



**INTERNATIONAL ASSOCIATION for COUNSELLING (IAC)
The IAC FIFTH ASSOCIATIONS' ROUND TABLE**

Friday September 21st, 2018

SHG Hotel Antonella. Via Pontina km 28, 00071 Pomezia (RM), Italy

**ROUND TABLE FOR NATIONAL AND INTERNATIONAL
PRESIDENTS/CHAIRS/ AND REPRESENTATIVES OF COUNSELLING ASSOCIATIONS**

PROCEEDINGS OF MEETING

53 Members Present... (Full name of Association are at the end of this document)

SURNAME	NAME	COUNTRY	ROLE	ASSOCIATION
Andreoli	Mario	Italy	Past President	REICO
Babusci	Massimiliano	Italy	President	Federcounselling
Ballistreri	Valeria	Italy	Vice-Presidente	AssoCounselling
Bartoletti	Chiara	Italy	President	AICo
Bartoletti	Chiara	Italy	Presidente	AICo
Bertolani	Jessica	Italy	IAC EC memter. Member ACC	ACC
Borgen	William (Bill)	Canada	IAC Past President	IAC/IAEVG
Bruzzese	Immacolata	Italia	President	A.N.Co.Re
Cano	Ana M	Uruguay	Trainee-Counsellor	EDHUCA
Chinchiniova	Valentina	Canada	IAC EC Member	IAC
D'Agnolo Vallan	Anita	Belgium	CEO	InnoSuccess
Díaz Magariños	Juan Pablo	Uruguay	Director (EDHUCA)	EDHUCA
Driscoll	John	Canada	President	CCPA
Falaschi	Maria Cristina	Italia	Presidente, REICO	REICO
Falzon	Ruth	Malta	IAC EC/MACP Treasurer	IAC/MACP
Gatt	Etienne	Malta	Public Relations Officer	MACP
Henry	Raymond	Ireland	Chair (IACP)	IACP
Iris	Maria Julia	Italy	Collaboratore	ACP
Kaplan	David	USA	Chief Professional Officer	ACA
Kastepõld-Tõrs	Kaia	Estonia	Board Member	AEP
Kelly	Naoise	Ireland	CEO	IAC
Korem	Anat	Israel	Personal Capacity	
Lambert	Simone	USA	President	ACA
Lee	Courtland	USA	IAC EC; IAC Past President	IAC
Losa	Ugo	Uruguay	Director (EDHUCA)	EDHUCA
Luke	Melissa	USA	Past President, ACES	ACES
Maggi	Sara Panilla	Italy	Secretario Generale	CNCP

Mazzoni	Emanuele	Italy	ConsigliereEspertoProfessioni	ACP
Mennella	Maurizio	Italia	President	APRoCo

53 Members Present... (Full name of Association are at the end of this document)

SURNAME	NAME	COUNTRY	ROLE	ASSOCIATION
Mifsud	Dione	Malta	President,	IAC
Mokhtar	Roseini	Malaysia	Assistant Director	Sarawack
Molloy	Lisa	Ireland	CEO (IACP)	IACP
Mora	Anna Maria	Trinidad & Tobago	Past President/IAC EC	TTAP
Muthami	Josephine	Kenya	Member	KAPC
Nawawi	Riziandy	Malaysia	Head of Division	Sarawack
Okpalaenwe	Ngozi Elizabeth	Kenya	Member	KAPC
Pala'amo	Alesana	Samoa	Hod Practical Theology	MTC
Pala'amo	Lemay	Samoa	President	
Patti	Alessandra	Italy	Secretaria Nazionale	A.N.Co.Re
Perron	Nathan	USA	IAC EC Member	IAC
Portelli	Ryan	Malta	President	MACP
Prysor Jones	John	Wales	Secretary IAC/BACP MEMBER	IAC
Reeves	Andrew	UK	Chair	BACP
Rohr	Dirk	Germany	Treasurer Governing Board	DGfB
Rubini	Andrea	Beglium	CEO	Innosuccess
Sahari	Hayatyi	Malaysia	Section Head, Asst Directory	Sarawack
Shepard	Blythe	Canada	IAC Treasurer /CCPA	CCPA
Stow	Di	Australia	President	PACFA
Toneguzzi	Danilo	ITALIA	Presidente Scientifico	AICO
Valleri di Setriano	Tommaso	ITALIA	Past President	AssoCounselling
Webb	Sue	New Zealand	IAC EC/NZAC Ethics Convener	NZAC
Wiggins	Marsha	USA	Executive Director	ACES
Williams	Hadyn	UK	CEO	BACP



Apologies:

Umut Arslan	Turkey	IAC EC
Guillermo Garcia Arias	Argentina	Member IAC EC/AAC
Amalia Madihie	Malaysia	IAC EC; EC PERKAMA International
Selebaleng Mmapatsi	Botswana	IAC EC, BCA
Esnaty Obetile	Botswana	President, BCA
Ifeoma Rose-Ann Eze	Nigeria	Botswana Counselling Association (BCA)
Asociación Argentina de Counselors /Argentinean Association of Counsellors (AAC)		
The Australian Association for Counseling (AAC)		
The Phillipines Association for Counslling		
The Malaysian Association for counselling		
The Chinese Ministry embracing more than 100,000 members		

Members Excused

Associations who wanted to be present but could not due to financial, travelling, Visa or time reasons.

Material send prior to meeting

E-mail sent by IAC CEO Mr Naoise Kelly on September 17th , 2017 (Appendix A).
Agenda attached to Appendix A (Appendix B)

Translations English-Italian-English

IAC would like to thank Dr Jessica Bertolani, Ms Anita D'Agnolo Vallan, Mr Etienne Gatt, Dr Dione Mifsud and Mr Ryan Portelli, Andrea Rubinifor italo-English translations throughout the day.

The meeting convened at 10:40 in Sala Begonia Hotel Antonella Pomezia Rome, Italy.

This report (Pages 04-21) presents discussion and outcomes of this meeting, such that associations who could not attend can follow what happened during this encounter. The report includes the following appendices (Pages 22-38):

Appendix A	IAC President's email sent on April 19, 2017 through IAC CEO (NK)
Appendix B	Agenda attached to the April 19, 2017 e-mail
Appendix C	IAC President's Welcome Speech
Appendix D	PowerPointPresentation EDHUCA Uruguay
Appendix E	PowerPointPresentation Ana Cano EDHUCA Graduand
Appendix F	Report PACFA (Di Stow)
APPENDIX G	e-mail contact list
APPENDIC H	Associations' names and acronyms

MINUTES OF MEETING

Minute 038: Welcome and Agenda

Dr Pryor Johns welcomed all present to the largest Associations' Round Table to date.

Dr Mifsud noted that the reports of the previous four meetings were uploaded on the IAC website. He noted that these reports would have been approved by all present at each meeting before being uploaded.

DM explained the schedule and tabled the items of the agenda (Appendix B) of this 2018 fifth Meeting of the Associations' Round-Table. Following some housekeeping news, Dr Mifsud read his welcome speech. Appendix C presents the IAC President's welcome speech and report

Minute 039: Listening to Each Other

All present were asked to present themselves and to share accomplishments, national present issues and challenges of their association. Mr Naoise Kelly explained that members are interested in understanding counselling situation, development, challenges and opportunities experienced in different countries. Mr Kelly also informed that IAC is very aware that it needs to move away from being a predominantly English-Speaking International Association but that financial issues are inhibiting IAC's dream of being linguistically inclusive and multilingual.

Minute 39.1 Uruguay (Appendices D and E)

Graduand counsellor Ms Ana Cano and Counsellor educators Juan Pablo Díaz Magariños and Ugo Losa reported that there is presently one counsellor-training school in Uruguay Escuela de Desarrollo Humano Casagrande (EDHUCA) (<http://www.edhuca.edu.uy/> counseling) of which the latter two are educators and directors, and the former one of the first cohort who will be graduating as counsellors in December 2018. The Uruguayan perspective was presented through two Power Point Presentations (Appendices D and E)

Juan Pablo Díaz Magariños and Psychologist Hugo Losa are directors and co-founders of EDHUCA, the first, and to date the only, School of Counselling in Uruguay, a project carried out along with my colleagues: Psychologist and Counsellor Silvia Vila is the mother of the project. Mr Díaz Magariños explained that Ms Vila could not attend due to health reasons. He explained that Architect Ana Cano was with them and she is one of a group of first generation of Counselling in Uruguay, who will graduate at the end of this year from EDHUCA.



Mr Losa noted that EDHUCA knows that it is not alone in this path. EDHUCA firmly believes in associations, as they are powerful tools which can democratically facilitate the freedom of speech and

experience. EDHUCA is very grateful for being part of IAC.

Ms Cana spoke about her experience as a student of the first group of counsellors graduating from Uruguay (Appendix D). She knows that her group of first generation of counsellors is its way to creating the Uruguay Association for Counselling. She hopes that she and her fellow graduand-counsellors are a generation that move and makes things happen. She stressed that they want to be part of IAC.

The Uruguayan participants are seeking IAC's support and expertise to start their Counselling Association of Uruguay.

Minute 39.2 American Counselling Association (ACA)

ACA President Dr. Simone Lambert reported that the counseling profession is strong and ACA is active in advocacy efforts on behalf of the profession. Two main issues that ACA is dealing with include:



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ASSOCIATION**

Your Passion. Your Profession. Our Purpose.

- 1) parity of status with other mental health professions to ensure equality in client access to counselling services

- 2) licensure portability relating to relocation to a different state, working and living in metropolitan regions with border states, and telehealth across state lines. Telehealth could assist a shortage of mental health providers in rural areas. ACA is trying to solve these issues across states decrease impediments to counsellors' mobility and increase access to care. We need to address this without opening up each state's licensure laws, which could result in the loss of scope of practice such as diagnosing and assessment.

Minute 39.3 Psychotherapy and Counselling Federation of Australia (PACFA)



PACFA President Dr Di Stow noted that this is the first time that PACFA is participating in an IAC Associations' Round Table. Dr Stow reported that PACFA is passionate about counselling and psychotherapy work carried out in Australia. Its main focus currently is government's recognition that counselling and psychotherapy services should also be part of the Australian Medicare rebate within the Department of Human Services of the Australian Government.

Medicare Services administer Medicare and pay Medicare benefits on behalf of the Department of Health. Medicare gives access to a range of medical services for free or at a lower cost. The Medicare website (<https://www.humanservices.gov.au/individuals/subjects/medicare-services>) notes that it provides such support for use by "doctors, specialists, optometrists, and ... other allied health professionals".

Dr Stow reported that PACFA is influencing government committees on eating disorders in particular and mental health generally. A positive progress is expected and PACFA feels that this is also the right time to be negotiating rebate opportunities.

PACFA is also negotiating private health rebates; contributing to a national trauma directory; and, is using Alternative Dispute Resolution (ADR) as part of the Professional Conduct Procedures.

Dr Stow also referred to internal changes and new structures at PACFA which have led to an increase of new members. PACFA presently has 3500 members and is increasing its paid staff accordingly. Appendix F presents Dr Stow's full Report

Minute 39.4 Two representatives from SAMOA

Samoa was represented by Alesana and Lemau Pala'amo. Rev. Dr Alesana Pala'amo is Head of Department Practical Theology at Malua Theological College in Samoa whilst his wife Lemau Pala'amo is a Co-Founder and President of Soul Talk Samoa Incorporated. The Pala'amo's reported that there is presently no association of/for counsellors in Samoa and is the reason for their presence at an IAC conference and Roundtable. There is a need for a counselling association in Samoa. Samoa has trained professional counsellors who are usually trained overseas, namely in Australia and New Zealand.

They noted that whilst they are not in a position to help IAC financially, they can support through human resources and research support.

To date professional counselling is not considered much by Samoans, even though, Samoa have a culture of counsellors through elders and church leaders. Samoans feel that when one goes to ministers and elders, it is more a question of listening to them rather than to talk.

Few groups offer professional counselling. One finds general borderline community counsellors with one or two trained counsellors with a few organisations with counselling support. These include

- Teen Challenge. This is a church-based initiative. The mission of Teen Challenge is to evangelize and disciple persons with life-controlling problems and initiate the discipleship process to the point where the student can function as a Christian in society;

Samoa Returnees Charitable Trust, a non-profit organisation set up by the government of Samoa, to help with the rehabilitation of deported Samoans and intended to promote rehabilitation and reintegration of returning Samoan nationals who were in contact with the law overseas, and create networks enabling returning nationals to access job opportunities, counselling and support services.

Rev. Dr Pala'amo's dream is to develop a counselling Association. In his college there is a curriculum of counselling for ministers. However, there is need for counselling to go beyond religious leaders and community elders. He is aware that Samoans also need to be made aware of the need for professional counsellors.

Alesana's role as a minister of the church is one that is highly regarded by Samoans and a minister is regarded as a person to approach for help. However, they are striving hard to make ministers understand that they need to change their 'high status' to come back down to being with people. Samoans want to talk to the ministers not the other way round. Rev. Dr Pala'amo and Lemau noted that this was the main reason behind starting their agency.

The Pala'amo's offered to organise an IAC conference.

Minute 39.5 Italian Associations and Federcounselling

Federcounselling President Massimiliano Babusci picked up on the Uruguayan dream for counselling - Bringing about human transformation – as a motto which Italian counselling should embrace. He explained that Counseling in Italy is encountering great strife. This has always been the case historically but particularly during the last 12 months

He explained that Italian Law 4/2013 (https://www.money.it/IMG/pdf/legge_4-2013.pdf) has filled an important legal vacuum for all those non-regulated professions who are not part of the Old 28 orders or professional registers. In 2013 - under the Letta Government the rule on unregulated professions, Law No. 4/2013, - was approved. This law recognizes for the first time all the new " *arts* " and " *professions* " born in recent years, which until then were self-regulated through private associations. (e.g. physiotherapists, osteopaths, graphic designers, sociologists... and counsellors).

He explained that the new Law 04/2013 put together two different professional systems – The old and new order of professionals¹. This started the process for recognition of professionals who are not part of the 28 professions in the Old Order. Professionals need to follow criteria recognised by the law and the new system is based on competencies to provide excellent professional service. This concept is not recognised by the law of the Old Order system. Mr Babusci explained that this is why he is speaking now in the name of other Italian counsellors and on behalf of other Italian associations. Law 04/2013 requires one to have professionals associated in an association with its own identity and at the same time having associations within federations/associations. The theme is to maintain plurality, diversity, professionalism and excellence in the best interest of professionals and clients.

Babusci explained that at this point in time, there is a situation of conflict with a profession from the old 28-list order, namely the psychologists. He shared that he personally understands the psychologists' dilemma and their feat but also understands the need to move on and that the market needs new professionals and new skills. Counsellors are trying to integrate and are waiting for feedback from the government to understand what to do. At the same time they are promoting counselling and moving forward and working with specific round tables, for example the UNI table for training requirements). Babusci reported that he attended consensus conference organised by psychologists to find a common path for counsellors and in this sense they are waiting feedback from the Executive Council of this conference. Federcounselling is increasing 10,000 professionals registered within Italian association. This means that they do not know how many counsellors are in Italy since, to date, it is not mandatory to be registered with an association. Mr Babusci estimated that probably there are over 20,000 counsellors in Italy. He stressed that for their and their clients' best interest, they need to develop all that is necessary to work properly to improve services. This includes contracts of work, private insurance, guarantee setups, for example in order to secure clients' and professionals' safety. Federcounselling is working for a common base for counselling identity and training, whilst trying to maintain and respect associations' identity and diversity toward a common image for the profession in Italy.

¹ Professional order is a self-governing institution of a profession recognized by art. 1, d.lgs.lgt. 382/1944 (Constitutional Court 284/86), with the aim of guaranteeing the quality of the activities carried out by professionals; the State entrusts it with the task of keeping the register updated and performing the disciplinary functions (see the code of ethics), protecting the professionalism of the category. The subjects that belong to it must generally be registered in a special register, called professional register. The National Council and the territorial ones or colleges, are elected by the members of the order. In Italy they are autonomous public bodies, which by law are subject to the supervision of the Ministry of Justice.

Sara P. Maggi introduced herself as secretary general to **Coordinamento Nazionale Counsellor Professionisti (CNCP)** a counselling association which is not a member of but collaborating with Federcounselling. She reported that CNCP and Federcounselling promote interaction across associations and fundamental work for counselling. Born in 2002, CNCP embraces a strong scientific background. It is committed to work dedicated to developmental and educational processes, ethical methodological coherence and a rigorous methodological way of doing things that counsellors practice every day.

She stressed that it is important that counsellors are recognised to have the necessary dignity for best practice and identity. What is happening daily in Italy is a collaboration with other professionals with whom counsellors are working well. However, counselling now needs to find a space for counsellors to be recognised for who they are and what they do. For this reason, Ms Maggi implored, all associations must work towards defining the parameters of counselling and common developmental paths, also for professional development for counsellors.

Ms Emanuela Mazzni from **Associazione Counselling Professionale (ACP)** also noted that her association is not part of Federcounselling. She noted that this was the smallest association in Italy but always the most motivated at working for the recognition of the professional and standards of qualifications. ACP focuses on the quality of the professional, thus focusing on standards of training, and has found UNITABLE as a place easier to discuss governmental recognition in order to work for counselling quality and recognition criteria. This was started in 2011 and is still open and working. She reflected that counselling can only move forward if strong and united, working towards a common goal. ACP is convinced that it will see results once Italy has common counselling competencies, a counselling definition and a clear explanation of the relationship between counselling and psychology. ACP hopes to better the situation and diminish the conflict between counselling and psychology and sees IAC help and the world of counselling as support in this cause.

Minute 39.6 Canadian Counselling and Psychotherapy Association (CCPA)

CCPA President John Driscoll explained that CCPA is a national bilingual association of professionally trained counsellors and psychotherapists of 6700 members, with new members continuously joining. CCPA's members work in many diverse fields of education, employment and career development, social work, business, industry, mental health, public service agencies, government and private practice. Since 1965, the Association has been providing leadership and promotion to the counselling profession. CCPA has several Chapters, which represent specialized interest groups in counselling and psychotherapy. CCPA develops and cultivates formal and informal relationships with similar health and mental health organizations in Canada and internationally. Its offices are in Ottawa with a staff of 15. CPA has a dual role – professional association and self-regulating body with a complaints procedure and process, Code of Ethics and Standards of Practice. In Canada there are currently four provinces that are regulated. CCPA has taken a leadership role in supporting provincial committees made up of representatives from various provincial associations seeking regulation.

Certification with CCPA is different from membership with CCPA. Certification represents a successful evaluation of a member's qualification to practice. The Canadian Certified Counsellor certification is a national standard in counselling recognized by government agencies and employers. Obtaining the status

of Canadian Certified Counsellor (CCC) includes recognition of standards of professional preparation, continuing education, and a formal code of ethics. As a self-regulating body, CCPA provides advice and discipline for certified members on matters of professional conduct. Only counsellors who are certified by CCPA are permitted to use the trademarked title Canadian Certified Counsellor and/or the acronym 'CCC'. Certified Professional Members also receive a certificate which their clients should expect to see displayed at the place of work.

Major issues that CCPA is presently addressing include advocacy work in the area of third party billing supporting their membership in becoming eligible for greater access to insurance rebates for the services they provide their clients. Achieving this is directly related to recognizing the important role the profession of counselling and psychotherapy plays in mental health services and other counselling services and directly linked to qualifications and competencies. In this area CCPA has recently hired a consultant familiar with insurance industry and third party billing to further support regulated and unregulated members by working with committees across the country carrying out advocacy work on provincial and federal levels.

Minute 39.7 ANNA MARIA MORA (Trinidad and Tobago)

Ms. Mora explained that she was present, as the IAC's Caribbean Regional Representative. She described that the Caribbean region includes 13 sovereign nations, all divided by the Caribbean Sea and the Atlantic Ocean. She noted that there exists the Caribbean Alliance of National Psychological Associations (CANPA) which has brought together all the associations and represents counsellors and psychologists, in the Caribbean Region. She reported that the President of this Alliance is very adamant that IAC can do nothing for the Caribbean. This attitude is a big challenge for Ms. Mora and quotes him as saying: "I must tell you, however, that I will be loathe to support your request to introduce another Caribbean organization of psychologists in the region...." She foresees an uphill challenge and an arduous task, because he also added: "Unless I am missing something, I do not see the organization, for which you are hoping to develop a regional presence, to be in the interest of autonomous Caribbean psychological capacity building." She intends to approach him again in November 2018 during the bi-annual Caribbean Regional Conference for Psychology (CRCP) which will be held in Jamaica. Ms. Mora reports that he has also rejected her request for an IAC presentation at this conference but he has no problem with IAC purchasing a space to be used as advertisement. She will continue to try to get the President, the Caribbean Associations and individuals on board.

Minute 39.8 American Association for Counsellor Education and Supervision (ACES)

It looks correct. In second paragraph, please change ACER to ACES and following that it should read, ACES is aware that supervisors (delete counselor educators) are under-represented. ACES is continuously working on reaching out to these supervisors (needs to be plural).
Thank you for your work on this project.

ACES Executive Director Ms Marsha Wiggins noted that ACES is a 3600-member strong association across five USA regions as defined by ACA with branches in all states and territories. ACES is dedicated to and promotes quality education and supervision of counsellors in all work settings. ACES members are counsellors, supervisors, graduate students, and faculty members who strive to improve the education and supervision of counsellors in training and in practice. ACES and the regional associations host conferences to highlight research and best practices in supervision and in the training of counsellors. ACES publishes a

quarterly journal, Counsellor Education and Supervision, which presents current issues, relevant research, proven practices, ethical standards and conversations in counsellor training and supervision.

The primary purpose of the Association, in accordance with the purpose of ACA, is to advance counsellor education and supervision in order to improve the provision of counselling services in all settings.

ACES organises bi-annual national conferences and annual conference in each region. It has invested in its infrastructures, namely its website with resources and networking. ACES is currently updating its byelaws and systematically communicates with members. ACES is aware that supervisors are under-represented. ACES is continuously working on reaching out to these supervisors to better understand their needs and support their work.

ACES has a large Doctoral students' membership. ACES works hard to socialise them into the professional work of counsellor-educators.

Present ACES concerns include accreditation. It strives to help members make informed decisions about accreditation and to systemise for better professional preparation.

ACES has always strived for standards and counsellor identity. It is committed to social justice and multiculturalism at its root. It strives to translate this into practice and to find ways across practice and academics. ACES works with non-American doctoral students to support their unique needs.

ACES is committed to continue to inform scholarship of Counselling and provide necessary preparation and rigorous methodology in meaningful ways with its members.

Minute 39.9 Irish Association for Counselling and Psycho-therapy (IACP)

IACP Chief Executive Officer Ms Lisa Molloy explained that Regulation of the profession is IACP's main issue. She reported that after years of pushing and following a wide public consultation process that the Irish government recently passed a law designating the professional titles of counsellor and psychotherapist. This is the first legal step on the road to regulation. The next step is that a registration board with 13 members (6 from the profession and 7 outside of the profession) this board will have up to 30 months to establish the criteria for entry on to the Registers, approve qualifications for registration, set standards and criteria for competencies and performance and manage the grandparenting/transitional arrangements.

IACP's challenge is that some of its members may not meet the qualification criteria. This can be resolved for members through the application of a grandparenting clause for transitioning. There will be a two-year window for the application of the grandparenting clause which will allow applications from existing counsellors and psychotherapists on an individual basis and which will take into account not only their core qualifications but also their work experience and other relevant skills. It is expected that the timeframe for the introduction of State regulation including the two year transitioning period will take between four and five years.

Further IACP presently operates on a basis similar to CCPA's, namely self-regulation with very high standards in education, continuous professional development, ethical guidelines and complaints procedures. IACP expects that due to these existing high standards that its members should find the transition from self to state regulation quite manageable. Any members who encounter challenges will be supported insofar as possible to make a smooth transition.

The change to State regulation will impact on the future direction of the IACP. This should enable the organisation to devote more time and resources to strengthening its role as the leading voice in promoting the value and benefits of counselling and psychotherapy. Equally greater scope should become available to concentrate on the developing role of IACP in promotion and delivery of continuous professional development programmes and courses. Essentially, new opportunities will arise after regulation which will enable IACP to remain as a vital player in promoting the interests of our members and raising the profile of the profession.

IACP has no portability issues but does experience issues with regard to voluntary and unpaid counselling work particularly relating to the 450-hour experience requirement (pre-accreditation) members must complete before they can become fully accredited. There is a strong view among our membership that they are being exploited by some organizations who will only offer unpaid work for these hours. IACP continues to promote the value and benefits of counselling and psychotherapy and is pushing for appropriate recognition and remuneration for this work.

Ms Molloy commented that there seems to be a significant number of common issues across nations, that this round table is extremely useful and that it is good to know that IACP is not alone.

Minute 39.10 Estonian Association of Psychologists

Ms Kaia Kasterpold-Tors reported that during these last years there has been a significantly increased demand for psychologist services in Estonia. This increased the need for different processes to regulate the field of psychology in general, with counselling as part of this process.

The association started the qualifications process and is waiting for the final board to regulate standards to confirmation. Regulation is also a concern and the future of the association which is for the moment focusing on the first steps for regulating the professions. Ms Kasterpold-Tors also shared worry and concern about master programmes at university. She explained that two universities teach psychology in Estonia and these are general programmes. The universities are also working towards specialised counselling programmes.

Another challenge in Estonia is to make Counselling part of Estonian Psychological services.

Minute 39.11 MALAYSIA

Riziandy Nawawi read a prepared report



TALKING POINT

MR RIZIANDY BIN NAWAWI



IAC PRESIDENTIAL MEETING 2018

ROME, ITALY

CHIEF MINISTER'S DEPARTMENT SARAWAK
MALAYSIA

1.0 Greetings

Dear ladies and gentlemen,

Good morning to IAC president, Mr Dione Mifsud IAC Executive Council and my fellow IAC members. Today we are all here for IAC meeting, thus on behalf of the Sarawak State Government, I would like to take this opportunity to announced that Sarawak, Malaysia will be the host for IAC Conference 2020. All the IAC Executive Council and member of IAC are welcome to join the conference. So today, we are here to share about the Sarawak Civil Services Psychology and Counselling practises in Sarawak State Government in Malaysia.

2.0 Sarawak Civil Service Community of Practice (SCS – CoP)

2.1 Counselling status and development in Sarawak

- Sarawak Government has agreed and approved the policy related to psychology and counselling applications to be applied in Sarawak Civil Service. This is to further strengthen the state Government's Transformation of Cultural Change Management Through Psychological Applications in State Public Service Human Resource Management 2017. The application of psychology focuses on the elements of thinking, emotion and behaviour of individuals at work.
- SCS – CoP is the professional practitioner members responsible to enhance the psychology and counselling services in the organization as agents for the culture change to achieve the goals in developing human capital which focusing on the areas of Development, Prevention and Rehabilitation in the Sarawak.
- Total number of appointed SCS – CoP by Sarawak State Secretary is 106 members as per date 18 September 2018 from various agencies in Sarawak such as State agencies, Federal Agencies and Public Higher Education Institution under Sarawak Chief Minister Department.
- The positive impact of SCS – CoP can be seen on individual performance, organizational performance, and community wellbeing.
- The vision of SCS – CoP is to improve psychological well-being through exemplary SCS – CoP. The mission is to establish a Professional and Ethical SCS – CoP Standard. The three focus areas are namely Operational Excellence, SME Excellence and Service Excellence. The focus underpins the excellence in CoP that helps with the transformation process. With the existence of SCS-CoP since 2016, they on continuity contributing to the Sarawak Civil Service and the community.

2.2 Achievement of SCS – CoP members

- Among the largest contributions of SCS-CoP members in SCS are establishment of SCS – CoP framework & system; SCS Self-Value Excellence Programme Module (SCS – SVE); and SCS Employee Excellence Programme Module SCS – EEP). These had been recognised through award winning in various product competition comprises of 4 Gold Medals & 3 Silver Medals.
- SCS – CoP Framework has won two awards recognitions during National 20th Counselling Conference organized by PERKAMA in 2017 and UNIMAS Innovative and Technology Exposition (InTEX17) in 2017.

3.0 Propose

I hope that IAC will

- i. acknowledge the roles of SCS – CoP for supporting the role of IAC globally in developing profession and counselling services.
- ii. suggest all SCS – CoP members to be part of IAC members to strengthen the collaboration with other countries and hope that IAC can consider to give special membership rate to all SCS – CoP members for develops continuity sake.
- iii. acknowledge EEP dan SVE intervention module because these modules are multicultural perspective that suitable to be used in Asia Countries and beneficial for the rehabilitation purpose in organization.

4.0 Conclusion

As counsellors and responsible individuals of the international community we have an unparalleled opportunity to succeed by working together through common principles and goals in IAC. I hope that IAC will recognize and acknowledge SCS-CoP. We hope to establish a professional and ethical standard of SCS – CoP in Sarawak. The roles of SCS – CoP are said to be able to lead the active participation of multicultural practitioner from Malaysia, starting with Sarawak and slowly becoming the catalyst for counsellors and counselling associations from other countries in Asia.

TO SEND SOFT COPY

Minute 39.12 British Association for Counselling & Psychotherapy (MACP) United Kingdom

BACP Chair, Dr Andrew Reeves, noted that BACP faces similar challenges discussed during this meeting but that a major present issue is BREXIT, where consequences are still unknown but creating grave concern. How BREXIT will affect BACP is not clear. Notwithstanding, BACP needs to be mindful on how to look outward with an international agenda.

Presently BACP is experiencing concern due to the consultation process for the Guidelines for Depression by The National Institute for Health and Care Excellence (NICE). NICE provides guidance, advice, quality standards and information services for health, public health and social care. It also disseminates resources to help maximise evidence and guidance. Its guidelines on treatment guidelines affect funding and services. NICE asserts there is insufficient evidence that counselling is an effective treatment for depression. If this assertion remains unchanged there is a danger that counselling could be removed from the National Health Services and there could also then be an effect on counsellor education and funding for counselling services in other UK services. BACP is extremely concerned as the NICE report has the potential to undermine counselling with a potential negative impact on clients.

BACP is also addressing issues regarding unpaid work. BACP has been mandated by members that it should not advertise voluntary counselling, alongside the need to further improve paid work for trained counsellors.

Another issue is the use of the 'wellbeing' and how it is being interpreted with regard to employment and recruitment. Dr Reeves explained that this is a generic term typically delivered by practitioners without a formal counselling qualification. Some counselling services are being closed at universities in favour for wellbeing practitioners who are paid less and are not as adequately trained as professional counsellors, and this could affect clients negatively.

Good things that are happening at BACP, including working with professionals and other professional bodies for the first time in years. BACP is involved in a project, Scoped (scope of practice), which is mapping training courses in Counselling and Psychotherapy throughout the UK and differentiating these two professions accordingly. BACP is also working and consulting with three other organisations, totalling 50,000-60,000 practitioners

BACP is also mindful that 'British' in its title is constituted by four nations: England, Scotland, Wales and Northern Ireland, and has embedded four nations work in its strategic direction.

Dr Reeves explained that BACP is a large organisation with approximately 46,500 members to date. It sees a 3% membership-growth per annum. BACP notes that state regulation remains possible in the future and it is working on presenting a model for the government to consider should this occur. Further, the expectations of professional bodies are changing and BACP needs to evolve accordingly. Dr Reeves concluded by noted that BACP is aware that it needs to change to respond to the evolving needs of members'.

Minute 39.12 New Zealand Association for Counselling (NZAC) New Zealand

Ms Sue Webb noted that although she was an IAC executive Council Member, she was at this point representing the NZAC, since NZAC had been unable to send a formal representation. She is also a NZAC committee chair and a past president of this association. She reminded that New Zealand is about the size of the United Kingdom but with a population of 4.7 million. She noted that after nine years, there is now a Labour led government. This foresees changes in health and welfare which have been underfunded under the last regime.

She noted that it is important to understand New Zealand culture. She noted that New Zealand has a strong focus on bi-culturalism. She referred to the 1840 . Treaty of Waitang² - the Treaty between the

² The **Treaty of Waitangi** (Māori: *Tiriti o Waitangi*) is a treaty first signed on 6 February 1840 by representatives of the British Crown and various Māori chiefs from the North Island of New Zealand. It resulted in the declaration of British sovereignty over New Zealand. The Treaty established a British Governor of New Zealand, recognised Māori ownership of their lands, forests and other properties, and gave the Māori the rights of British subjects. The English and Māori versions of the Treaty differed significantly, so there is no consensus as to exactly what was agreed. From the British point of view, the Treaty gave Britain sovereignty over New Zealand, and gave the Governor the right to govern the country. Māori believed they ceded to the Crown a right of governance in return for protection, without giving up their authority to manage their own affairs. Today the Treaty is generally considered the founding document of New Zealand as a nation. Despite this, it is often the subject of heated debate, and much disagreement by both Māori and non-Māori New Zealanders. Many Māori feel that the Crown did not fulfil its obligations under the Treaty, and have presented evidence of this before sittings of the

British and the first nation people which was signed by Queen Victoria and Maori chiefs. This treaty forms the basis for how relationships between Maoris and Pākehās (New Zealander of European Descent) are managed. As an association, NZAC respects and is informed by this treaty. Ms Webb explained that beside the NZAC president sits a representative of Tangata Whenua ("people of the land", from *tangata*, 'people' and *whenua* 'land').

Biculturalism is extremely important and is both a strong quality and a big challenge. Ms Webb noted that often Pakeha are held accountable for lack of cultural responsiveness.

Ms Webb presented NZAC's members view on self-regulation and state regulation, as concluded by referenda. The referenda eventually provided clear evidence that New Zealand counsellors want to be self-regulated. Ms Webb explained that this decision was also be influenced by the negative experience Psychotherapists had when their profession became regulated, when to a large extent, they lost control of their profession. Psychologists became registered in the 1980s. Psychotherapists thought that their registration would lead to more jobs in the health sector, but this was not the case. These experiences helped NZAC members take an informed decision towards self-regulation. Further, State registration would disadvantage Maori counsellors due to varied traditional and academic qualifications. Thus, NZAC prefers to self-regulate and its members are satisfied with this decision.

Another NZAC concern is cost of training programmes which are seen as expensive by providers. New Zealand offers a range of postgraduate university counselling programmes, but Polytechnics offering undergraduate course are under threat. Ms Webb commented that since Counsellor-education is labour intensive and more expensive to run (due to practicum and supervision), polytechnics opt for more cost effective courses such as business management.

Ms Webb explained that NZAC has about 2800 members. It lobbies for counselling. As funding is improved to human services, it is important that counselling be understood and considered, alongside other forms of human services, such as social work and nursing. Mental health services have become a huge issue over the last five-to-six years due to reductions in funding. Mental health services for example are unable to deal with the levels of challenges and problems in the community and counsellors are now dealing with more complex cases. There is therefore more concern with regard to safety and risk for both clients and professionals.

Ms Webb noted that New Zealand has the highest youth suicide rate in the world, higher than Finland. This is a puzzling reality with no real explanation. There is therefore a push for (1) more youth support and to (2) increased counsellor education and awareness to enable counsellors to deal with this issue and to work in cooperation with other services and professionals.

[\[1\]](#)

Waitangi Tribunal. Some non-Māori New Zealanders have suggested that Māori may be abusing the Treaty in order to claim special privileges. The Crown, in most cases, is not obliged to act on the recommendations of the Tribunal but nonetheless in many instances has accepted that it breached the Treaty and its principles. Settlements for Treaty breaches to date have consisted of hundreds of millions of dollars of reparations in cash and assets, as well as apologies.

Minute 39.14 Deutsche Gesellschaft für Beratung (German Association for Counselling)

Dr Dirk Rohr, Governing Board & Treasurer of the German Association for Counselling (Deutsche Gesellschaft für Beratung, DGfB) explained that DGfB's main concern is qualifications standards. DGfB is an associations' associations and has 25 associations as members and represent more than 25,000 counsellors. Each association has its own curricula and standards. In Germany Counselling is part of the non formal field. One first completes an undergraduate degree and then applies for counsellor-training with a private institution, namely one of the 25 associations. German Counselling is not law-regulated. Further counsellors are usually paid as undergraduates.

DGfB is fighting for counselling to be included in health care issue. This is a big issue and a big fight for DGfB. It is award that similar problems were experienced and lost in other countries. Dr Rohr noted that German Psychotherapist services are covered by insurance but not counselling services.

Minute 39.15 Kenya Association of Counsellors and Psychologists

Dr. Josephine Muthami thanks IAC for helping her to come to Europe. Dr. Muthami is a member of the Kenya Association of Counsellors and Psychologists (KACP) in Nairobi, Kenya. She is a Lecturer clinical and counselling psychologist at The University of Nairobi, Kenya, and a member of International Association of Counselling (IAC) now. Dr. Muthami is involved in training and counselling for most of Nairobi. She also teaches in the International Catholic University of Eastern Africa and Tangaza University College collaborating with a team who are training counsellors. She is heavily involved in finding and monitoring placement. Her trainee-counsellors support communities and she is continuously meeting agencies to ensure that the practica are effective as a counsellors' supervisor. She also follows-up with spot visits especially with the media, Nation and Standard, among others.

Dr. Muthami and her staff are continuously developing techniques and skills. She noted that she particularly focuses on issues of domestic violence and its effect on society. She promotes a Model of Cognitive Behaviour Therapy for domestic-violence victims and emphasizing cultural sensitivity. Other areas she focuses on include therapy for families, adolescence issues, drugs, drug abuse, suicide ideation and suicide, as she teaches core courses of Human Development and Therapeutic Techniques of Counseling, among others.

Historically, counsellor-training in Kenya started at certificate level, then moved on to diploma, and now to degrees of BA and Masters Levels. Dr. Muthami explained that there are processes to be followed for the Kenyan Ministry of Education to accept training courses in counselling, for the purpose of harmony in the Curriculum development, that is why there is the Kenya Institute of Curriculum Development (KICD), formally Kenya Institute of Education (KIE).

Dr. Muthami is a member of her national association of counsellors - Kenya Association of Counselors and Psychologists (KACP) - where she is a Counselors' Supervisor. She reports that the association is at the moment trying to promote counselling in Kenya and neighboring countries in Africa.

Dr. Muthami's main concern is about ethical practice, with particular reference to what she and her team trains others to do. She remarked..."we practice what we train others to do... and we train others to practice what we do..."

Dr. Muthami runs her private practice near one of the biggest slums in Africa called Kibera Slum (Kibra Sub County) in Nairobi. She often gives free service to clients, as most of them cannot afford to pay for therapy. Her practice is called St. Michael Counselling Services and is a purely non-profit making service to the community.



St Michael Counselling Services, Galexon House, 1st Floor, Suite107, Kenyatta Market Area, off Mbagathi Way, Nairobi, Kenya, neighboring Kibera Slum area in Nairobi (Kibra Sub County).

She notes: "I run the office with the help of two other professional counselors and our motto is "Never send anybody away or deny them services because of lack of money"..."

She noted "I feel privileged to have attended and participated in the in the IAC conference. I was partially sponsored by The University of Nairobi, where I am a lecturer in Psychology Department, and I thank my University for this support, otherwise I was self sponsored. I am submitting my paper for publication in the IAC Journal, as mentioned during the presentation. I am grateful for all the support you the IAC team have accorded me".

Minute 39.16 Malta Association for the Counselling Profession (MACP)

MACP president Mr Ryan Portelli

Mr Portelli informed that in Malta three main bodies represent counselling: the University of Malta, which runs two masters courses and post-graduate certifications in specialised areas; the Council for the Counselling Professions which regulates the profession and is currently working on an ethical framework; and MACP, which is both a professional association and a union and, like Ireland is in the profession of revising its identity and roles. First cohort of supervisors Mr Portelli informed that Malta passed the Counselling Profession Act in March 2015

(<http://justiceservices.gov.mt/DownloadDocument.aspx?app=lp&itemid=23878&l=1>). The Council for the Counselling profession (CCP) was then set up by the government to process warrants and the first warranting ceremony for 113 counsellors was held in November 2017.

Difficulties that MACP is currently facing deal with parity of esteem with other helping professionals and beyond, employment, scales of payments and job opportunities, as well as continued professional development (CPD) work perspective and also from an education perspective. Personnel in management as well as the state and other stakeholders are not all aware of what counsellors do. The situation regarding the counselling profession in Malta is much better when compared to 10 year ago. However,

even though parity of opportunities have improved in the last six years, much more still needs to be done.

MACP is addressing job opportunities by promoting the profession with employers and employment agencies. MACP perceives that the best way forward is to educate and raise awareness with key players in the Maltese Community. For example, MACP will be meeting judges and will be involved in their CPD with regard to counsellors, confidentiality, boundaries, court case notes, and the balance between best interest for clients and court disclosure.

Mr Portelli referred to the six goals IAC CEO presented in his IAC September 2018 report. He noted that these goals are in line with the MACP Strategy. As an association in a small-island community, it is extremely important for Malta to also and always look beyond its shores.

Minute 39.17 Closure of Session

Dr Mifsud thanked all present for their rich input and noted that counsellors across the world are similar in their differences. Further, in spite of their difference, associations and professionals also share similar challenges and concerns. He argued that this Round Table would help better understanding within and across nations. He reminded that this meeting empowers associations to know that there is a world body behind them. Mr Mifsud invited IAC CEO Mr Kelly to present his report.

Minute 040: IAC CEO Report (Appendix D)

IAC CEO Mr Naoise Kelly greeted all present and noted the importance of this meeting. He informed that, apart from this global meeting, another meeting focusing on school-based counselling was being held by the International Society for Policy Evaluation and Research in School-based Counselling (ISPRES). Over 90 people were participating in an adjoining venue (Sala Liliu). As detailed in Appendix D, Mr Kelly gave a brief update of IAC activities, strategies and plans, referring particularly to the IAC Mapping Project and the upcoming 2019 conference in Canada.

Minute 41: Update on the Italian Situation

Massimiliano Babusci informed that important news had just come out regarding the Old and New Order of Italian Professionals during the meeting. He reported that the proposal for a pre-normative form for accepting counselling as a profession was approved. This is a small step forward for counselling in Italy. It was quite a serendipity moment that this news came out during this meeting.

Minute 42: Groups Discussions on Support for Activity

IAC EC official Ms Sue Webb introduced and explained the group activity. Participants were put in groups and were asked to process two questions:

Care was taken that groups were as diverse as possible and that there was one person who could add Italian-English-Italian translations. IAC thanks Dr Jessica Bertolani, Mr Etienne Gatt, Dr Dione Mifsud, Mr Ryan Portelli and Ms D'Agnolo Vallan for offering to translate.

Minute 42.1 How can IAC help develop counselling in your Region/Country/Association?

GROUP 1 (Rapporteur Dr Courtland Lee)

- a) Joint statement on universal principles of counselling practice and research.
- b) Create spaces where all can learn from one another on best practices in addition to finding common ground by developing universal principles of counselling practice. IAC could enlist input from national associations in developing a set of International Counselling principles that respect cultural differences across countries and cultures.
- c) IAC can create a space where a global discussion about how terminology is used differently in terms of race, ethnicity, and culture to create more understanding of counselling on a global level.
- d) IAC could also help facilitate connections between associations, particularly for military and civilian partners who relocate to other countries. While embassies are helpful in providing basic information, counselling associations may have specific job boards and information about credentialing needed to practice in the new country.
- e) Student support –sharing information, resources to attend IAC conferences and events
- f) Intra-organisation task force committee
- g) IAC could work with national associations to provide professional development activities for professionals and students
- h) Support students to attend IAC conferences
- i) Helping students with international research opportunities

GROUP 2 (Rapporteur Dr William Borgen)

- a) Associations need to be involved if they want to feel that they belong. This can be done via digital and personal f2f contact.
- b) IAC can help associations address national issues with government and state. For example, IAC's presence in Italy is extremely helpful.
- c) Support technical plans on how counsellors, as professionals of a young and new profession at different stages in countries, should conduct themselves.
- d) Defining boundaries of counselling to help find boundaries of other talking professions and secure a better place for counselling
- e) Sharing expertise and knowledge.
- f) Sharing different levels of competences and training
- g) Creating spaces for countries to communicate with each other
- h) Supporting and encouraging importance of international perspectives and global attitudes.
- i) Promoting the importance of avoiding insularity, not only for small nations (e.g. Malta) but also for larger populations (e.g. USA). IAC should disseminate the necessity of understanding the importance of why national/regional associations need to know what is happening internationally

GROUP 3 (Rapporteur Lisa Molloy)

- a) Raising Awareness help associations on international levels to support
- b) Help associations learn and contribute to the evolution of the profession
- c) Address Cultural competencies due to the fact that high levels of immigration globally are creating new issues and challenges still uncharted and catered for in training on a national levels
- d) Address Language barriers experienced by counsellors working with immigrants
- e) Address ethics of behaviour, boundaries and confidentiality regarding interpreters present in counselling sessions. Interpreters are not regulated or trained in counselling This should be address
- f) Lobbying and advocate with governments as necessary
- g) Research and application of the research to practice
- h) Dissemination of research and its application to policy and practice at UN and EU and other continental levels

GROUP 4 (Rapporteur Dione Mifsud)

- a) Help from an administrative and political perspective.
- b) Clarification of definition of counselling (e.g. Israel/Kenya)
- c) A common common base to start Regulation processes – to provide a solid base where philosophies, competencies and principles are address and presented cohesively and culturally-sensitive such that different nations can apply to their context.
- d) Basic Certification based on point (c)
- e) A Research and Education centre in the best interest of the profession and clients

GROUP 5 (Rapporteur Sue Webb)

- a) What can IAC do for national associations?
- b) Enhance credibility
- c) Provide a definition of counselling
- d) Assist with role differentiation from other 'helping roles'
- e) Provide information, research, knowledge
- f) Provide a clearing house for the exchange of ideas and priorities
- g) Help with developing counsellor education
- h) Promote counselling
- i)

Minute 42.2 How can your Association/Group assist with IAC aims?

GROUP 1 (Rapporteur Dr Courtland Lee)

- a) Graduate student committee
- b) Research preparation for the conference
- c) Access to references
- d) Subject matter expertise
- e) E-mail lists and contacts

GROUP 2 (Rapporteur Dr William Borgen)

- a) Share expertise around practice and research
- b) Share challenging issues and cultural differences
- c) Present diverse experiences to help IAC and associations understand diversity
- d) Help address difference levels of expertise can be addressed
- e) Provide information on associations so that IAC and its members can understand different stages of development of association
- f) Contribute to explore and reveal symbiotic relationships across association, similar problems
- g) Share how challenges were addressed to provide support for other associations with similar experiences
- h) Reciprocal relationships and communication

GROUP 3 (Rapporteur Ms Lisa Molloy)

- a) Symbiotic relationship
- b) Promoting counselling
- c) Opportunities for Funding for research

GROUP 4 (Rapporteur Dr Dione Mifsud)

Dr Mifsud reported that Group 4 only managed to process Question 1 of this activity

GROUP 5 (Rapporteur Ms Sue Webb)

- a) Collaborate to avoid silo mentalities
- b) Provide help 'in kind'
- c) Be internationally minded
- d) Provide informed cultural sensitivity
- e) Help in defining subtle differences between associations (Italy)
- f) Bring credibility to IAC as truly international
- g) Publicise IAC and its activities
- h) Host a conference! (Samoa)
- i) Develop regional forums

Minute 43: IAC 2019 Conference

Dr Mifsud informed that the next Associations' Round Table will be held in Moncton New Brunswick Canada (Figures 1, 2, and 3 below). He encouraged all present to attend the 2019 Associations' Round Table and to participate in the 2019 IAC conference. He informed that the CCPA / IAC 2019 Conference will be held from May 13 – 16, 2019 at the Delta Beauséjour Hotel in Moncton, New Brunswick, Canada.

The CCPA / IAC 2019 Conference
will be held from May 13 – 16, 2019
at the Delta Beauséjour Hotel in Moncton, NB.
We are partnering with the [International Association for Counselling \(IAC\)](#)
and bringing you an International flavor!

Figure 1 Announcement of the 2019 IAC conference organised with CCPA

Early Bird (Before January 31st, 2019)				
	Pre-Conference (Half-Day)	Pre-Conference (Full Day)	Conference (One Day)	Full Conference
CCPA & IAC Students	60	95	115	205
CCPA & IAC Members	95	165	205	385
Non-Members	110	195	250	475
Regular (After January 31st 2019)				
CCPA & IAC Students	65	105	145	250
CCPA & IAC Members	105	185	245	475
Non-Members	125	225	325	625

Figure 2 IAC 2019 Conference Fees



Figure 3 Locality of Venue

Minute 44: Closure

IAC President Dr Dione Mifsud closed the session. He noted that this Round Table has grown significantly since the first 2014 meeting organised in Verona. He reminded that participation in this meeting has increased at every meeting. This year saw the largest number of participants attending.

He encouraged participants present to register their associations/organisations as members.

He informed that a complete list of participants of this e-mail and their e-mail contact would be included in these minutes. (Appendix F)

The meeting concluded at 16:17 and was adjourned to May 2019.

Dr Ruth Falzon
Association's Round-Table Secretary

Dr Dione Mifsud
IAC President

a

September 21st, 2018

From: **Naoise Kelly** <nkelly5@tcd.ie>

Date: 17 September 2018 at 13:58

Subject: IAC Associations's RoundTable Agenda - Friday 21st September 2018

To: Dione Mifsud <dione.mifsud@um.edu.mt>, CEO@iac-irtac.org

Dear Associations' Round Table Invitee,

Please find the Agenda for the upcoming 2018 IAC Associations' Round Table meeting attached. The meeting takes place from 10:30am – 16:15pm, on Friday the 21st September 2018, at the IAC Conference venue (**SHG HOTEL ANTONELLA**, Via Pontina km 28, 00071 Pomezia (RM)).

A complimentary lunch will be provided.

Your attention is drawn to the "Introductions and Updates from Associations/Attendees" agenda item. In order to maximise the mutual benefit and exchange from this discussion, we ask you to prepare to briefly inform the meeting on the following points:

- Counselling status and developments in your Country/Association
- Challenges and opportunities for counselling in your Country/Association

If you do not plan to attend this meeting, please let us know by return email.

We look forward to seeing you there and to a fruitful and productive meeting.

Best wishes,

Naoise

 <p>Founded 1966</p>	<p>Naoise Kelly Chief Executive Officer International Association for Counselling</p> <p>Email: CEO@iac-irtac.org Website: http://www.iac-irtac.org FB: https://www.facebook.com/IACIRTAC/</p>	 <p>International Association For Counselling</p>
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**International Association for Counselling
Associations' Round-Table Meeting 2018 - AGENDA**

Date: Friday 21st September 2018 (10:30am – 4:15pm)

Venue: SHG Hotel Antonella. Via Pontina km 28, 00071 Pomezia (RM), Italy

Agenda

09:45 Registration

10:30 President's Welcome

10:45 Introductions and Updates from Associations/Attendees:

- Counselling status and developments in your Country/Association
- Challenges and opportunities for counselling in your Country/Association

12:00 Discussion

12:30 Lunch (**Complimentary**)

14:00 IAC Activity Update – Strategy and Major Projects

14:30 Groups Discussions on Support for Activity:

- How can IAC help develop counselling in your Region/Country/Association?
- How can your Association/Group assist with IAC aims?

15:30 Feedback from Groups and discussion/ Re-Cap

16:15 Close

The Associations' RoundTable (formerly known as the Presidents' Round-Table) provides opportunities for the leaders of Member Associations to meet during IAC conferences to discuss and advance counselling matters worldwide.

Welcome speech at the 5th Official Meeting of the Roundtable for Presidents,
Chairs and Representatives of Counselling Associations.

19.9.2018

SHG HOTEL ANTONELLA in Pomezia (Roma)



Dr Dione Mifsud
President

Welcome speech at the 5th Official Meeting of the Roundtable for Presidents, Chairs and Representatives of Counselling Associations.

Dear colleagues and friends

Welcome to this 5th meeting for Presidents, Chairs and representatives of counselling associations. It comes at a very special moment in IAC's History when IAC is reaching out to all counselling entities around the world to form one big and strong body, united and encompassing. It is also beautiful to see this Associations Round Table grow so fast and this is the strongest gathering so far. As you will see we are here gathered from around the four quarters of the globe, with one purpose: to serve our clients better through understanding how better practices lead to better services. We do this through understanding each other and learning and debating with each other. This year we are meeting in this beautiful city of Rome and we hope that everyone will have the time to sample what this city offers: as a true Caput Mundi the best in History, Art, Archaeological remains, sights, food, wine and hospitality. All roads lead to Rome and here we all are.

This is the time to look at this Associations Round Table and see what it has achieved over the past few years. What started as an ad hoc meeting in the 2012 Manila Conference, followed by a further ad hoc meeting in the 2013 Istanbul Conference became a Presidents and Chairs Round Table in Victoria with the objective of giving Presidents and Chairs the opportunity of a forum during an IAC Conference. However we soon realized that it was not really about Presidents and Chairs. It was more about a place where associations could belong to and debate. It seemed very clear to us that Associations did not really have a structured space and place to belong at IAC. And even after we started offering Association membership it was very clear that associations wanted more than that. Belonging to a global organization means that associations need to feel acknowledged and valued and given the chance to influence and be influenced by each other. It is therefore very obvious that this round table needs to be given the right structure to be able to grow and to be able to provide the right space where associations can meet and have their say. I feel that the time is now ripe to start thinking of how this round table can grow both on a global as well as on a regional level. We would like your feedback on how this forum can develop over the next few years. As I said it was conceived as a one day meeting for presidents but let us take it forward and think of it as the structure to which associations can

belong to and participate in within IAC. Obviously there are so many things that can be done collaboratively, from regional conferences to policy meetings to projects in research and training.

I would like to dwell on one such project that IAC was working on last year. This was our mapping project. We decided that we want a snapshot of counselling across the world, which means a mapping of all the associations, all the training courses, how many counselors there are in each country. It is our intention of having a clear picture of what is happening in our profession and to have this clarity all the time through the updating of our work. I am particularly grateful to the American Counseling Association, particularly David Kaplan and President who supported IAC in this endeavor. I am pleased to say that the mapping project, coordinated by our CEO Naoise Kelly and his team of researchers managed to map our first pilot region, namely Latin America. We now have a very clear idea of what is going on in Latin America. We are now preparing to repeat the same process with the other 7 regions so that we will be able to have a complete snapshot of the whole world. Mr Kelly will be giving a presentation on this later on during today's proceedings.

Now I would like to speak about the IAC ideal. We are The International Association for Counselling. I say this because it is very easy to only look within one's borders and feel ok with it, safe from any kind of foreign invasion and interference. I know a lot about this. I come from an island which has been a destination of migrants since prehistory. I myself have a semitic surname. Throughout history, my forefathers, tired of being attacked built huge fortifications to feel safe within. They took two hundred years to build and we have 60 kilometres of them. But let us call them with their real name. They are essentially walls. And walls keep unwanted people out. But they also keep us in. And sometimes being in means we lose touch with what is going on outside. And we become obsessed to try to control what happens within the walls sometimes trying to stifle dissenters in the process. We create an us and them discourse. We other each other. If we want to be truly international, we need to breach these walls and become international. Becoming international means celebrating similarities and differences and not necessarily forgetting our own. Celebrating difference means that we all acknowledge that in someone else's eyes we too are different. We can take some examples from history. Marco Polo went to Mongolia and China and according to some texts brought back ice cream and spaghetti recipes and here we are in Rome where these two staples of the Italian cuisine are at their best. On the other

hand we know that contact between westerners and Polynesians meant that both contracted diseases of which both ethnicities had no antibodies resulting in many deaths on either side. What I am saying here is that we can all make good use of what can make sense to us and what works for us, but to discard what may not make sense or indeed make us worse. But let us be curious, ask and discuss. We can only know what things may mean through learning, understanding and through the creation of mutual respect. Let us all try to make this day a celebration of learning, dialogue and mutual respect.

Finally I would like to say a few words about our hosts. This year we should not have met in Rome. We were negotiating with the Botswana Counselling Association to have the 2018 conference in Botswana. Alas two years ago our friends in Botswana told us that they would not be able to organize a conference there this year. At that point I remembered what a good conference we had in Verona three years ago as well as the difficulties our kindred Italian counsellors were going through. So I asked Jessica Bertolani and Monica Meda, who were the two people who with others had organized the Verona conference, and who were able, with their team to organize this conference with all its logistic, communication, financial, administrative and organisational

difficulties. It has been a Herculean effort but here we are thanks to them.

I would also like to thank all the Italian counselling associations who are present for this meeting. Let me tell you that I admire your work and how you have managed to survive through thick and thin in the face of so much difficulties (professional persecution). Italian counselling has a lot to contribute to the world and I hold myself very lucky to have worked with some of you and look forward to work with you all. There is so much passion and commitment in the work that you do. On behalf of IAC I thank you all for keeping counselling alive in the face of so many difficulties.

I would also like to thank all the other association representatives from all continents, regions and countries and I hope that we can celebrate and renew friendships throughout this day. We will have a count of how many different nationalities there are before this meeting is over.

So welcome to this gathering and if you are new, please consider yourself as one of us.

But: It is with this in mind that I am not ashamed to ask you as Presidents and representatives of associations:

What are you willing to contribute to international counseling?

What can your association contribute in terms of resources, financial or human, technology, research and practice that can help international counselling to move forward?

How can your association help to be an instrument that fights for social justice, freedom, education and the right for all human beings to live a fruitful and meaningful life in your country and internationally?

Do you think that you, or your organization has an important part to play for and within international counselling?

IAC was founded as a Round table, as an opportunity for all to sit together, discuss, empathise and understand the different viewpoints and to feel fortified by the fact that difficulties being faced in one place where similar or different to the ones faced elsewhere. IAC became an opportunity for counsellors around the world to gather together, learn together and be restored together.

As I have already said, this meeting follows two ad Hoc meetings in Manila and Istanbul and 4 formal meetings in Victoria, Verona, Malta and Buenos Aires. Let us make this Rome meeting one to remember.

I think that is enough from my end for now. Thank you for responding to this call by IAC and may I wish you all very the very best for this meeting in Rome and for all that will hopefully follow in the years to come.

I would like to invite every chair/President and representative in this room to introduce themselves as well as the association that is being represented.



Mr IAC President; members of the IAC Executive Council; representatives from Counselling Associations around the world.
Good morning to you all

My name is Juan Pablo Díaz Magarinos and I am Director and co-founder of EDHUCA, the first School of Counselling in Uruguay, a project carried out along with my colleagues: Psychologist Hugo Losa, who is present today, and Psychologist and Counsellor Silvia Vila, the mother of the project. Although Silvia has not been able to physically be here due to health reasons, we bring her sincere greetings to the Counselling worldwide community. We are delighted to be accompanied by Architect Ana Cano, student of the first generation of Counselling in Uruguay, who will graduate at the end of this year.

Thank you Rome for welcoming us and opening your doors; we feel at home. We literally believe that all roads lead to Counselling in the same way as all roads lead to Rome, as the proverb goes. All roads lead to the encounter with oneself and the encounter with the other, and all roads lead to the encounter with our internal Counselling.

It's a time of reconciliation in the world and we need attentive listeners who become beacons in the road and can guide humanity to its Unity. To do so, we need men and women trained in inclusion, in integrity and integration, trained in self-knowledge and in the ability to help others to get to know themselves. We need change agents and Professionals in Counselling with the energy and drive to accompany that change. We need freethinking people of all generations, who are open to integrate new ideas. We want to play our part and humbly contribute to this great cause.

We know we are not alone in this path. We firmly believe in associations, as they are powerful tools which can democratically facilitate the freedom of speech and experience.

For all these reasons, we are very grateful for being part of this great association: the IAC. Thankyou for letting our country become a member. We feel very welcomed.

We would also like you to know that Uruguay is your house and that you will always be welcomed in it.

Thank you very much.

The image shows the EDHUCA logo, which consists of a small flower-like symbol above the text 'EDHUCA' and 'Escuela de Desarrollo Humano Casagrande'. The background is a vibrant, abstract watercolor splash in shades of blue, green, and teal.

The image shows the EDHUCA logo, which consists of a small flower-like symbol above the text 'EDHUCA' and 'Escuela de Desarrollo Humano Casagrande'. The background is a vibrant, abstract watercolor splash in shades of blue, green, and teal.



Popolazione

Population

3:440.157

<15: 21.42 %

15-65: 64.74 %

>65: 13.85 %

Territorio

Territory

318.413 km2

EDHUCA
Escuela de Desarrollo Humano Casagrande

Direttori

Directors



Ps. Silvia Vila Abayian



Juan Pablo Díaz Magariños



Lic. Hugo Losa Santoro

EDHUCA
Escuela de Desarrollo Humano Casagrande

6

Squadra tecnica

Technical team



Progetto educativo

Missione: formare persone nell'area delle relazioni umane usando una metodologia centrata sullo studente, favorendo i processi di insegnamento-apprendimento.

Creiamo scenari in modo che lo studente possa prendere coscienza della propria esperienza.

Ci permettiamo di aprirci all'esperienza di imparare a imparare, di imparare ad ascoltare noi stessi, di imparare a crescere come esseri umani; imparare ad accettare noi stessi come siamo ci permette di essere liberi e autonomi.

Educational project

Mission: To qualify people in the area of human relationships, following a student-centred methodology, in which we foster the teaching-learning processes.

We achieve this by creating the scenario in which the students can become aware of their own experience.

In this way, we allow ourselves to open to the experience of learning to learn; learning how to listen to ourselves; learning how to grow as human beings. Learning to accept ourselves just the way we are, enables us to be free and autonomous.





Modalità

- Da Marzo a Dicembre, per 3 anni.
- Un fine settimana al mese, 4 materie teorico-esperienziali per fine settimana.
- Due ritiri annuali di convivenza e integrazione.
- Il modello è progettato in modo che gli studenti vivano una grande esperienza personale e di gruppo nello sviluppo umano.

Modality

- *From March to December, for 3 years.*
- *One weekend a month, 4 theoretical-experiential subjects taught each weekend.*
- *Two annual retreats with the purpose of integrating and living together.*
- *The model is designed so that students live an intense personal and group experience in human development.*



EDHUCA
Escola de Desenvolupament Humano Casagrande

11

Programma Curriculum

1°

Fondamenti di Psicologia I e II
Correnti Umanistiche I e II
Filosofia
Sociologia
Consulenza Psicologica I
Antropologia Filosofica

Fundamentals of Psychology I & II

Humanistic Approaches I & II

Philosophy

Sociology

Psychology Counselling I

Philosophical Anthropology

2°

Consulenza Psicologica II e III
Dinamica di Gruppo
Personalità Anormale
Personalità Normale
Psicologia Evolutiva I e II
Formazione Professionale

Psychology Counselling II & III

Group Dynamics

Abnormal Personality

Normal Personality

Evolutionary Psychology I & II

Applied Psychological Consultancy

3°

Consulenza sulla Sessualità
Consulenza in Coppia e Famiglia
Consulenza in Adolescenza
Consulenza Educativa
Consulenza del Lavoro
Consulenza in Dipendenza
Formazione Professionale di Ruolo e Pratica Professionale
Etica e Deontologia

Sexual Consulting

Couples and Family Counselling

Adolescence Counselling

Education Consultancy

Labour Consultancy

Addictions Counselling

Training in the Professional Role and Professional Practice

Ethics and Deontology

EDHUCA

Escola de Desenvolupament Humano Casagrande

12




EDHUCA
Escuela de Desarrollo Humano Casagrande



EDHUCA
Escuela de Desarrollo Humano Casagrande

Grazie Thank you

Generare la trasformazione umana

Bringing about human transformation



Verso lo sconosciuto

Into the unknown...



Rivelando lo sconosciuto

Revealing the unknown...



Crescendo insieme

Growing together...



Che lo ha reso possibile
What made it possible...



DIRETTORI | DIRECTORS



Che lo ha reso possibile
What made it possible...




EDHUCA
Escuela de Desarrollo Humano Casagrande



PASSIONE | PASSION



NUTRIRE | NURTURE



CELEBRARE | CELEBRATION



Pietra fondativa della nostra associazione

A stepping stone to our Association...



URUGUAY



Generare la trasformazione umana

Bringing about human transformation

Report from the Psychotherapy and Counselling Federation of Australia (PACFA) to the IAC Associations' Round Table

PACFA has been very active on behalf of our members, helping to advance the counselling and psychotherapy profession. Between 1 July 2017 and 30 June 2018, PACFA has had significant achievements including building a positive relationship with government as we advocate for recognition by achieving Medicare numbers. In particular, I was appointed by the Minister for Health earlier this year to the Eating Disorders Working Group, and the Mental Health Reference Group; for the Medicare Benefits Schedule Review Taskforce.

We have also brokered opportunities for private health rebates for counselling and psychotherapy, and participated in the Trauma Support Directory for the Redress Scheme for survivors of childhood sexual abuse.

Our achievements have been supported in large part by the growth in PACFA since we achieved our organisational restructure. We currently have 2,768 individual members across the various membership categories and 466 Registrants belong to Member Associations. Membership growth continues to exceed our projections. As a result of the restructure, PACFA revenue has grown by 46.55% since 2015, and staffing levels have grown by 30.77%.

In the 2017/18 financial year, PACFA provided 58 professional development and networking events for our members across the country. We have been very active developing high quality policy documents to set standards for the profession in Australia. Recent policy achievements include the new PACFA Code of Ethics and Professional Conduct Procedures, including Alternative Dispute Resolution (ADR), and the new PACFA Training Standards. In addition, in early September we launched the Scope of Practice for Registered Counsellors. These documents show the strong leadership role PACFA takes setting standards for the counselling and psychotherapy profession.

As a health promotion charity, we have continued to disseminate research on counselling and psychotherapy and to advocate for better access to mental health services for the community. Our research outputs are key to advancing PACFA's mission, including our research journal, the Psychotherapy and Counselling Journal of Australia (PACJA) and our literature reviews.

PACFA has engaged with our members and stakeholders via our peak policy-making body, the PACFA Council, and with individual members through the PACFA Member Congress. We have communicated our achievements through the PACFA website, eNews and email communications.

Dr Di Stow
President

21 September 2018



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International Association for Counselling (IAC)

- **Activity Report to IAC Associations' Roundtable Meeting**
- **Delivered by: IAC Chief Executive, Naoise Kelly -- September 2018**

CEO added his welcome to the group and expressed great satisfaction in seeing such good attendance – a clear sign of the global community of counsellors coming closer together. He noted the absence and apologies from a number of organisations, including representatives from: China, Botswana, Malawi, Iran, Indonesia, NBCC-I, Japan, Argentina, Nigeria and many others.

CEO asked that if any of the items about to be mentioned in his address had particular resonance with the work of attending associations, or hit upon an area of their expertise, to please make note of this and to let him, or the President, or any council member, know about it, because we are very keen to have involvement. CEO described recent activity in the following strategic areas:

Global Outreach: During the last year our programme of global outreach has extended further than ever and we have increased our connection to counsellors in more countries than we had previously. In numbers, we have had official contact with over 270 counselling groups (associations, education institutes offering CE programmes, counselling services) in around 60 countries. Official contact is when there has been correspondence with the counselling associations /organisations, education institutes that has led to some kind of action or ongoing connection. It is often quite basic, in the form of an introductory email (by either party) and leads to online conversation, project involvement, supply of mapping information, association membership etc.

Another major area of work is with the United Nations (UN) Organisations with which we have consultative status and our contact with the UN organisations has also increased. At the UN, they look to bring governments together to problem solve and take action on the issues confronting humanity -- such as peace and security, climate change, human rights, humanitarian emergencies. CEO explained that we have consultative status with some, of the many, UN orgs – so we can see and contribute to the areas relevant to our field. Consultative status means that we are asked to contribute our views so that they can be considered for inclusion in UN policies. We are asked as we are deemed to have knowledge and competence in this area. For example, after this conferences and discussions, we may have ideas on

problem solving and taking action... on issues that confront our profession (and make quality counselling more widely available) and the UN want to hear about that.

IAC has had greater connection to the World Health Organisation (WHO) specifically the Department of Mental Health and Substance Abuse, and this where we try to ensure greater recognition of counselling's input and contribution to improving mental health worldwide. We are invited to the WHO Mental Health Forum in Geneva. We also were asked to participate developing psychological interventions. We are very pleased to have secured Dr. Mark van Omerren from the WHO as a keynote speaker for the 2018 IAC conference.

IAC and UNESCO: UNESCO is the United Nations Educational, Scientific and Cultural

Organization. It seeks to build peace through international cooperation in Education, the Sciences and Culture. For the 2017 IAC/AAC conference we secured a UNESCO Participation Programme Grant, enabling us to involve participants from 'least developed countries'. Another application, to do the same for the 2019 conference, has been submitted to UNESCO. We also engage with UNESCO through the International Conference of NGOs, and the various activity they progress annually.

The International Labour Organisation (ILO). Our consultative status means we can contribute on issues relating to mental illness and disability in the workplace, work-related mental health problems and work-related stress. We require more resources to attend and be better connected to the ILO.

World Mapping of the Counselling profession. This is one of our biggest achievements this year. CEO said that we will be making an announcement about this at the main conference, and so would leave this for now, except to say that the pilot-region, the first region -- Latin America was successfully mapped. This was carried out in partnership with the American Counselling Association (ACA) and we are very grateful for their support. The overall aim of the project is to compile data and information about the scale, standards and contexts of counselling activity in each of the world's 196 countries. There is a serious deficit in accurate reliable up to date information on each country. In the pilot-region we sought answers to very important fundamental quantitative and qualitative questions about counselling and its status and availability. CEO also reported how, as an organisation we have made recent changes and improvements – ensuring good governance practices including:

IAC Constitution and Bye-Laws: A major piece of IAC governance work has involved a revision of the IAC Constitution and Bye-Laws. The new company documents are being proposed to the membership at 2018 General Meeting.

Bolstering the regional structure: Our regions are too large for our regional structure and regional representatives. So for example, both our Asia and Africa regions have huge populations and huge amounts of counselling that we do not have quality information about. One project we have approved is the **Country Ambassadors** project – where we will designate county contacts or country representatives, who supports our regional representative and sends updates and promotes IAC in their country. We are looking for people to help with the implementations of that.

IAC Incorporation Status: In March 2018, clarity was brought to IAC's status as a legal entity /company. We are an International NGO It was established that IAC's status as a registered charity (number: 0408258845), in Belgium, Europe, is in good standing with "Active with normal judicial status".

IAC Conference Planning: Conference planning for the 2019 and 2020 IAC conferences has been systematically taking place since April 2017. We are grateful to all those involved in preparing the way for excellent events in Rome (2018), Moncton, Canada (2019), and Kuching (Malaysia 2020). For 2019, the plans for the CCPA/IAC 2019 conference are well underway. Blythe Shepard has been representing IAC at regular conference planning meetings. It is important to note that the 2019 conference will be upon us approximately eight months after this event – May 13th – 16th 2019. In fact the paper submission process is on the website and the final date for receipt of submissions will be October 19, 2018.

Research and Education: one major area of discussion over the past few days has meant that we will, in the very near future be announcing the launch of the **IAC Counsellor Research and Education Centre**. We will be establishing this counsellor research and education centre as an entity, *within IAC, with the purpose of advancing our publicly-stated strategic aims in the areas of both education and research. Examples of what the research and education areas will do are*

Research:

- Identify opportunities for collaborative international counselling research
- Identify and promote research which addresses cultural issues in counselling.
- Worldwide dissemination of quality research (e.g. research section of website).
- Produce publications emanating from the research and Develop our website and act as clearing house for counselling research.

Training:

- Design and delivery of counsellor training (both internally suggested, and externally requested), through E-Learning and On-site methods.
- Create professional learning opportunities for counsellors at all stages of their careers, in all parts of the world.
- Find out what quality research is being provided and potentially act as a broker in the delivery of that training in other countries.

CEO emphasized that we will need the support of associations, especially those around the table to get this off to a good start.

IAC Counselling Practitioner's Round Table: We have a number of RT but this one deserves particular mention. It is the most active of all IAC RoundTable's and its Chairperson, Dr. Nate Perron, aims to provide a forum within the international community of counsellors for practitioners to share and discuss matters arising from their practice for celebration or concern. This creates mutual support and encouragement across international and multi-cultural contexts around the world using skype, e-mail and text. It is also designed to combat isolation and to address the wider professional and research community, with matters of interest or concern. Congratulations to Nate on this successful activity.

Raising IAC's Profile at National Association Conferences: We often:

1. Advertising in the conference programme.
2. Addressing conference attendees about IAC.
3. Having an information stand in exhibition areas.
4. Meeting with the Conference/Association leadership.
5. Distributing promotion leaflets at the conference.

CEO highlighted BACP, ACA and CCPA's generous assistance with this, citing the offer of complimentary tickets to the American Counselling Association (ACA) 2018 Conference, BACP Research conference and at CCPA -- both the 2017 and 2018 CC -- where Bill Borgen and Blythe Shepard assisted in promoting IAC, and gave out a free IAC membership to a randomly selected CCPA conference attendee, at the closing ceremony. The PERKAMA International Conventions (2017 and 2018) also promoted IAC as well as other council members doing similar in other world regions. CEO finished with a few points about IAC membership:

Membership Increase: Membership has shown a modest increase in recent months. Dr. Ruth Falzon took over as membership secretary from Carmen Galea in 2017. We owe a great debt of gratitude to both Carmen and Ruth for the many ways in which they have been professionally running and managing IAC memberships and renewals.

Languages: On an ongoing basis, we are seeking to reduce language and accessibility barriers. On a voluntary basis, IAC materials have been translated into Spanish and Italian during the 2017, and upcoming 2018 conferences, respectively. However, funding and additional translation volunteers are sought for this important area of IAC communications. CEO noted the obvious example of how much more difficult this meeting was for our Uruguayan participants.

IAC Webinar Series: Webinars on Dissociation Disorders and "Multicultural counselling -- a global perspective" have been delivered -- free of charge to members. CEO expressed gratitude to CCPA for hosting the webinars on their technology platform. Those interested in delivering a webinar should write in to IAC.

IAC e-Newsletter: Regular e-newsletters are now sent to members. The e-Newsletter aims to keep members updated on IAC activity and creates an opportunity to share items of interest (e.g. counselling stories, articles, news) from around the globe. It is also possible to advertise in the e-Newsletter.

CEO finished by saying that there is an unending amount of work required to continue developing the counselling profession worldwide. He said he looked forward to working together with all of the associations and to strengthening the connection between us for the advancement of the profession.

APPENDIX H

ACRONYMS	ASSOCIATION
A.N.Co.Re	Associazione Nazionale Counselor Relazionali
ACA	American Counselling Association
ACC	Continuando a Crescere/AssoCounselling
ACES	Association for Counselor Education and Supervision
ACP	Associazione Counselling Professionale
AEP	Association of Estonian Psychologist
AICo	Associazione Italiana del Counselling
APRoCo	Associazione Professionale Counselling
AssoCounselling	Associazione Counselling (AssoCounselling)
BACP	British Association for Counselling and Psychotherapy
CCPA	Canadian Counselling and Psychotherapy Association
CNCP	Coordinamento Nazionale Counsellor Professionisti
DGfB	Deutsche Gesellschaft für Beratung German Association for Counselling
EDHUCA	Escuela de Desarrollo Humano Casagrande (EDHUCA)
FederCounselling	FederCounselling
IAC	International Association for Counselling
IACP	Irish Association for Counselling and Psychotherapy
IAEVG	International Association for Vocational and Educational Guidance
InnoSuccess	InnoSuccess
KAPC	Kenya Association of Counsellors and Psychologists
MACP	Malta Association for the Counselling Profession (MACP)
MTC	Malua Theological College
NZAC	New Zealand Association for Counselling
PACFA	Psychotherapy and Counselling Federation of Australia
REICO	Italian Register of Counselling
Soul Talk	Soul Talk Samoa Incorporated
State of Sarawak	Chief Minister Department Sarawak
TTAP	Trinidad and Tobago Association of Psychologists