

**MINUTES OF THE NZAP COUNCIL MEETING
HELD VIA ZOOM
ON 27 NOVEMBER 2021 9.00AM – 5.00PM
AND 28 NOVEMBER 2021 9.00AM – 12.50PM**

Present: Lynne Holdem (President), Anna Hinehou Fleming (Waka Oranga), Gabriela Mercado, John Farnsworth, John O'Connor, Delia Crozier, Paul Wilson, Victoria Smith, Catriona Cairns, Claire Miranda, Luisa Maloni (minute taker)

NB: Lynne trialed an organic structure to the meeting, discussing themes from multiple agenda items as they came up naturally; numbers do not relate to original agenda numbers.

1. WELCOME

The meeting opened at 9.00 am with a karakia from Lynne and check ins.

2. APOLOGIES

Verity Armstrong (Waka Oranga) after the loss of her mother
Victoria left at 9.30am for a workshop and returned at 11.15am
Delia absent on Sunday- celebrating her birthday with friends

3. REVIEW: STRATEGIC PLAN PRIORITIES

Lynne asked for the council to reflect on the strategic plan - what stands out, what do we have energy for?
Council identified three areas: ***Promotion, Training, Te Tiriti***

i) Promotion of psychotherapy

There is a feeling that psychotherapy may be underrated or absent in the minds of the public and public health bodies. Council agreed there is a need for increased visibility of the association including outreach to public mental health bodies and the wider public - helping them to understand what psychotherapy has to offer. Council considered other associations e.g. HIPS (Health Integrated Practitioner) that have grown quickly over the last 2 years. Council discussed ways to gain the same traction while retaining the depth of work and commitment to Te Ao Maori kaupapa.

Council agreed that the increase in zoom events have been working to increase engagement and information sharing e.g. zoom meetings for ACP candidates and Gabriela's collegial conversation zooms. Another example of promotion is evident in the relationship with Allied Health and the Mental Health and Addiction Team.

Mental Health and Addictions Committee

John F and Lynne were involved in a meeting with an agency exploring costs and benefits of NZAC becoming registered. Insurance costs may go up again. A member was wondering if we could employ a lawyer to sort insurance issues instead of outsourcing it. However, for an association our size, the financial burden of paying members' legal fees could be too high.

Council discussed ideas around promotion including:

- more work on fundraising. Working with NGOs generates goodwill and builds important relationships. NZAP working with an agency of some kind could be more attractive than on its own, within the context of patronage and trusts
- Give a presentation to the transition from DHB to the new health authority, using that initiative to promote psychotherapy
- Podcasts, interviews with bloggers - being a therapist in public. Engage people's curiosity around Psychotherapy. Podcasts could be a more approachable format to millennial digital natives rather than staying in our therapy rooms
- Promotion of International Psychotherapy Day- September 25th . Council decided to postpone action on this until the meeting in April
- Claire suggested promotion of psychotherapy through Ora Taiao - at this stage they don't have much representative from psychotherapy

Ora Taiao Proposal

Claire moved that the NZAP joins Ora Taiao as an organisational member
Catriona seconded - Carried

Further to the written proposal submitted, council discussed that this initiative could be included under the Mental Health and Addictions portfolio and Claire can attend these meetings as a representative.

Action: Claire to write an article for the newsletter about joining Ora Taiao and what it is about

ii) Training

Council agreed there is a need for engaging and meeting practitioner needs for training opportunities, as well as expanding and diversifying the workforce. How do we encourage Maori and Pacific peoples into psychotherapy? How do we meet the needs of the community for therapy, particularly with anxieties around the climate crisis and pandemic.

John F suggested Rick Williment's critical review Promotion of NZAP and Psychotherapy to be uploaded to the newsletter.

Action- Claire to put Rick Williment's critical review up on the website; **Catriona** to write an introduction as to how it has been taken under consideration by Council.

Catriona said she is trying to recruit new members for the PDCC. Council agreed the PDCC needs to have a more proactive approach and were limited by the job description. They could be writing to branches and contacting individuals to generate professional development opportunities.

John F and Claire looked at online training models. They could diversify the training that NZAP offers. They are self-activating and provide an opportunity for participants to follow their own interests. John F submitted the NZAP Academy proposal as follows:

The Academy Model Proposal

To establish a semi-independent and self-funding training opportunity within NZAP. It would be different to the ACP and address the larger workforce problem. The program could fund its own part time training coordinator. It could increase diversity of training and promote psychotherapeutic thinking to a wider audience. It would be set in a competitive market, however, if we ran 30 workshops a year, we could fund a co-ordinator 2 days a week- setting up a space which we can expand and that keeps drawing people to the space.

Council supported this idea and suggested a working group be established to consider: the relationship/connection of this group with NZAP including budgetary requirements; the relationship with the PDCC; Representation on council; possible qualifications and scholarships; possible incentives and support to target individuals and agencies

John O moved that the proposal be accepted and that a working group be set up to consider the viability of the Academy model

Paul seconded - Carried

Council further discussed training outreach issues and possibilities including:

- liaising with AUT- supporting training and education of more psychotherapists. There is a need for more supervisors and placements, particularly in the public sector as opposed to private. Lynne suggested that Margot Solomon and Anna run a meeting for people interested in providing placements for students.

Action: John O will liaise with Keith Tudor at AUT about what research is needed and this can be shown to the Ministry to highlight what the sector needs.

- taking some action to develop relationships, reach out to Maori and Pacific Health providers, in terms of growing the workforce and promoting psychotherapy
- engaging with smaller training providers struggling with PBANZ- exploring the possibility of offering zoom training
- running small groups e.g for teenagers, mothers and children, supervision groups for Maori supervisors etc.
- running a Hui and inviting Maori interested in psychotherapy
- running an 'incubator' style workshop similar to Robert Ford's workshop
- focus on young parents wanting to train, speaking at play centres and engaging with parents about psychotherapeutic thinking
- consider the migrant position and offer low cost or free professional development events

Council agreed to postpone action on this until the training working group has done more work.

John O moved that the John Farnsworth Academy Working Group include a focus on generating training and event ideas attractive to Maori and Pacific practitioners and those who may have an interest in psychotherapy
Gabriela seconded - Carried

- John O suggested council training in governance and strategic planning as offered by Derek Gill. It could be a one day training tagged onto a council meeting. He said that having training may help us build culture in the council. Some reservations were raised from council regarding whether this meets council priorities of engaging with members to create connections and our Te Tiriti responsibilities.

Action: John O to find out more about what he has to offer, his experience in membership organisations, costings etc..

iii) Te Tiriti

Council had a discussion about our responsibilities to Te Tiriti and Lynne commented that it weaves itself fully through professional development, training and promotion. Council acknowledged the need to give space for Waka Oranga to work and discussed the next steps in building our relationship with Waka Oranga. John O'Connor submitted the TTBC Review as follows:

TTBAC REVIEW

In response to the written review, the council thanked John and Margaret Poutu Morris for their rich and full report, including a historical approach and reference to other thinkers.

Lynne moved to give formal thanks to John O and Margaret Poutu Morice for the comprehensive and thoughtful review presented to council and in our thanks to Margaret (as she departs Council) we may include an acknowledgement for her contribution to this important document.

Action: Lynne to follow up with Susan Horne and Donny Riki from the TTBAC and set a time to meet with Council about this report

John O drew attention to page 19 and 20 of the report, reiterating the main themes and recommendations as being:

Themes:

- Support for the TTBAC across the membership
- The role of the TTBAC- Educative or policy focused
- Waka Oranga is an important ally to the TTBAC
- There are tensions between the TTBAC and Council
- The superego or righteous approach is not effective

Key Recommendations:

John O noted that the report has recommendations but there are multiple ways to approach our next steps. Therefore, there may be other ideas from the Council.

- That the TTBAC is not there to deliver education opportunities- rather to support branches to do so
- That the convener of TTBAC become member of Council and consult with Council using a Te Tiriti lens
- That there are two people on Council with the specific task to support the consideration of Te Tiriti
- That the TTBAC needs resourcing to support people in their role
- That Council/NZAP members could benefit from a cultural audit

Council had an in depth discussion about the themes and recommendations.

Catriona moved to propose at the next AGM, that a constitutional change be made in order that the chair of the TTBAC be a member of Council

John F seconded -Carried

Non-actioned recommendations: to review the notice period needed to give the AGM- possibly a minimum of 4 weeks; Could give notice through a newsletter item or Zoom hui to allow conversation; John/ Lynne /Gabriela to connect with TTBAC via Zoom or email regarding Council response to the report.

Council supports the recommendations of the report overall but with the addition that possible educational opportunities be open to and available for all NZAP members as per Gabriela's suggestion.

Next steps for Waka Oranga relationship

- Chair of TTBC on Council is a next step for resource sharing
- There are ideas for next steps in the report

NB: The He Ara Maori Committee oral report was given at this time but is detailed under section 6: Reports

4. RATIFICATION OF MEMBERS

The following memberships were ratified:

- i) **Motion:** That the following applicant be ratified as a Student Member of NZAP, having completed all requirements:
Claire Baynes, Auckland
- ii) **Motion:** That the following be ratified as a Provisional Member of NZAP, intending ACP, having completed all ACP entry requirements:
Marie Barrett, Auckland
- iii) **Motion:** That the following applicant who has interim Psychotherapist registration, be ratified as a Provisional Member of NZAP, having completed all requirements:
Dana Chue, Auckland
- iv) **Motion:** That the following applicants be ratified as Full Members of NZAP, having completed all requirements:
Craig Whisker, Kihikihi
Selina Reid, Kihikihi
Kumeshni Kistasamy, Auckland
John Evans, Wellington

Resigned:

Jeannie Horn, Dunedin
Audrey Lane, Auckland
Anita Cox, Dunedin

Lynne– carried

Members to thank and recognise:

- Jo Stuthridge for her letter
- Margaret Poutu Morice- to acknowledge her mahi on Council, the quality of her presence and the extra dimension she brought thinking about actions for the future.

Action: Catriona- send Margaret a card and garden voucher

- Letter to Audrey Lane acknowledging her contribution and retirement

5. DSA AND TE TOHU O TE PIHI AWARDS

None at this time- The date for receiving nominations has been extended to the end of December and we can vote via email.
Catriona to action if any are received.

6. APPROVAL OF REPORTS

Lynne moved that the listed reports be accepted.

Carried

Discussion of each report was moved to Sunday

7. CORRESPONDENCE

Lynne tabled the following items of correspondence:

- Letter from Jo Stuthridge

Action- Lynne and Gabriela to liaise with training providers and form a written policy which ensures that information is passed between institutions when a student is released or withdraws from training.

Action- Catriona to reply to Jo and the student concerned- to explain the outcomes of Council discussions.

Action- Catriona to let Nikky know about removing the student from the member list, email list and Connect.

Council engaged in discussion about the culture of Connect and whether there should be some moderation. Some members expressed concern that Connect was not used by members because of its tone. It was discussed that NZAP should welcome and engage with dissent, but there could be ways to ensure ethical lines are protected. Some branches, through manākitanga, allow people who have left the Association to continue to attend branch meetings but these are chaired and monitored. Having continued access to the written word within the Association, as with Connect, is more problematic.

Action: Paul- to write NZAP Values that we espouse in conversations on Connect.

Action: Claire- to add NZAP Values to an introductory page on Connect.

- Scanning back copies of Forum

An anonymous letter was received requesting that back copies of Forum be scanned and digitised so that they are readily available for research.

John O said he has written to Margaret Solomon who has some digital copies. Peter Hubbard may also have copies. It could be a job for the new administrator to scan the rest as a longer term project.

Action: Catriona- to find out from Nikky if she will say who requested this so that Catriona can reply to them with the details of our plan.

- Letter from Keith Tudor

Keith Tudor's letter requested Council to consider subsidising the publishing of AUT psychotherapy student dissertations as a way to increase research available in the sector. Council had a robust discussion about the merits of working with Keith Tudor to financially support the publication of AUT psychotherapy students papers. We decline to do so but suggest to Keith that he encourage students to submit their papers to Ata for publication. John O suggested that Keith may be interested in collaborating on a research project regarding the anticipated needs of psychotherapy, in the context of Aotearoa New Zealand, over the next 20 years.

Action: Gabriela to respond to Keith

8. 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. Paul- to write a reminder that the complaints process is finished.

3. Lynne, Catriona and Gabriela - to have a conversation about the PDCC.

4. Catriona-Yes we can have AGM zoom meetings in lieu of in person

6. John O- In process: John will approach Auckland clinicians experienced in working with transgender clients to explore if they are interested in writing a discussion document for Council regarding working with transgender clients, but will wait until 2022 to ask them, given the demands on Auckland clinicians currently as a result of the lockdown in Auckland. John F said that we have been asked to submit to the Conversion Therapy Bill. Roy Bowden is looking at it and will write a report on it which may become the basis of a submission.

8. Actions following Critical Review of Council- Lynne has made a list of things we haven't done yet: New Council members to have a mentor on Council- we will put that in the report. We are doing more on pastoral care through Zoom. We considered the honorarium for president and decided against it. The attendance at branch meetings is an ongoing issue- we need to be actively hospitable. The Council Review can now be put to bed and we can focus on the Strategic Plan.

10. Catriona- changes required to the Constitution as a result of the Incorporated Societies Bill. We need to re-register by 1 December, 2025- we have time.

11. Paul/Claire- can update the website once we have approval.

11. John and Verity- need to action- wording of supervision handbook on the expectation of having cultural supervision.

11. Anna- Discuss with Waka Oranga if they wish those who are not members of NZAP to receive copies of Ata.

11. Delia- options other than Paypal. Another option is 'Stripe'. Paypal is connected to a specific person but with Stripe we can direct them into our bank account. Delia has started looking into this and will report back at the next meeting.

11. Delia/Anna - IRD does not accept the term 'Koha' but we can pay as a donation. The He Ara Maori pathway is set up as a committee so we need a budget outlining upcoming expenses and a copy of proposed and end of year budget from Waka Oranga by the end of December.

11. Delia- credit card situation. Council can apply for a debit card and then money can be put into it to cover meals etc... so that Council members don't need to cover the cost themselves and go through a lengthy process of reimbursement. It would be good to have 2 active cardholders in case one is not present. The Treasurer and the President perhaps.

11. John O- re student membership form- unsure what this relates to so was struck off the list.

11. Lynne- remit for the 2022 AGM to change the Retired Membership criteria. Not actioned yet- we will leave it on the action list. **Delia and Lynne** to discuss and bring back to the next meeting- perhaps we can consider a reduced number of clients.

11. John O- Speak with PBANZ- this is in process- waiting to hear back.

11. Victoria- Survey- this could still be relevant and could be based on Rick's feedback- whether psychotherapists want to work in the public sector or remain in private practice.

13. Lynne/Claire- Lynne has written an Inform message about the complaints process. Claire to add onto the website.

13. Paul- to write a Newsletter article about change to complaints process.

4. Catriona- has replied to Dianne Hendey but needs to further discuss for the AGM. **Catriona-** to create a motion and send it to Dianne.

21. John O - Final panelists are paid a \$100 honorarium but initial panelists don't get a payment. Payment to initial panelists would represent a significant extra cost but they still need to give up their time etc. Gabriela suggested thinking about other, non-monetary ways, they could be acknowledged. John O will revisit if finding initial panelists becomes an issue.

9. TREASURER'S REPORT: FINANCIAL POSITION AND BUDGET

Further to the written report, Council had a good discussion and the following was noted:

- This year we have an increase of about \$4000 in subscriptions.
- Some committees are not spending their budgets- perhaps due to COVID and less face-to face events, however this has been balanced by unexpected events e.g. resignation of Executive Officer and replacement costs. The education fund has not been used yet.
- Claire requested that the maintenance budget for the website be increased to \$2000 as it was originally.
- Meal allowance increase from \$30 to \$40:

Lynne moved- that the meal allowance for NZAP business is raised from \$30 to \$40 as from now

Carried

- Conference Account operations/signatories- We need to remove Nikki from our bank accounts- Delia will write a letter printed on an official letterhead explaining the change.
- Message from Jill- can everyone get their expense claims in by the end of November/early December so she can incorporate them under this years' budget.

Lynne and Council thanked Delia for her report and for her qualities as a good treasurer in her work with Jill.

10. PROMOTION /PARTICIPATION: 2022 HUI

Lynne reported that organisation for the hui is going well. Speakers have been booked and will be announced shortly. The focus is on new or younger practitioners. Council was asked to nominate any stand out members who fit that criteria. The hui needs more registrations or will be in danger of going over budget. The preference is to meet face-to-face, as the activities in mind for the hui are participatory. However, the hui may have to go online if there are not enough registrations. Council was asked to consider if they know anyone interested in sharing a paper for the Hui.

Council discussed subsidies for Council members attending the hui or other PD events. Delia said there was some confusion around it as it was not in the budget and she couldn't find reference for it. Council suggested it could be documented in the

Conference guide, the Treasurer's manual, on the reimbursement form as a separate category or in the information pack for members.

Action- Catriona to ask the new administrator to add to appendix 20 in the pack for new Council members, information about Professional Development subsidies.

Meeting closed at 5.00pm and resumed on Sunday at 9pm.

11. 2023 PROFESSIONAL DEVELOPMENT EVENT

Gabriela contacted Emma Green and there is not much to report yet. The event will be about issues of sexuality, the rest is to be confirmed.

6. APPROVAL OF REPORTS (continued from Saturday)

President's report – Lynne and Council discussed the critical review of Council. Council supported the idea of a mentor for new members of Council.

Lynne moved that new members request to choose a mentor from within council to help them in their first year on council
Victoria seconded - carried

Action- Catriona- add information about mentor into the document for new members

Council had a discussion about issues around task management via email. Members agreed that emails can become unwieldy. Lynne requested someone to look up task management apps and trial them. Possible options were Monday, Teams, Airtable, Clicker.

Action- John F- to find 3 alternatives and people can trial each and see what they think.

Lynne thanked members for pulling together at a hard time in the council's history.

Honorary Secretary report – Catriona said she was amazed with the number of applicants for the administrator role. It was a wonderful group of applicants and a wonderful panel.
Victoria acknowledged Catriona's hard work in a tough year.

Ethics and Professional Standards Committee report – The council had a robust, in committee conversation about the culture of Connect and the ethical responsibilities of all members and councils position of guidance within this.

Action- John O to write the guidelines for Community Standards (NZAP Values) for Connect and Inform and consult with council before submitting.

ACP Committee report –

John O noted that in relation to PBANZ recently released accreditation standards, the committee is no longer wanting to pursue the option of a mid-assessment after 250 hours- to then get interim registration, as at that point participants may then no longer be motivated to complete the remainder of the ACP. Rather the ACP favours retaining the current structure which would mean that participants, under the new PBANZ accreditation standards would need to complete all the ACP requirements before they get interim registration. Most candidates already have some form of registration, so it is believed this change won't be too much of a disincentive. ACP have sent a letter to the Board who are generally supportive of apprenticeship pathways. Accreditation standards come in around 2 years, so there is time to work to see if we can meet the Board's standards and to work with the Board on this.

John O thanks members who supported ACP at their zoom meeting. They are now 4 current ACP committee members and are ongoing issues with resourcing, getting markers etc.. This affects the number of candidates they can support at one time. John F suggested the as yet unknown constraints of PBANZ could affect the ACP under this new model. John O will keep liaising with the Board regarding the Accreditation Standards.

He Ara Maori Committee report – There has been lots of discussions about He Ara Maori at the Waka Oranga AGM. Anna spoke on behalf of Wiremu, Margaret and Alayne. The mahi is not yet complete with the disruption of COVID but the hope is that it will be birthed next year. Members would like to bring in more people to facilitate the process, particularly Maori practitioners, so that there is new energy to continue the mahi. Anna suggested it could be helpful to have a korero with ACP to gauge where He Ara is at, in order to get it finished.

Professional Development and Conference Committee report – The current committee is losing some members and may need rethinking. Catriona is trying to recruit new members but at this stage it is unclear what their role would be. They are trying to get some presentations from branches online so that others can see what they are doing in the different regions. John F mentioned that the newly approved working group for the Academy could consider the role and relationship with the PDCC.

Action: John F and the Academy working group- discuss the future role of the PDCC in relationship to the Academy
Action : Catriona to let PDCC know about the proposal of the academy and its discussion about a possible future relationship

Public Issues report- Victoria noted that the ACC now has many new people coming in with new initiatives. They want to collect accurate research for outcomes for clients under sensitive claims work and conduct a survey around working with people with a physical disability. The Sexual Violence Panel has been reactivated and wants to work with us using webinars. We have said we also want face to face discussions.

Victoria said that she is stepping down in June and looking for someone to take that portfolio.

In terms of the vaccine mandate, information from Allied Health and the Ministry is not yet clear in its distinction between requirements for private and public health professionals. An update will be communicated to members before the move to the traffic light system around requirements for private practitioners.

Action-Victoria to send out an Inform update regarding the mandate.

John F reiterated the need for growth and visibility in the organisation and are up against well-funded groups. The council thanked and acknowledged Victoria and John F for their hard work.

Ata Journal report- John O was pleased with the last edition and acknowledged Claire, Siobhan, and Lynne as four of the papers came out of 'The Climate Crucible.' The second issue will be delayed but will be out by the end of January. It will include two dissertations from psychotherapy students, in article form.

Critical Reviews report – Already covered

Newsletter Editor report – Council discussed Marianna's written report and noted that she is doing a fantastic job.

Executive Officer report – Council found the increase in membership encouraging. John F commented that the charts will become a great visual guide in the future.

Council thanked Catriona for organising Nikky's farewell and Victoria for taking her out to lunch and choosing her gift.

12. THE RELATIONSHIP BETWEEN WAKA ORANGA AND NZAP

Anna reported there is ongoing mahi with John O about registration and discussion with PBANZ. The AGM Poutama was delivered by Michelle Amopiu. Waka Oranga was happy to see the Poutama attended by a wide range of people including psychotherapists and psychotherapy students. Anna thanked Gabriela for her attendance and expressed the appreciation she feels when members of council are there. Anna noted that the AGMs are run differently- less agenda focused- and follow a thematic approach.

Lynne considered that the TTBAC report by John O was a crucial document providing indications of where to next, particularly the paragraph about the stages in development towards a bicultural organisation.

Council discussed possible next steps.

13. MATTERS ARISING

Claire proposed the idea to open permission settings to certain people in order that the website become revitalised, be used more often and include up to date, evolving information. Council discussed the possibility of the administrator to oversee additions to the website to moderate, proof and publish new content. Claire said she can check with the web support person to see how this would work.

14. DATES OF NEXT MEETINGS/EMAIL RATIFICATIONS

Monday 24 January- Deadline- Monday 31 January- Email Ratification for new members

5-6 March 2022 – Council meeting, online

Monday 2 May- Deadline- Monday 9 May- Email Ratification for new members

11- 12 June 2022 – Council meeting, Wellington

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, Wellington

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

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

15. OPEN KŌRERO

Members discussed how important it was to be able to be open and honest with each other and find a way through it, especially on zoom which can be hard without a physical presence.

Many members enjoyed the open format of discussion and that with regular breaks the zoom meeting went well. One member commented that they are looking forward to face-to-face meetings and the chance to catch up before and after the meeting.

Council thanked Lynne for the way she ran the meeting and all were impressed with the collegial spirit evident and the amount of work achieved.

Council is looking forward to meeting in March online and face to face in June.

The meeting ended at 12.50 with a karakia from Lynne.