao – The Climate Crucible attracted about 160 registrants, and made a profit of about \$3000. Key speakers and panelists were all paid a fee.

24. BRANCH OWNERSHIP, RECRUITMENT AND ENGAGEMENT

Lynne thanked Nikky for her paper, which will be discussed at the strategic day in July. Action: John to think about a suitable facilitator for the strategic day.

25. PBANZ AND THE ACP

Council discussed this in committee.

Action: John F/Paul to write a succinct brief to instruct a lawyer (incorporating concerns about equity, apprenticeship, and Clause 12.2(e) of the HPCA Act) based on the previous letter to Oliver Towle. Action: Siobhan to request a legal consultation from Frances Joychild. Action: Siobhan/John O'C/Lynne/John F/Paul to have a Zoom hui to discuss the meeting with PBANZ. Action: Lynne to arrange a meeting date with the full PBANZ Board, 4 members of NZAP and 4

members of WO. Action: John F to approach another registration board to ask how they run their apprenticeship pathways, and the Clause under which they were granted registration. Action: John F/Paul to write a document with a clear proposal for PBANZ.

26. RESEARCH TOPICS FOR KEITH TUDOR

- Outcomes of sexual abuse treatment are the current performance indicators suitable measures?
- Maternal mental health.
- Efficacy of short term psychotherapy in a New Zealand context.
- Efficacy of group therapy.
- Impact of Zoom on psychotherapy.
- Psychotherapy with children and adolescents and their use of technology/use of technology in the whanau and impact on attachment.
- Effect of the pandemic on children and adolescents.
- Advantages of having psychotherapists in multidisciplinary settings and the impact they have on the culture of such settings.
- Tracking access to mental health provision.
- Psychiatrists who have psychotherapy themselves.

Action: Gabriela to pass suggestions on to Keith.

27. CHAIR OF ETHICS AND PROFESSIONAL STANDARDS COMMITTEE, AND HONORARY TREASURER

Lynne informed Council that Daniel, as the outgoing Chair of the Ethics and Professional Standards Committee, had recommended a member to be his replacement as the new Chair of the Committee; however, as at the time of the Council meeting it had not been confirmed if that member was willing to stand. Council members discussed the situation, and Paul Wilson was requested to consider the role with the support of Council. Paul asked to think about it overnight. *Addendum: Paul confirmed on the morning of Monday 12 April (after the Council meeting) that he was willing to accept the role.*

There was also some discussion about two possible nominees for the role of Honorary Treasurer.

Siobhan informed Council that John O'Connor will be replacing her as Chair of the ACP Committee, as from the AGM.

28. NEXT MEETING DATES

26 May 2021 – by email (ratification of members)
9 July – strategic planning day, Wellington
10/11 July 2021 – Council meeting, Wellington
15 September 2021 – by email (ratification of members)
27/28 November 2021 – Council meeting, online

Council members to forward agenda items to the Executive Officer. Action: All

The meeting closed at 12.25pm

Ratified via email by:

Lynne Holdem Paul Wilson Catriona Cairns John Farnsworth Anna Fleming Claire Miranda Gabriela Mercado Margaret Morice Victoria Smith