

**PRESIDENTS' ROUND TABLE
VICTORIA CONFERENCE CENTRE
VICTORIA BRITISH COLUMBIA CANADA
OAK BAY ROOM 2
ROUND TABLE FOR NATIONAL AND INTERNATIONAL
PRESIDENTS/CHAIRS/ AND REPRESENTATIVES OF COUNSELLING ASSOCIATIONS**

PROCEEDINGS OF MEETING

Members Present

1. Nancy Arthur	Counselor Educator	University of Calgary/ IAVEG representative
2. William (Bill) Borgen	Past President	IAC/ IAVEG representative
3. Bernadette Darcy	Cathaoir Leach	Irish Association for Counsellors and Psychotherapists
4. Amirah Diniaty	Counselor	Association Bimbingan Konseling Indonesia (ABKIN)
5. Ruth Falzon	Treasurer	IAC executive Council
6. Carmen Galea	President	Malta Association for the Counselling Profession (MACP)
7. Guillermo Garcia Arias	Counselor	Argentinean Association of Counsellors
8. Angela Gordon Stair	Vice-President	IAC Executive Council
9. Sue Hawick	National Rep.	APACS(Australia)
10. Amanda Hawkins	Chair	British Association for Counsellors and Psychotherapists
11. Cristian Holmes	Director	British Association for Counsellors and Psychotherapists
12. Naoise Kelly	National Director	Irish Association of Counsellors and Psychotherapists (IACP)
13. Courtland Lee	Past President	IAC Executive Council
14. Ron Lehr	Member	IAC Executive Council
15. Robyn McGill	President	New Zealand Association of Counsellors (NZAC)
16. David Paterson	Member	IAC Executive Council
17. Gay Puketapu Andrews	Te Ahi Kaa	New Zealand Association for Counselling
18. Blythe Shepard	President	Canadian Counsellors and Psychotherapists Association
19. Cirecie West Olatunji	President	American Counseling Association (ACA)

Keynote Speaker: Professor Vivian Lee

Members Excused - Other associations, such as the European Association for Counseling (EAC) - Seamus Sheedy, the Cordinamento Italiano delle Associazioni di Counseling - Jessica Bertolani and the Botswana Counselling Association - Selebaleng Silver Mmapatsi, wanted to be present but could not due to financial, travelling, Visa or time reasons. IAC president also excused IAC secretary Sue Webb who could not be present at this meeting due to personal reasons

Meeting started at 09:16 in spite of not all delegates present. DM noted that this is a historic moment as this Round Table will also help IAC formulate its policies, vision, mission and strategies.

Minute 001: Welcome by IAC President Dione Mifsud

Appendix A presents the welcome speech delivered by IAC president Dr Dione Mifsud. This speech explains Dr Mifsud's vision for this Round Table. He reminded that this Round Table first met informally during the Istanbul 2013 conference in preparation for this first meeting in Victoria BC. Following the welcome speech, Dr Dione Mifsud asked members to introduce themselves to each other as per above list of members present.

Minute 002: Keynote Speech

'Coming Together: Counselling as a tool for Mental Health, Human Rights and Social Justice' was delivered by Professor Vivian Lee, Department of Counselling, Faculty for Social Wellbeing, University of Malta

Lee introduced herself and noted that the informality of the meeting was very positive and allowed for intimate discussion. She noted that as she listened to Dr Mifsud talk about IAC founder Hans Hoxter, a well as Professor Borgen's comment on Hans Hoxter, she felt that they moulded together what she wanted to share. Appendix B presents the formal key note speech which was delivered by Professor Vivian Lee. VL started by reminding the Round Table of the IAC vision and mission (Figure 1 Overleaf).

She then presented a 4.31 minute video clip from U tube. This video was created by Seth Brau, produced by Amy Poncher with Music by Rumspringa (courtesy Cantora Records) and has been uploaded on U tube since 7 Oct 2008 (<http://www.humanrightSACTIONcenter.org>). Appendix B includes the Declaration of Human Right on which this video and the keynote speech were based.

Vision: A world where counselling is available to all.

Mission: To serve as an international leader and catalyst for counsellors and counselling associations by advancing culturally relevant counselling practice, research and policy to promote wellbeing, respect, social justice and peace worldwide.



Figure 1: The IAC Vision and Mission (<http://www.iac-irtac.org/>)

Lee referred to the Maplecroft Human Rights Map which indicates which countries respect or violate human rights and notes that only a few countries were given the green right on this map

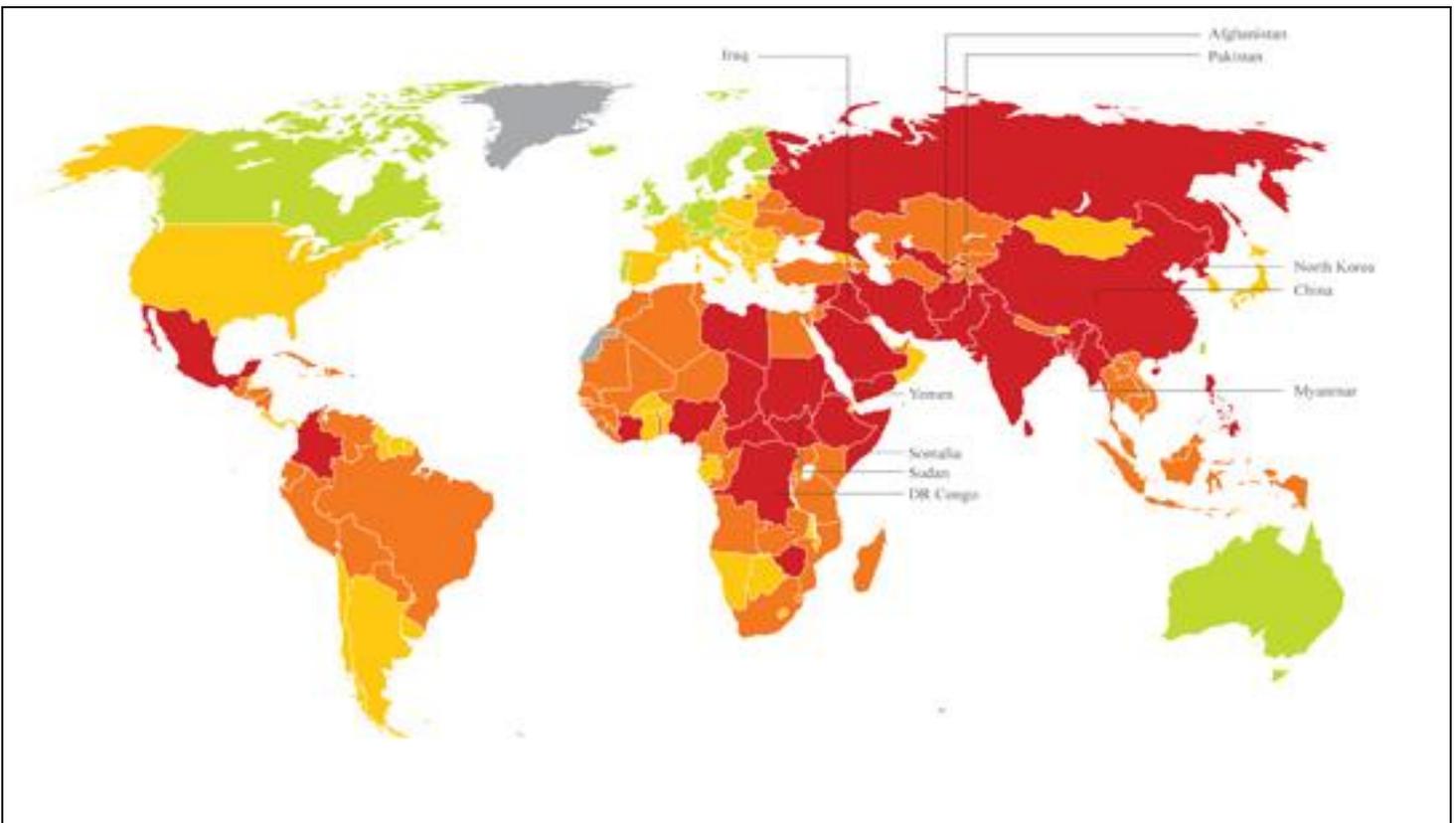


Figure 1: Maplecroft Human Rights Map:

Legend: Green-high on human right; Red - Low on Human Rights; Amber - Working towards Human Rights

Source:

<http://www.bing.com/images/search?q=Maplecroft+Human+rights+map&qv=Maplecroft+Human+rights+map&FORM=IGRE#view=detail&id=B9CAF530B3635D9834587AAD9248E35048E68153&selectedIndex=1>

Lee referred to the state of poverty and social inequity globally and the role counsellors could play. She referred to the Mental Health Report Atlas 2011 (http://whqlibdoc.who.int/publications/2011/9799241564359_eng.pdf) and noted with great concern that counsellors are missing from the list of Human Resources for Mental Health provided in this report (Figure 3 overleaf). The profession of counsellors was not considered significant in the provision of services and human advocacy to be included in this list where psychiatrists, doctors, nurses and occupational therapists, amongst others, were referred to. Lee reflected that this report embraces what IAC is all about as per mission and vision statements presented above (Figure 1). Lee then referred to the Mental Health Action Plan 2013-2020 and expanded on its cross cutting principles

1. Universal health coverage
2. Human rights
3. Evidenced based practice
4. Life course approach

5. Multisectoral Approach
6. Empowerment of persons with mental health challenges

Key Findings

Human Resources

- Globally, nurses represent the most prevalent professional group working in the mental health sector. The median rate of nurses in this sector (5.8 per 100,000 population) is greater than the rate of all other human resources groups combined.
- For all human resources, there is a clear pattern whereby greater rates of human resources are observed in higher income countries. For example, there is a median rate of 0.05 psychiatrists (per 100,000 population) in low income countries, 0.54 in lower-middle income countries, 2.03 in upper-middle income countries, and 8.59 in high income countries.
- User and family associations are present in 64% and 62% of countries, respectively. User associations are more prevalent in higher income countries – in 83% of high income countries versus 49% of low income countries – as are family associations, which are present in 80% of high income countries and 39% of low income countries. (Page 11)

DEFINITIONS

- *Psychiatrist*: A medical doctor who has had at least two years of post-graduate training in psychiatry at a recognized teaching institution leading to a recognized degree or diploma.
- *Medical doctor*: A health professional with a degree in modern /western / allopathic medicine who is authorized /licensed to practice medicine under the rules of the country. For the purposes of this section, a *medical doctor* refers to a doctor not specialized in psychiatry.
- *Nurse*: A health professional who has completed formal training in nursing at a recognized, university-level school for a diploma or degree in nursing.
- *Psychologist*: A health professional who has completed formal training in psychology at a recognized, university-level school for a diploma or degree in psychology.
- *Social worker*: A health professional who has completed formal training in social work at a recognized, university-level school for a diploma or degree in social work.
- *Occupational therapist*: A health professional who has completed formal training in occupational therapy at a recognized, university-level school for a diploma or degree in occupational therapy. (Page 51)

Figure 3: Key Findings on Human resources and List of Human Resources in Mental Health Report Atlas 2011

NB: The recorder looked up details of these points from the internet.

(http://whqlibdoc.who.int/publications/2011/9799241564359_eng.pdf):

Lee noted that she indicates agreement with the report that states there is NO HEALTH WITHOUT MENTAL HEALTH and that this report stresses an across the continuum perspective on mental health where body, spirit, and mind are considered with regard to health and wellbeing. She stressed that vulnerable populations have a right to and need to be protected by national policies, living standards, social and community support and lack of exposure to adversity of young people. She noted that this report embraced vulnerable groups susceptible to mental health, which include population in poverty, chronic health conditions, adolescence substance abuse, the elderly, prisoners, victims of disasters and infant malnutrition. She noted that in a context where there is an increase in suicide and mental health challenges, recent economic crisis has cut funding for mental health.

Lee reminded that Mental Health challenges lead to marginalisation. She reported that there is a higher mortality rate for mental health clients due to unattended physical health issues. She reported a significantly higher rate of suicide amongst young people and depression in women. This leads individuals into poverty, incarceration and increased marginalisation due to unhygienic living conditions, denied civil and political rights, personal liberty, participation in public life and the right to exercise their own legal capacity including having a say in their own treatment.

She noted that health care systems are strained and unprepared, much more so in low- and middle-income countries. She noted that globally, in low and middle income countries, standalone hospital are more prevalent in low income countries despite the low rate of positive outcomes and issues of abuse are reported. She noted that funding should be redirected to community based services. In high income countries there are policies and legislations. For example only 36% of low income countries have any legal framework on Mental Health, compared to 92% in high income countries. Further for mental health, the availability of medical intervention is high and for non pharmacological approaches low.

Lee presented the four main objectives of the Action Plan objectives of the Mental Health Action Plan 2013-2020 (http://apps.who.int/gb/ebwha/pdf_files/EB132/B132_8-en.pdf), which again does not refer to counselling:

Objective 1: To strengthen effective leadership and governance for mental health

Objective 2: To provide comprehensive, integrated and responsive mental health and social care services in Community-based settings

Objective 3: To implement strategies for promotion and prevention in mental health

Objective 4: To strengthen information systems, evidence and research for mental health

She stressed that **without a presence there is no absence**. It is of great concern that counsellors are not being involved and included in work level reports and it seems that at a global level they do not know that they do not know that there are hundreds of thousands of counsellors doing valuable work in a number of countries. Counsellors are not visible enough and we need to be strategic in order to ensure recognition at a policy, legislative and operational level. The pertinent question is: where and how can counselling become present in the global theatre as advocates for global wellbeing and social human justice? She concluded by linking this up to Dr Mifsud's welcome speech and the introduction to her keynote - This is the vision of IAC - **A WORLD WHERE COUNSELLING IS AVAILABLE TO ALL** and that we need to make this known where it matters.

Minute 003: Discussion on Keynote Speech

Dr Dione Mifsud thanked Professor Vivian Lee for her inspiring and informative talk and then opened up the floor for discussion.

Gay Puketapu Andrews noted that the Maplecroft Map did not represent and was not respectful of the situation in New Zealand and Australia. She noted that it was of concern that the Maplecroft Map indicates these two countries as green zones for Human Rights, when first national populations in these two countries have a radically different experience. She noted that this map dilutes the experience of Maori and Aboriginal people and that statistics for New Zealand and Australian first nationals are low and not represented well in national statistics as it is diluted by statistics such that the picture is inaccurate.

Vivian Lee noted that this represents a variety of opinions and how statistics may be viewed can be disturbing and intriguing. Minorities need to have a voice and to be visibly seen and heard.

Sue Hawick noted that Maplecroft Map may have represented a positive image according to statistics but, she shared, she was ashamed that the Australian government has a policy to 'turn back the boats' and that Australia is sending back boats to Indonesia. She further noted that there are refugee children in Australian camps with no access to education. She noted that we need to acknowledge that Australia has some work to do on human rights for refugees who arrive in unorthodox methods.

Angela Gordon Stair stressed the importance of the right to having a nationality and reminded the Round Table that the Dominican Republic's courts revoked the citizenship of Dominicans of Haitian descent who were either born in the Dominican Republic or had been living in the Dominican Republic since 1929. This court ruling has rendered over 300,000 Dominicans of Haitian descent stateless!

Guillermo Garcia Arias noted that Rotary International is a very good vehicle to promote counselling and that IAC should start a good relationship with Rotary International with regard to counselling

Vivian Lee and Ruth Falzon noted that their University department has already worked with Rotary International La Valette and received monetary funds for a project on advocacy for youth with dyslexia from this association, apart from another project in progress with regard to refugees.

Amanda Hawkins remarked that the absence of counselling and counselling in official documents was also the experience of BACP. She noted that there is need for more robust valid international evidence-based research in order to present at national and international for a, to ensure that counselling is included as a valid human resource.

Sue Hawick noted that a national registration like the one that psychologists have given status. This enables the inclusion of counselling in policy document guidelines. She noted that Australian associations are working towards this.

Carmen Galea noted that the Malta Association for Counselling (MACP) has been working towards warranting the profession for over four years. She reported that in spite of concerted efforts there were a lot of stumbling blocks. However, over the past week, things started moving again and the counselling bill was now on the

parliamentary agenda and will soon become law. She reported that this will allow counselling to not only be in schools but also in other entities such as hospitals. This would give possibility for more employment and exposure of the profession.

Angela Gordon Stair reported a similar experience and that counsellors in Jamaica are mostly found in the primary and high school system. In tertiary education one then finds counselling psychologists even though the work they do would be counselling. She further reported that in Jamaica counselling is still not regulated and not recognised out of the school systems.

Robyn McGill noted that the New Zealand Association of Counsellors (NZAC) would prefer that counsellors were regulated by NZAC rather than registered like psychologists, doctors and nurses and regulated by the government. She reported that there has been a negative experience with the psychotherapists in New Zealand where the psychotherapist's board is not working in a manner that is approved of by the psychotherapists association. As such, the NZAC would not want counselling being regulated by the government but prefer that the power stays within NZAC. She reported uncertainty with regard to regulating, as this may also mean the loss of identity. NZAC is therefore more interested to be self-regulated. She reported that the psychotherapists are now very restricted and not sure what to do and waiting for a review. She reported that the NZ national elections are coming up and the counselling issue may be put on the back burner until the new government is decided. She explained that registration might also be good as they would be a more prominent part of the health system - part of a national structure. She reported that NZAC is very keen to have counselling recognised on a par with other mental health professions and NZAC works hard and has a strategic plan to make itself known and to be an advocate and commentator for social justice issues.

Gay Puketapu Andrews noted that in the NZ context, regulating the profession would mean that NZAC would lose control and government becomes the controller of everything. She noted that this may not be beneficial to the Maori people as their interests have often been put aside at governmental level, apart from the historical context which makes government control look negative for the Maori people. She explained that there are Maori counsellors who are valid and effective counsellors who have trained through different pathway than formal academic education and NZAC works at helping them get recognition. She reported that there are different ways to train as a counsellor and the formal academic route is not the only one. She rhetorically queried: What would happen to these counsellors if the profession became regulated by the NZ government?

Sue Hawick noted that she herself is a registered psychologist but practices as a counsellor. She noted that in Australia, fees of a psychologist are covered by insurance and/or the health system but fees of counsellors are not. Further, she noted that Cognitive Behaviour Therapy (CBT) is often the preferred choice of therapy. She noted that practitioners go beyond CBT. She further commented that without national status, counselling will never get international status.

Blythe Shepherd noted that in Canada counselling is self-regulated by Canadian Counselling and Psychotherapy Association (CCPA) and regulation occurs at a provincial level. She reported that that this makes it difficult to get national regulation and that she does not see this happening soon. She noted that Canada has had similar experiences to Australia and New Zealand, where there are Canadian counsellors without a Master in counselling. Referring to The Maori experience, she reported that in Ontario there is an aboriginal pathway to become a counsellor - an alternative pathway so indigenous people can be registered as they have a formal academic education. She noted that Barbara MacCallum is an expert in this area and suggested that Ms Puketapu Andrews communicates with MacCallum. Lastly, she reported that CCPA has recruited a Media firm to help CCPA get the word out and to put counselling on the map.

Gay Puketapu Andrews noted that the main premise of the profession in NZ is to do no harm and to protect the public.

Naoise Kelly pointed that anyone who is vulnerable deserves and needs someone trained to deal with them. He reported that in Ireland, there is a very poor track record in mental health budgeting and funding for mental health. Only 5% of the total health budget is for Mental Health, when it should be 20%. He reported that the Irish Association for Counsellors and Psychotherapists (IACP) is lobbying for the share of the budget for Mental Health to go up to at least 13% in the next six years, but the situation does not seem to be optimistic. He noted that there are political promises to regulate the counselling profession in Ireland and this is the aim of the association and what IACP has been working for in the last two years.

Bernadette Darcy remarked that it was culturally interesting to hear that what is happening in Ireland reflects the bigger global picture on mental health with regard to the absence of counselling from documents. She explained that in the latest Irish law on Child Protection all relevant professions such as doctors and psychologists were mentioned but counselling and psychotherapy were not included. IACP is working on this.

Cirecie West Olatunji stressed the importance of knowledge: what we know, the acknowledgement that we need to be aware of that which we do not know and to validate that we are part of a very important conversation and discourse. She stressed that it is important that we give value and importance to training, practice, research and policy. She explained that in the United States (US) there are 50 states, so the issue of legislation is a complex issue as there are 50 ideas on legislations, credentials and standards to deal with. She reported that American Counselling Association's (ACA's) attempts at unification are ongoing. She explained that there are countries that have already managed to get it together. For example Malaysia consulted with other countries to understand what is known and then managed to establish themselves as a recognised profession before psychologists. She commented that centrality is important and that counselling is still in the margins. Counselling should be in the centre - as the subject not as the object of the conversation. She also noted that we need to value non-western ways of healing and that this is a huge issue often absent in discourse and needs to be taken on board. We need to think about non-western healing processes, what is counselling and what is known. We need to be actively particular about what is known globally so we can access, develop and use new knowledge learnt immediately. We cannot lose the momentum of this wealth that we already have. What is now known is very exciting and beautiful minds need to get together to talk. What we need is to know what is not known and this has cultural implications on how knowledge is garnered and perceived, apart from outcomes for different peoples in the world. This Round Table needed to think about facilitating a way to construct knowledge and to articulate it and make it visible where it matters

Dione Mifsud reflected that we need to address why we are meeting and to construct an agenda and a plan of action out of this meeting so that we will continue working and meeting after this conference. We therefore need tangible plans of actions. He pointed out that members present were mostly from the western world and this was due to finance, travelling and accessibility. He reported that delegates for this Round Table and conference, including the recipient of the Hans Hoxter Award, were not able to attend due to VISA problems. He noted that this needed to be tackled at an international level as otherwise it would be the privileged who get to meet and others who also need to meet would never get to meet.

Bill Borgen explained that at the 2003 IAC conference in Geneva, representatives from WHO and other world agencies had attended the conference. He reminded that the WHO framework on Mental health was very medical and its definition (Figure 3) was very medical and psychiatric-based, where the focus was on traditional definitions of mental illness with specified conditions and protocols for treatment.

Mental health refers to a broad array of activities directly or indirectly related to the mental well-being component included in the WHO's definition of health: "A state of complete physical, mental and social well-being, and not merely the absence of disease". It is related to the promotion of well-being, the prevention of mental disorders, and the treatment and rehabilitation of people affected by mental disorders.

Figure 3: WHO's definition of mental health (http://www.who.int/topics/mental_health/en/)

Bill Borgen continued that during this IAC 2003 conference, the WHO noted that western traditional methods were not working. This could be because one needed a different lens and to focus not on a diagnosis but on individuals with a lot of stress. He reminded us of R. D. Laing's (Appendix C) reflection that 'There are crazy people and some people in crazy situations.' He emphasised that if we do not put our act together in terms of our profession, then what messages are we giving out? What messages do we want to give to WHO? He recommended that we need to produce a document for WHO where we clearly explain our profession - its profile and its limitations and points of reference. He also recommended that we need some foundation information to be known on a global level as if people and organisations do not know about us, they do not know what they are missing. He suggested that IAC should work on this and that we should present a unified front.

Vivian Lee noted that as a US she reflected that there continues to be a desperate lack of research needed for evidence based practice. She explained that after a 35-year career in counselling and counselling education she settled in Malta EU, a relatively young nation when it comes to counselling, and still struggling for recognition and warranting, and found that its post-graduate counselling training programmes included a dissertation. From a training perspective, she queried: how can the US and other countries also include research in post-graduate counsellor training programmes. She emphasised that research is the way forward to

help highlight and define who we are and to put us On The Map- evidence-based research on what works in what contexts. She recommended that, collectively, IAC could be this voice - the voice that helps at the national and international level to support research projects. She reflected that we needed a culture of inquiry to look at research as a vehicle for the profession - the counsellor identity needs to be built on evidence based practice.

She queried: How much is symptomatic and how is the cause of the challenges counselling faces? She implored that we need evidence based research of what we do and whether its effects are culturally relevant and effective for wellbeing.

Amanda Hawkins noted that we need to catch up with other professions with regard to advanced cohesive evidence-based research which attracts the attention of and influences decisions at governmental and political level, nationally and internationally. We need to see what other professions are doing and need to catch up. She noted that that not all research is equal, where medical research is more likely to get funded, and our very philosophy may actually be hindering our success in procuring funds for research. For example, in the medical field there is a lot of research on condition such as diabetes and on profiles and conditions of mental health but then less research on intervention. This does not give counselling a fair playing field, as counselling is not about labelling but about supporting. Further she queried whether what counsellors do worked because we are humans or because we are western.

Bernadette Darcy agreed with Ms Hawkins and noted that in Ireland billions are pumped into research for treatment but that we should see what fellow counsellors in the East are doing. We need to seek communication and to contribute how the East and West might find ways to move forward. She noted that this always boils down to money and industries - for example diabetes is a multi-billion dollar industry in the west. We need to reflect on the whole culture which motivates life in the west and to look at the east and their perception and attitudes towards medical treatment, such as acupuncture which has been proven to be more effective than traditional western medication. We may be surprised at what we may learn and find.

Amanda Hawkins related at how much she had learnt at a Pacific-Rim conference she attended with Cris Holmes. She was actually surprised at the amount of evidence-based research that was present from developing countries, research embedded in cultures. She noted that we need to learn to deconstruct to be more open for change and to a truly global perspective.

Minute 004: IAC questionnaire

After a thirty minute morning coffee break, IAC Executive Council member Dr Angela Gordon Stair presented that IAC is attempting to gather some information from associations (Appendix D) from different countries and has developed a questionnaire to help in this regard. This can be answered as is. She noted that within fifteen days she would be sending out a soft copy to associations and that she is asking that associations forward IAC this information as a starting point in terms of what exists. She explained that the questionnaire is not exhaustive and that associations can add information they deem may be important and useful for IAC to know. Questionnaires are to be sent back to Dr Gordon Stair by the end of June, 2014. When returned, data will be summarised and information sent back to all and put on website. She explained that it is the aim of IAC to make IAC the repository for information so that national associations as well as individual members can access data through the IAC website. Another aim of the questionnaire is to give IAC a feel of what is happening worldwide with regard to counselling and associations of counsellors/counselling. She requested that members present disseminate to associations not present at this Round Table.

Minute 005: Philosophy and raison d'être of Round Table

Dione Mifsud noted that we need to make it easy for all associations to join and that we need to think of who is not present at this meeting. He reflected that if IAC is to actually become the voice of associations worldwide for counselling, it is important to really represent all voices. He implored that we cannot leave this meeting without concrete plans of actions. We needed to build flesh around the bones of discussion of these last two years. We are a gathering and this brings along a moral responsibility. He noted that in Italian there is a saying: 'Chi è assente ha sempre torto' - he who is absent is always at fault'. Does that mean that because we are here we are right? What about our moral responsibility to those who could not join us? Further, he queried whether those present actually wanted to be part of this Round Table.

Robyn McGill noted that joining usually depends if it is a good fit. She noted that in this case she thought that One should go for it.

Dione Mifsud noted that for this form to take place IAC sent an invite to all associations (Appendix E), not all answered, and the agenda including guiding questions was sent to those who answered (Appendix F). He noted that the most important questions for each present to answer was:

Why are we here?
Why did we come here?
What do we want from here?

He suggested a round robin to answer these questions:

Carmen Galea	What core principles unify and distinguish us. As Robyn McGill said there are different contexts. Each country needs to reflect whether it is more important to be regulated or warranted. In the case of Malta it is better to be warranted due to Maltese laws.
Naoise Kelly	How will work of this Round Table fit with work of IAC's strategic plan mission and Vision? Sometimes groups can have great discussions and that may start different directions than the core associations. Therefore, we need to know what IAC wants as well. Can we hear what IAC wants from this Round Table? What is important for IAC?
Sue Hawick	Who else is out there? (if anyone) How can we find out?
Cirecie West Olatunji	We need to work toward knowledge.
Amanda Hawkins	What about On-line practice which goes beyond borders? Interactions are above our heads and there is no cyberspace ethical framework/structure. Can we unite and work together on this issue as this is not about national jurisdictions that we hold but in cyberspace. There is presently no overarching structure to support the client and the professional. This is an area where IAC and this Round Table can get ahead of the game rather than trying to catch up. The use of technology disfranchises countries across levels of wealth. Counselling becomes hugely available where it is not available now. What is the role that IAC should play? Can IAC play in international jurisdiction, in the shrinking world of Counselling in the cyber world? For example I currently supervise counsellors in Australia and New Zealand but what happens if there are issues of unethical practices, to whom can the supervisor or the supervisee refer to? She further gave an example of movement: Chinese people moving from rural to urban communities are accessing on-line counselling and this needs to be addressed. She noted that this is one of biggest growing aspect of counseling.
Robyn McGill	Noted concern that New Zealand counsellors are being supervised by supervisors not culturally trained for issues of the nation. She explained that if a fully trained and registered counsellor settled in New Zealand, the counsellor would still have to attend training on the cultural component of counsellor practice and supervision with an approved New Zealand counsellor. This is mandatory for membership for NZAC.
Gay Puketapu Andrews	Expressed grave concern for counsellors using supervisors who are not culturally trained for the particular country. She queried: how can a supervisor from UK understand the New Zealand cultures?
William (Bill) Borgen	Recommended that we need to look at best practices and for IAC to develop Guidelines for on-line counselling
Bernadette Darcy	Commented that We need to protect the integrity of this Round Table so we can work with confidence
Dione Mifsud	I would want the Round Table to be a place where all associations can be on an equal footing and all feel equal and safe, where all can share and learn. He felt that this Round Table should be a vehicle to be used by associations for counselling and leaders of counselling in terms of what each can bring to the Round Table to help each other see all viewpoints. We needed to go beyond our niches, we needed to be outward looking and become one body in some ways, but still retain our little niches in other ways, as that is where we can be experts. We need to understand that we need to give and receive helping hands.
David Paterson	Noted that this was a very important discussion and that one cannot take decisions easily. One needs an inclusive group that is ready to listen and develop the necessary relationships in order to begin a dialogue. IAC should offer a venue

Robyn McGill

for people in leadership positions to meet and have an openness in the Round Table so issues can emerge and discussion should lead to finite action plans.

The Round Table should promote and advocate counselling on behalf of national associations' members

Vivian Lee

The Round Table could be a common international platform - What unites us? What is the common thread, regardless of from where we come? These common concepts/framework can be supported and implemented in different contexts. She suggested that this Round Table can perhaps be an advisory function to the IAC Executive Council and to national associations. A spot on the website should be included to present the research on counseling. The Round Table can be the advisory voice to the council.

Amanda Hawkins noted that during the Manila IAC 2011 conference, she felt that although she gained a lot of knowledge from the IAC conference, nothing then fed back to national associations. This needs to change and association and IAC EC need to build that strong connection between IAC and national associations, so we need to create these two-way connections. Most IAC EC members are Ex-chairs of national associations and they can use this profile. This Round Table needs to start to be a catalyst for changing policies. She noted that numbers mattered and that if we put members together to affect world policies, this would be hugely influential. We therefore needed to unify even in research as at the moment counselling has fragmented tiny pieces of research work which are not that hugely influential. We should work with WHO. She suggested that IAC links up with national associations for research projects.

Bill Borgen explained that the goal of IAC is the development of counselling services in culturally relevant ways. All present represented associations and national experiences where they are struggling with credibility of the profession. Internationalizing the issue when all are back in their countries and contacting UN organizations will be a huge step forward, foundational and basic. This seemed to be necessary across this Round Table.

Sue Hawick noted that UNESCO has psychologists' representatives and we need to work towards this, so UNESCO also has counsellors represented.

Amanda Hawkins noted that the hottest topics for UNESCO all relate to education. Funds are available for promoting children into education and counselling plays a huge role in this. She recommended that we propose research projects whose research question explores how counselling can help access education to all children to UNESCO. She reported that she forwarded information given to her by a UNESCO official to IAC past presidents to process, as agreed during the last IAC EC meeting.

Bill Borgen noted that that IAC has connection with UNESCO but we needed somebody in Paris and Geneva to have the connection consistent and to be more present physically.

Angela Gordon Stair remarked that we need to do research together and that we need to do a concerted effort to produce large-scale evidence-based research on issues such as cyber counseling which seems to be on the increase.

Minute 006: Commitment to the Round Table

Dione Mifsud presented that next question on the agenda: Do we want to be involved? Where the fundamental question is: What philosophy should be guiding this Round Table of Associations for counselling/of counsellors? He referred to the questions sent in the agenda:

What might our vision and mission be?

What values will guide us?

What shall we want to use this Round Table for?

What kind of policies should we be crafting?

What kind of political stands should we be taking?

What should we share?

Research? Ethics? Standards? Support? Solidarity? Projects? Policies?

Governance and management approaches?

Advocacy strategies?

Bill Borgen noted that in Canada they argue about methods but in IAC we argue about assumptions. This is challenging and confronted as diversity is very challenging and our assumptions are challenged. That is very

enriching towards inclusion and leadership and fits with why IAC exists. He added that we need to reflect on what the value added of this kind of Round Table would be and how that fits into what people are doing?

Gay Puketapu Andrews asked: How can we make sure that we are being inclusive? We have missing people and does that exclude? Since there are absent members, which means that we are missing knowledge and perspectives and this can pollute the truth. What can we do to make sure that all associations can come to this Round Table? If this is not possible than how can make sure that what we do is inclusive and reflects presence of all peoples worldwide.

Amirah Diniaty noted that to truly address inclusion we need to ask, for example: Which country is most likely to issue visas to hold a conference? Which country is best to travel to? How can we use technology where it is possible to use? How expensive is each country?

Sue Hawick noted that for the IAC Brisbane conference, they had a lot of money to support participants to attend the conference, but these funds were not all used due to Visas and travel times challenges which prevented attendance. She noted that at the last national Australian national conference the associations managed to get 15 participants from Papua New Guinea and that was a big breakthrough. She noted that managing to get participants to attend can be done but needs a concerted effort - organizations working together. She insisted that authenticity means including everyone. Further, what is it that will attract all associations? What desirable things do we need to do? What are the basic premises to agree on?

Carmen Galea commented that when people apply for membership there is a space to donate to the Hans Hoxter Award but very rarely does IAC get donations.

Sue Hawick noted that perhaps we need to look at what the International School Psychology Association (ISPA) is doing as it manages to get a lot of donations (Figure 4).

<p>DONATIONS</p> <p>We are pleased to accept donations to support the following projects:</p> <ol style="list-style-type: none">1. Cal Catterall Financial Aid: This fund allows ISPA to extend financial assistance to members from low income countries who desire to participate in our annual conference. AMOUNT _____2. Membership Sponsoring Program: You can buy a membership for a colleague unable to pay by contributing to his fund. AMOUNT _____3. Crisis Intervention Fund: Supports ISPA members as volunteers in crisis intervention actions. AMOUNT _____
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Figure 4: Excerpt from ISPA Application form (<http://ispaweb.org/>)

Amanda Hawkins noted that this Round Table should strive toward making sure that counselling is on the world map. We need to research on what the added value to quality of life counselling brings, namely reducing stress.

Dione Mifsud reminded that we need to settle the bones at this Round Table to start moving forward and implementing plans of action. The issue of representation of all voices is very important, so the Round Table needs to discuss here the philosophy so that we can work towards defining details for a working group to take it forward.

Minute 007: Modus Operandi

Vivian Lee suggested that the Round Table work in small groups on a national basis and then we put it together as a group. Ron Lehr preferred groups to be a mixture so we have small groups with cross cultural concepts happening at all levels. Blythe Shepherd and Amanda Hawkins noted that they prefer a brainstorming session, It was unanimously agreed that a whole group brain storming session should be carried out.

Courtland Lee noted that the Round Table needed to come up with a structure and then reach out to other associations. He noted that we need to focus on what do we want to know and then sharing with others who are not here through e-mail and getting their feedback so that it can be owned by all. We needed to agree

that this is what we want to know. We need to talk with as many associations as possible to understand what we need to know.

Dione Mifsud reminded that IAC has already reached out via a survey which Ron Lehr will be processing. He noted that the data will be disseminated to all as soon as ready. He noted that this Round Table wants to know what differences exist as we need to together construct a common understanding which is different from and beyond national associations, which is why we are meeting together. The Round Table needs to identify the details of what it wants and to understand how to use the information, to give it a structure to start the action plan

Naoise Kelly queried whether this Round Table will discuss philosophy only.

Dione Mifsud noted that by the end of this three-meeting Round Table, it is expected that a plan of action would be set, however concretizing the philosophy was also very important.

Guillermo Garcia Arias noted that counseling is inherently good for society, good for all countries. The difficulty is how it works in each country, what works best in each country. He noted that the Round Table should be able to come up with a common philosophy using a grounds-up approach

Cris Holmes noted that form has to follow action.

Sue Hawick, Ruth Falzon and Dione Mifsud suggested the appointment of a working group to prepare a document about the philosophy that underpins this Round Table of Associations. This would be in the plan of action following discussion.

Minute 008: The Brainstroming Session

Dione Mifsud reminded that IAC purposely did not want to have prepared a structure for this meeting as it wanted the structure to be formed from the grassroots, by the members present. Secondly, he noted that the process and content from the brainstorming session would help create the structure.

A brainstorming session was held where six experience papers were stuck around the room with themes agreed upon by members and members of the Round Table wrote down their input. The method of processing of this information was discussed in the afternoon meeting, minuted below.

Minute 009: Round Table Structure and Governance

Following lunch, Dione Mifsud greeted all back to the meeting and suggested that the Round Table has the two scheduled meeting collapsed into one. All present unanimously agreed. He then presented the main question for this second meeting: What kind of constitution would the Round Table like to have?

Amanda Hawkins noted that the structure is affected by what we want to achieve.

Blythe Shepherd noted that we need to think concretely. She queried, if we were to brainstorm, what type of projects we would want to embark on, what would associations/back up personnel / funds be needed for this kind of project. This would lead to structures, positions and prioritizing of these projects.

Reacting to Blythe Shepherd's suggestion, members present came up with issues which they felt were important theme to address in projects. These include:

- a. Solidarity
- b. Social justice
- c. Cyber counseling
- d. Identify barriers to inclusivity and participation
- e. Common language for counsellors so we can understand what we are all about – we cannot assume that all nations will understand what we mean when we talk about counsellors
- f. Professional Identity
- g. Creating connections
- h. Authenticity
- i. Basic framework for basic training to become a counselor

It was agreed that the Round Table Structure needs to be fluid enough to be able to change in order to be inclusive. We cannot afford a colonial process. The Catch-22 question is: Do we set it up and ask people to fit in the structure? Is that inclusion or integration then? The Round Table members present noted that it should focus on Common Values will help gel us together - Whatever we do, we do because of who we are. There will always be some bias as that is inevitable since we all come from our place of standing. However, we do need some parameters. The question is: How does the group create the parameter and could these parameters be vehicles for exclusion?

Amanda Hawkins noted that unless we write something down we will not have anything in writing. Therefore it is better to have something in writing and at least one can disagree and discuss on something concrete.

Bill Borgen noted that there is confusion with terminology in the public sector as one finds debt counselors, weight loss counsellors, financial counsellors and these leads to confusion between counselling and advising.

Blythe Shepherd noted that in a CCPA survey yielded a total of at least 70 different titles (in two languages) regarding counseling in Canada.

The concern of members was the protection of the word counselling for the counselling profession.

Gay Puketapu Andrews noted that in her culture world boundaries go outward not inward. She suggested that we needed to respect different paradigms and world views.

Sue Hawick noted that within this context one should not want to exclude but one needs to be careful to protect the profession and the clients. She commented that it is our professional responsibility to know when to and who can use the term counsellor/counselling as one's professions.

Gay Puketapu Andrews noted that in New Zealand it is difficult to get standard western formal academic training in the Maori world view. Just because Maori training is not standard western formal academic does not mean that Maoris are not appropriately and adequately trained or professional. That is where it gets tricky. Catch 22 - we need the people present but in the action we have to be mindful that we totally include.

Dione Mifsud asked if we know what counselling is and is not in different countries.

Ruth Falzon reminded that, for example, in Germany counselling does not exist and the closest profession to counselling in Germany is Coaching.

Angela Gordon Stair remarked that not knowing leads to certain assumption from our perspective. We can be excluding what can be counselling by not knowing perhaps. We need to see what it is that people do in different countries and that should make national association want to be a part of this organization.

Dione Mifsud reminded that we need to start from the same place - a chance for every association to have a voice. We need to see the practice of values, to be curious about what we are about.

Vivian Lee noted that many places are doing what is considered counseling with very little training because there are not enough professionals to cope with the demand. Trained counselors are training members of communities to deliver services under contextually appropriate supervision and the members of the communities do not hold university degrees but they are still yielding good and powerful results. Further, at times, what one trains for during counselor training is completely different to what one does when one goes to work in a community with a different culture. She narrated her own experience and noted that when she worked in a different contextual setting in the US, her work was different to the scenarios in her training, yet the work was appropriate for the culture.

Bill Borgen noted that it needs a critical mass of people to be great. He noted that members around this Round Table represented at least 150,000 counsellors. He noted that UNESCO can fund large amounts of money and that numbers matter. If IAC were to go to UNESCO saying that we have a partnership with so many associations, UNESCO would consider giving IAC a research grant. This would certainly impact our profession and our associations in terms of our fundamental and foundational questions. He explained that in one year, the IAC International Research Seminar (IRS) conducted a study in 16 and then in eight countries asking adolescents about their issues and what help they would seek. Although questions included were very basic and foundational, this study yielded a lot of data. Two books were published two years apart. Such research

projects could make quite a difference in understanding what counselling is on a national and international level. Combined cultures yield a combined impact and more potential to be funded.

Minute 010: Defining the Profession

Nancy Arthur referred to a textbook called *Counselling Around The World* (Figure 5) and suggested that such initiatives may be the way forward.

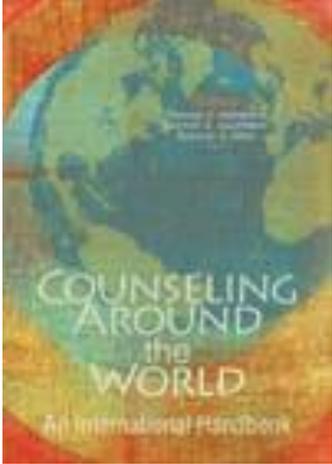
	<p>Hohenshil, T. H. , Amundson, N. E., & Niles, S. G. (editors) (2013) <i>Counseling around the world: An international handbook</i>. Alexandria, VA: American Counseling Association ISBN 978-1-55620-316-9</p> <p>Description on Amazon.com: In this fascinating book, native counselors and leading experts from 40 countries discuss the opportunities for growth and the challenges they face in their countries. After an introductory section discussing global diversity themes and issues, chapters focus on key countries in Africa, Asia, Europe, the Middle East, North America, Oceania, and South and Central America. Each chapter covers the history and current state of counselling in the country, theories and techniques that have been shown to work best in meeting the needs of the population, diversity issues specific to the region, counsellor education and training, and possibilities for the future of counselling in the country. A comprehensive list of international resources and counselling organizations is also included. http://www.amazon.com/Counseling-Around-World-International-Handbook/dp/1556203160#reader_1556203160</p>
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Figure 5: *Counselling Around the World*

Cirecie West Oltanji reminded that professional means that there is **predictability** - the professional knows that there will be an effect, that there is a **method**. Professional is **intentional** - not pointing out of the air but with a scientific tradition - evidence based over time - allowing professionals to take a decision that is informed. We need to remember two things: Human beings are dynamic and we do and are different things over time.

Vivian Lee noted the need for operational strategies of mental health. Counsellors need to ensure that they are included and that they clearly explain in writing what they do. She expressed the need that counsellors really needed "to be out there" and that we as counselors need to respond to national and international documents and reports and to be vigilant about our inclusion as a profession. She implored that our voice, profile, profession, interest, philosophy and rationale is in what they are saying is needed and yet we are not included (e.g. WHO reports on Mental Health). This needs to have a global response. We are there but still not known. It is to her of great concern that we are not included in the UN's Mental Health outcomes for 2020. We therefore need to respond formally to this report and this needs to come from several countries coming together. Finally, she commented, training programmes need to give Health important and she explained that in the Master in Counselling programme of the University of Malta she had been pleasantly surprised to find that a module in Health Counselling was included.

Sue Hawick noted that as a Round Table, if members agree, this Round Table may be regarded as representative and should prepare such a document.

Dione Mifsud cautioned that we need to have the moral authority that comes from representation.

Ruth Falzon recommended that the document be written by members in this Round Table but the dissemination amongst associations before sending off to the WHO through the IAC president.

Carmen Galea suggested that we include the core set of skills and principles embraced by counselling in this document.

Robyn McGill noted that because of the absence of some associations, we cannot regard this Round Table of this meeting as an inclusive body and must always be sensitive to absent members.

Dione Mifsud and others present discussed that we needed to start taking action, to be sensitive to those not present and that to think of those not present as being with the group, particularly since members present represented over 150,000 counsellors and therefore those numbers give us the necessary moral authority to represent these 150,000 counsellors and to sensitively help give voice to others who wanted to come but could not due to financial, travelling challenges or national security structures. The numbers present already give us the weight to be able to present moral authority. Dr Mifsud explained, for example, that Botswana wanted to be present but could not. He also noted that all associations (Appendix D) would be sent the minutes of this Round Table and should be involved in any plans of action. All present agreed. Mifsud further invited members present to help IAC contact any association not listed in Appendix D or not present at this Round Table and for members present to help disseminate the rationale of the Round Table to encourage active participation from other associations not listed and to IAC contact of these associations.

Bill Borgen noted that this strategy will give us weight when we send the statement to WHO.

Amanda Hawkins remarked that the fact that the word counselling is used to mean different activities is not a single phenomenon as, for example, the word 'doctor' and 'nurse' is also used in the same fashion and that there were members around the Round Table who rightly called themselves doctors but were not medical doctors. She felt that we should not bogged ourselves down by this but instead look forward to try to establish our meaning of the profession. She queried that given the doctors and nurses have the same experience, what is it about counselling that is stopping it finding a voice and a presence after over forty years trying. She remarked that sadly this conversation was taking place forty years ago and worriedly queried if forty years down the line one would be having the same conversation over what makes Counselling and psychotherapy unique and different from each other, and unique and different from psychology.

Courtland Lee remarked that this issue was also discussed in the International Research Seminar at this conference. The fundamental question is - How do we distinguish ourselves from other professions? According to him and Hans Hoxter: Counselors promote wellness. But do they do it? He explained how one IRS participant explained that in ancient China a physician did not get paid if people got sick but got paid to keep people well. He stated that counselors talk about the fact that they facilitate wellness THAT IS WHO COUNSELLORS ARE. This needed to be proclaimed to as many as possible as most professionals work from an illness paradigm - giving help when one is ill, and not from the counseling paradigm of human growth and development across the human life span. Lee queried: What does it mean for the profession and for the image of the professional?

Amanda Hawkins added that counselling needs to be perceived and recognized as a preventive measure - a prevention and that we should not tiptoe around this unique identity.

Courtland Lee referred to his edited publication *Multicultural Issues in Counseling: New Approaches to Diversity* and noted that in a number of cultures the healer is linked to a wellness perspective rather than sickness and, depending on the tribe in different parts of the world, the tribal healer combines religion, spirituality, herbal medicine, and rituals to help people with medical and emotional conditions heal.

Gay Puketapu Andrews added that this is the Maori world-view, where this culture seeks wellness and Maori healing is a holistic approach incorporating the physical, emotional and spiritual aspects of health and where family wellness is important – that is to whom we always look at it when there is medical illness imposed on us. She noted that the involvement of the family is of utmost important to the Maori culture and part of the person's identity. She reflected that this is the very reason why Maoris are marginalized but Maori do not want to give this up.

Cris Holmes noted that the notion of defining a practice and a profession can be problematic and one needs to define and articulate why counselling is different and superior to other practices, why clients should choose to resort to counselling as opposed to other approaches. He noted that he feels that counselling has not done this yet and has still not been able to articulate why clients should use counselling and not something else. He suggested that this Round Table needs to create a narrative to explain what is superior about counselling when compared to other therapies - why clients should resort to counselling. He further commented that IAC has the moral authority to respond to WHO and that the lack of recognition of the profession is a challenges. This absence needed to be changed by exposure with as many bodies as possible and writing to WHO is a good start. IAC needs to demonstrate to WHO that it should listen and IAC needs to create agency to demonstrate to other associations that IAC is serious on political issues and just move on.

Cericie West Olatunji reminded of the predictability of the counselling experience and outcome and noted that this needs to be evidence-based and concretized.

Amanda Hawkins noted that the uniqueness and superiority of counselling is the fact that people want to see counsellors because they engage with the client, whilst government funded professionals such as with psychiatrists and psychologists do not engage as much with the client.

Ruth Falzon noted that, in her perspective, this is a basic difference between counsellors and other therapists: the engagement with the client in the sense that the counsellor and counsellee are partners; and the fact that training for psychologist excludes work on the self, as opposed to counsellor training, at least in the Maltese scenario.

Gay Puketapu Andrews noted that counsellors do not help sick people. Counselling is a process to help people dealing with crisis who need and want to change. It does not embrace the illness pathology. Counsellors do not see people as labeled or with pathologies, but such clients may also come to the counselor (e.g. sexual violence or a sign of depression).

Guillermo Garcia Arias noted that we need to distinguish sadness from depression. He explained that in Argentina, counsellors need to report if a client with depression comes to their practice as it is illegal for Argentinean counselors to council clients with depression – a condition very clearly described in the DSM. He notes that sadness is part of life but depression is a DSM defined condition.

Amanda Hawkins remarked that if counsellors did not help people with depression in the UK, the UK would have the highest level of suicide, as counsellors deal with a lot of clients with suicide ideations.

Bill Borgen reminded the Round Table of boundaries, referrals and when and what should counsellors do. If this group of leaders in counseling are dealing with these questions, who will them answer them if not this Round Table? And if not now, then when would it be a good time?

Vivian Lee acknowledged Cris Holmes's comment and regarded it as important. She noted: "You hit a clear chord with regard to the scope of the work of American school counselors." She narrated how in 1995 scope of the work of the school counselor was changed on the basis of a one-sheet paper that outlined the scope of work differently and started a whole move around leadership and advocacy. This was a conversation changer and became law of the land. The statistical data had noted no change or improvement and due to difficulties in high school education, pupil behaviour and "needed to stop the carnage". This one-sheet report recommended clear prevention and proactive perspective and changed the profile of work for school counselors. She noted that this Round Table needed to reflect on how and why this scope of work is superior and what the data evidence to allow for a platform. She remarked that one sheet of paper supported by national data changed the profile of school counselor's in the US – (done by the Education Trust) profile of work. Since then the profession has progressed to emphasize the need for evidence- based practice.

Courtland Lee lamented that this has been the question 'of my entire career. For 35 years' this exact conversation has been taking place in national and international form and the exact same conversations and argument were put forward to him "as a master's student and when getting involved with IAC". Seeing this same conversation at the world level with the "same damn conversation" angered and concerned Professor Lee. With regard to proactive action he asked: "When, if not now? We talk about wellness and growth and every time we get up to take a stand we do not do it. Shall Counselling with a question mark be written on my tombstone?"

Amanda Hawkins reiterated that we will probably still be talking about this issue of identity in 40 years' time and insisted that some kind of action needed to be taken. She queried – what is it about counselling that this conversation keeps going round in circles? She insisted that counsellors have to stop the conversation and walk the talk.

Courtland Lee noted that when he is discussing this issue with counsellor-trainees, he himself feels alarmed as what would the students be wondering - What profession am I getting into if my educator cannot even articulate what the profession is?

Angela Gordon Stair reflected: What is stopping us? This is 2014 and based on what has been presented in the WHO document, what prevents us from talking and presenting ourselves to the WHO. What the WHO lists as best practices and needs are things that counselors are already doing and this Round Table needs to register

its displeasure with WHO that counseling was not recognized and included. We talk so much but we need to act.

Bill Borgen suggested that if the 1998 Hans Hoxter definition of counselling (Appendix G) is accepted and agreed upon then we can move. He noted that ours is not the only profession that is not readily accepted across nations. He explained, for example, that medical doctors not trained in Canada are not automatically accepted and allowed to practice by the Canadian government, but need to be assessed and if needed topped up. This is due to training profiles. As such, he continued, there is nothing wrong with counselling experiencing these challenges. What is of concern is that Counsellors seem to apologize for this. He regards this as facetious and is underlying what stops us from creating a single identity. We need to focus on a group of common intentions we can come up with.

Dione Mifsud noted that we have now come to The Crunch – can we move ahead?

Amirah Diniaty noted that whereas we presently have the numeric moral authority to move on, we can perhaps next time use technology (e.g. Skype) to increase the members of the Round Table. She noted that she wished that IAC would not only serve several countries, but also be a forum for all associations for counselling around the world.

Minute 011: A Common Definition

Using The Hans Hoxter 1998 definition (Appendix G), a group discussion ensued and below is the outcome of the discussion (Figure 6). It was agreed that this be disseminated among as many associations as possible for feedback so we can come up with a common global definition. Courtland Lee noted that the wording needed to be user-friendly such that is easily understood by politicians, policy makers and the general lay public. Robyn McGill noted that this definition must be unanimously agreed upon.

Counselling may be described as a method of relating and responding to others with the aim of providing them with opportunities to explore, clarify, and to work toward living in a more personally satisfying and resourceful way across the lifespan. Counselling includes relationships formed with individuals, couples, families, groups, organisations, communities, and nations and may be used in culturally responsive ways in widely differing contexts and settings.

Figure 6: Amended Hans Hoxter definition of counselling as agreed by members present

Minute 012: Plans of Action

Members present noted that we need to ensure that we keep this momentum going and to keep the group alive and engaged. It was agreed that members present would work within their own regions and the working groups will be assigned with specific plans of action. The following working groups were agreed upon

012.1 The Structure Group

This working group shall process the brainstorming session and come up with a draft structure of this Round Table. Members of this working group are Bill Borgen, Ruth Falzon, Amanda Hawkins, Vivian Lee, Dione Mifsud and Blythe Shephard. Amanda Hawkins is the leader of this working group and took the experience paper of the brainstorming session with her to process as groundwork for the structure document. The group is to prepare the structure for the next meeting and to refer to the content of the proceedings of this meeting. The document must be ready by June 30th, 2014. The leader of the working group must set dates for virtual meetings in order to be able to meet the deadline agreed upon and that work is actually done.

012.2 The WHO Group

This group is to prepare the statement to respond to the WHO report. The statement must include the above definition of counselling and what counselling is, to argue for the inclusion of the profession in reports. Further, the working group must refer to the proceedings of this meeting and to what Round Table members recommended. Members of this working group are Angela Gordon Stair, Sue Hawick, Vivian Lee and Robyn McGill. Vivian Lee is the leader of this working group. The group is to prepare this statement such that by June 30th, 2014, the IAC president can send it to the WHO. The leader of the working group must set dates for meetings in order to be able to meet the deadlines agreed upon and that work is actually done. This document must also be seen by as many members as possible for feedback.

012.3 The Grants' team

Bill Borgen and Courtland Lee are to process all possible UNESCO, UN... funds for research and to keep the IAC president informed. Proceedings of this meeting need to be taken into consideration.

012.4 Surveys and Data Collection

Dione Mifsud reported that Ron Lehr will be collating data from a survey IAC had distributed. Angela Gordon Stair will be compiling data from the questionnaire she distributed at the meeting. All data must be compiled and sent to IAC president by June 30th, 2014.

Minute 013: Evaluation, final comments, Other Plans of Action for IAC to consider extrapolated from minutes

013.1 A spot on the website to present the research on counselling, apart from the IJAC

013.2 To think of research questions link to children and education

013.3 IAC has connection with UNESCO but IAC needs somebody in Paris and Geneva to have the connection consistent and to be more present physically

013.4 Themes and research areas for IAC to consider:

- a. Solidarity
- b. Social justice
- c. Cyber counseling
- d. Identify barriers to inclusivity and participation
- e. Common language for counsellors
- f. Professional Identity
- g. Creating connections
- h. Authenticity
- i. Basic framework for basic training to become a counselor

013.5 What are common values to all counsellors?

013.6 Strive to communicate and network with all association of counsellors around the world. IAC contacts are not complete

Dione Mifsud that all members for their participation in such an important and fruitful meeting and looked forward to the next meeting

MEETING WAS ADJOURNED AT 16.30.

The next Round Table meeting will be held on SEPTEMBER 2ND, 2015 IN VERONA ITALY

Dr Ruth Falzon
Secretary, Round Table Meeting 3-5-2014/IAC Treasurer

Dr Dione Mifsud
IAC President

Sunday May 4th, 2014

IAC President's Dr Dione Mifsud's Welcome speech at the Foundation Meeting of the Roundtable for Presidents and Chairs of Counselling Associations.

Dear colleagues and friends

Welcome to this momentous occasion which has been a dream for me since I took over the presidency from my respected predecessor Courtland Lee. It is a dream come true for me and my colleagues at the IAC executive Council as we are fully aware that IAC which is now 48 years old needs to respond to the realities of the 21st century. In preparing for this meeting I wanted not to say too much as I feel that the level and nature of this gathering is enough to come up with goals, projects, vision and mission for this Round Table. And with Round Table we at IAC mean exactly that. We hope this will become a vehicle for all associations, big and small, old and young, rich and poor to share ideas, solidarity, vision and projects. It is important that everyone feels welcome and everyone feels that s/he is an equal partner in this venture. It is very important for IAC to make it very clear that in this gathering there are no dominant associations and that all of us are here because we all have something to share and something to learn.

IAC was founded by a man who knew through personal experience what living through the horrors of being seen as an enemy simply because he belonged to a different ethnic race was. IAC was founded by a person in the aftermath of the Second World War because of what that war had spelt out to humanity. IAC was founded by a person who understood the power of counselling as a means to personal and collective wellbeing, as a means of addressing limiting behaviour, personal empowerment, social injustice and liberation. We stand here, almost 50 years later with a rich legacy left by this visionary colossus, Hans Hoxter yet faced by new challenges in a world which is completely different to the one he faced then. I would like to quote Hans Hoxter's challenge to us all in an interview he had with Bill Borgen and his wife Kathy, whom we are fondly remembering at this time.

So the question arises, how from now on how can we go ahead, how can we develop this whole field? The field has developed in a most spectacular way. Today there are people in certainly 120 countries who are committed to counselling as a major factor in emotional, intellectual and spiritual rehabilitation and growth ... so that is a great plus, a great achievement but there is so much to be done. The reason, in part, is that we are engaged in a society which is all the time trying to discover and develop new areas of understanding, new areas of spiritual and intellectual activity in the sense of the integration of the individual or the family in society, but we are today in a society we have to adapt to and live with, which is more challenged, more attacked from within and from without, than we have for the past hundred years. On the one hand, I think that counselling offers huge opportunities for helping and supporting and understanding social and personal emotional needs; but it is based, in my opinion, on a major exercise in learning. I think that counsellors in the future will have to develop their learning at a much higher level than we have done in the past.

Following these words by Hans, I have come to the conclusion that our beloved organisation will benefit greatly if we understand that it now needs to face the fact that times have changed and that it needs to change with them to be of relevance to the counselling profession and to counsellors around the world. We need to work to take IAC to another level of organisation and I feel this is the right time to do so. I feel that the time has come for IAC to be more present in situations which call for positive interventions in counselling around the world. 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 were 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.

I feel that like Dante and his metaphorical journey through the dark wood, counsellors from around the world have this opportunity through IAC to journey thousands of miles in search of reflection and understanding; and I firmly believe this should be the backbone of our activities. However, IAC needs to be more present on other tables and I would like IAC to be more prominent and relevant in International organisations like the United Nations Organisation and its agencies like the International Labour Organisation, International Labour Organisation, ILO, World Health Organisation WHO, United Nations International Children's Educational Fund UNICEF, United Nations Educational, Scientific and Cultural Organisation (UNESCO) and the United Nations High Commissioner for Refugees (UNHCR). I would like us to voice our concerns where it matters

and be there in the decision making processes. For example where UNHCR is concerned, with the growing movement of people towards what they perceive to be countries with better opportunities and the resulting issues around irregular immigration, I can see an extremely important role for IAC and counsellors around the world. I also see the importance of counsellor training to be transcultural to better understand issues faced by people living in different political and cultural situations.

Article 26 of the Universal Declaration of Human Rights makes it so amply clear that everyone has the right to education because education is the key to living a free and meaningful life. Finally, and this is my dream, I would like counsellors from around the world to gather together and reach out to people when it matters and where it matters; and I would like IAC to be present and support this. I am referring to counsellors and associations who can respond to the needs of fellow human beings in the wake of acute traumatic situations like disasters and also where there are ongoing situations like lack of adequate education and where there are issues like irregular migration.

I am appealing for all of us to think of counselling not just in terms of it being a lucrative profession, which it is certainly not, but also in terms of counselling being an important tool for social justice and liberation. I am humbly asking you to consider this plea from someone who was attracted to counselling through my early experiences as a youth volunteer where I tasted what real poverty actually means, what it means to live in a garbage village, what it means to walk thousands of kilometres to try to escape from an oppressive regime and be met unkindly at the other side of the border, and what it means to have a real chance in life where education is lacking.

I know that I may be threading thin ice here, that I may be seen as simplifying complex international issues, that I may be seen as a dreamer. I don't mind when I remember that had it not been for Hans and his visionary work we would not even be here today.

Which brings us to today's gathering. Today's meeting follows two ad hoc meetings in Manila and Istanbul. In Manila we had met very informally and after a short discussion we had all felt the need for IAC to reach out to national chairs and presidents to meet together and have a Round Table where each association can voice its concerns, share its apprehensions, learn from new and visionary ideas and help inform other counsellors and associations through research and experience.

A second meeting was held in Istanbul last year and a formal decision was reached in that meeting to convene formally this Round Table in Victoria. As I have already said we have steered away from supplying any form of structure as we feel that this opportunity is given to one and all to construct this Round Table together. However one of the ideas that has emerged and needs to be addressed is the issue of whether association would like to work both regionally and globally and this is now up to you to discuss. Another one is that this Round Table will meet at least annually on the day preceding the opening of the IAC conference. How it will now grow depends on all of us.

I think that is enough from my end for now. Thank you for responding to this call by IAC. May I wish you all very the very best for this foundation meeting 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 himself or herself and the association that is being represented.

Dr Dione Mifsud
IAC President
Saturday May 3rd, 2014

The Universal Declaration of Human Rights (<http://www.un.org/en/documents/udhr/index.shtml>)**PREAMBLE**

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people, Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law, Whereas it is essential to promote the development of friendly relations between nations, Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom, Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms, Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge.

Now, Therefore THE GENERAL ASSEMBLY proclaims THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1.

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2.

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3.

Everyone has the right to life, liberty and security of person.

Article 4.

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5.

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6.

Everyone has the right to recognition everywhere as a person before the law.

Article 7.

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8.

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9.

No one shall be subjected to arbitrary arrest, detention or exile.

Article 10.

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11.

(1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

(2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12.

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13.

(1) Everyone has the right to freedom of movement and residence within the borders of each state.

(2) Everyone has the right to leave any country, including his own, and to return to his country.

Article 14.

(1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.

(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15.

(1) Everyone has the right to a nationality.

(2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16.

(1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

(2) Marriage shall be entered into only with the free and full consent of the intending spouses.

(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17.

(1) Everyone has the right to own property alone as well as in association with others.

(2) No one shall be arbitrarily deprived of his property.

Article 18.

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19.

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20.

(1) Everyone has the right to freedom of peaceful assembly and association.

(2) No one may be compelled to belong to an association.

Article 21.

(1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

(2) Everyone has the right of equal access to public service in his country.

(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22.

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23.

(1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

(2) Everyone, without any discrimination, has the right to equal pay for equal work.

(3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

(4) Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24.

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25.

(1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26.

(1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

(2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27.

(1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28.

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29.

(1) Everyone has duties to the community in which alone the free and full development of his personality is possible.

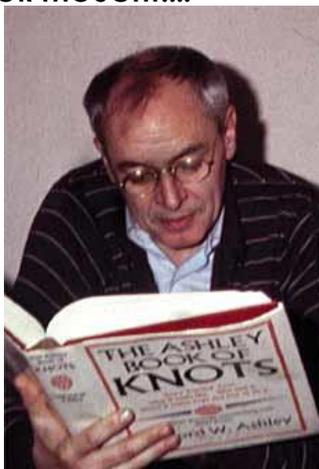
(2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

(3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30.

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

FOOD FOR THOUGHT!!!!



Ronald David Laing - (7 October 1927 – 23 August 1989)

R. D. Laing was a Scottish psychiatrist who wrote extensively on mental illness– in particular, the experience of psychosis.

His views on the causes and treatment of serious mental dysfunction was greatly influenced by existential philosophy and ran counter to the psychiatric orthodoxy of the day.

He regarded the expressed feelings of the individual as valid descriptions of lived experience, rather than simply as symptoms of some separate or underlying disorder. Laing was associated with the anti-psychiatry movement, although he rejected the label.

R. D. Laing Quotes

True guilt is guilt at the obligation one owes to oneself to be oneself. False guilt is guilt felt at not being what other people feel one ought to be or assume that one is.

We live in a moment of history where change is so speeded up that we begin to see the present only when it is already disappearing.

Madness need not be all breakdown. It may also be break-through. It is potential liberation and renewal as well as enslavement and existential death.

Insanity - a perfectly rational adjustment to an insane world.

There is a great deal of pain in life and perhaps the only pain that can be avoided is the pain that comes from trying to avoid pain.

The range of what we think and do is limited by what we fail to notice...because we fail to notice that we fail to notice, there is little we can do to change; until we notice how failing to notice shapes our thoughts & deeds.

Alienation as our present destiny is achieved only by outrageous violence perpetrated by human beings on human beings.

Life is a sexually transmitted disease and the mortality rate is one hundred percent.

Creative people who can't help but explore other mental territories are at greater risk, just as someone who climbs a mountain is more at risk than someone who just walks along a village lane.

Schizophrenia cannot be understood without understanding despair.

Whether life is worth living depends on whether there is love in life.

We are all murderers and prostitutes - no matter to what culture, society, class, nation one belongs, no matter how normal, moral, or mature, one takes oneself to be.

If I don't know I don't know, I think I know. If I don't know I know, I think I don't know.

We are all in a post-hypnotic trance induced in early infancy.

We are effectively destroying ourselves by violence masquerading as love.

Rule A: Don't. Rule A1: Rule A doesn't exist.

Rule A2: Do not discuss the existence or non-existence of Rules A, A1 or A2.

Children do not give up their innate imagination, curiosity, dreaminess easily. You have to love them to get them to do that. The experience and behaviour that gets labelled schizophrenic is a special strategy that a person invents in order to live in an unliveable situation.

There is no such condition as 'schizophrenia,' but the label is a social fact and the social fact a political event.

Freud was a hero. He descended to the Underworld and met there stark terrors. He carried with him his theory as a Medusa's head which turned these terrors to stone.

Discussion paper: Culturally Relevant Training and Development Needs, Resources and Services

Developmental Needs/Resources

1. What if anything, do you need to develop the counselling profession in your country?
2. Can those needs mentioned above be met from within your own country?

Culturally Relevant training

1. Are the majority of counsellors in your country trained locally or abroad?
2. If locally, are they trained by local institutions (universities/ colleges) or by off-shore universities/colleges?
3. In the training of counsellors in your country, what if any courses are offered which are culturally relevant to your society?
4. Are the sub-cultures within your society studied as part of the counsellor training programmes?
5. If the training of counsellors is done by off-shore universities, are there any multi-cultural courses offered and how relevant are they to your country?

Services

Please check those that apply in your country. Counselling services are offered in:

Schools (state at what level – primary, junior high, high)

Colleges and universities

Mental health clinics

Private practices

Churches/temples/mosques/synagogues

Other (please state)

FOR THOSE OF YOU WHO OFFER OR KNOW OF UNIVERSITIES IN YOUR COUNTRY WHO OFFER COUNSELLOR TRAINING OUTSIDE OF YOUR OWN COUNTRY, PLEASE ANSWER THE FOLLOWING QUESTIONS.

1. What is the name of your association and in which country is it based?
2. Does your association offer training/is consulted on identifying training/trainers by overseas associations/training institutions?
3. Do you have a register of trainers who do overseas training?
4. If you do, do you assess their competences in cross-cultural/trans-cultural training?

List of Associations IAC, IAC secretary Sue Webb communicated with and sent survey

COUNTRY	NAME OF ASSOCIATION	WEBSITE
Argentina	Asociación Argentina de Counselors	http://www.aacounselors.org.ar/
Australia	Australian Counselling Association	http://www.theaca.net.au/
Australia	The Australian Psychologists and Counsellors in Schools Association, NSW	http://www.agca.com.au/index.php
Australia	The Psychotherapy and Counselling Federation of Australia	http://www.pacfa.org.au
Barbados	Barbados Association of Guidance Counsellors	(none found)
Botswana	Botswana Counselling Association	http://www.bca.org.bw
Canada	Canadian Counselling and Psychotherapy Association /L'Association Canadienne de Counseling et de Psychotherapie	http://www.ccacc.ca/
Europe	European Association for Counselling	http://www.eac.eu.com/
Germany	Deutsche Gesellschaft für Beratung	http://www.dachverband-beratung.de
Great Britain	British Association for Counselling and Psychotherapy	http://www.bacp.co.uk/
Ghana	Association of Counsellors and Psychotherapists, Ghana	http://acpgh.com
Greece	Greek Association for Counselling	http://hac.com.gr/index.php?lng=2
Hong Kong	Asian Professional Counselling Association (H.K.)	http://www.apca-counselling.com/index.htm
Hong Kong	Hong Kong Professional Counselling Association	http://www.hkpca.org.hk
Indonesia	Asosiasi Bimbingan Konseling Indonesia	info@abkin.org
International - IAVEG	International Association for Educational and Vocational Guidance	http://www.iaevg.org/iaevg/index.cfm?lang=2
Ireland	Irish Association for Counselling and Psychotherapy	http://www.irish-counselling.ie
Israel	The Israeli Association of School Counselors	
Italy	Cordinamento Italiano delle Associazioni di Counseling	http://www.assocounseling.it/eac/default.asp
Jamaica	Jamaica Association of Guidance Counsellors in Education	http://jagce.org
Japan	Japan Association of School Psychologists	
Kiribati	Kiribati Counseling Association	
Malaysia	Malaysian Psychotherapy Association	http://www.malaysianpsychotherapy.net
Malta	Malta Association for the Counselling Profession	http://www.macpmalta.org
New Zealand	New Zealand Association of Counsellors	http://www.nzac.org.nz
New Zealand	New Zealand Christian Counselling Association	http://www.nzcca.org.nz
Nigeria	Counselling Association of Nigeria	http://www.cassonnigeria.org
Philippines	Philippine Guidance and Counseling Association	http://pgca.org.ph
Romania	National Board for Certified Counselors Romania (no independent national association)	http://www.nbcc.ro
Russia	Russian Association for Psychological Counselling	
Serbia	Udruženje za psihoterapiju, savetovanje i koučing Srbije	http://www.savetnik.org.rs

COUNTRY	NAME OF ASSOCIATION	E-MAIL
Singapore	Association of Psychotherapists and Counsellors (Singapore)	http://www.apacs.org.sg
South East Asia	Association of Psychological and Educational Counselors of Asia	http://apeca.chlopez.net
Southern Africa	Southern African Association for Counselling and Development in Higher Education	http://www.saacdhe.org
Sweden	RACS	http://www.racs.se
Switzerland	Schweizerische Gesellschaft für Beratung SGfB	http://sgfb.ch
Trinidad & Tobago	Trinidad and Tobago Association of Psychologists (note includes counsellors also)	http://www.ttpsych.org
Turkey	Turkish Psychological Counselling and Guidance Association	http://www.pdr.org.tr
USA	American Counselling Association	http://www.counseling.org
USA/ International	National Board for Certified Counselors	http://www.nbccinternational.org
Uganda	Uganda Counselling Association	http://www.ugandacounselling.org
Tanzania	Tanzania Association for Professional Counsellors and Psychotherapists	http://www.tapcap.or.tz (not working at present)
Zimbabwe	Zimbabwe Counselling Association	http://zimbabwe-counselling-association.webs.com
Kenya	Kenya Association of Professional Counsellors	http://www.kapc.or.ke (not working at present)

**Associations and the Round Table (Dione and Sue still to supply information)
Tracking of Associations with regard to survey and attendance to forum**

COUNTRY	FORUM	SURVEY
Argentina	ATTENDED (GUILLERMO H. GARCIA ARIAS)	
Australia	REPRESENTED BY SUE HAWICK	ACA (Aus)
Barbados	NO REPLY	
Botswana	REPLIED AND COULD NOT COME	
Canada	ATTENDED (BLYTHE SHEPARD)	CCPA
Europe	REPLIED AND COULD NOT COME	EAC
Germany		
Great Britain	ATTENDED (AMANDA HAWKINS/CRISTIAN HOLMES)	
Ghana		
Greece		
Hong Kong		
Indonesia	REPRESENTED (AMIRAH DINIATY)	
International		IAEVG
Ireland	ATTENDED (BERNADETTE DARCY/NAOISE KELLY)	
Israel		
Italy	REPLIED BUT COULD NOT COME (JESSICS BERTOLANI)	
Jamaica	REPRESENTED (ANGEA GORDON STAIR)	
Japan		
Kiribati		
Malaysia	REPLIED BUT COULD NOT COME	
Malta	ATTENDED (CARMEN GALEA)	MACP
New Zealand	ATTENDED (ROBYN MACGILL/GAY PUKETAPU ANDREWS)	NZAC
Nigeria		
Philippines		
Romania		
Russia		
Serbia		
Singapore		
South East Asia		
Southern Africa		
Sweden		
Switzerland		
Trinidad & Tobago		
Turkey	REPLIED BUT COULD NOT COME (TUNCAY ERGENE)	
USA	ATTENDED (CERECIE WEST OLATUNJI)	ACA (US)
USA/ International		
Uganda		
Tanzania		
Zimbabwe		
Kenya		
Namibia		

INTERNATIONAL CONFERENCE FOR COUNSELLING 1998

The Nature and Scope of Counselling

The term 'counselling' has many meanings according to its national and professional context. None the less it is possible to identify a definition which encompasses this diversity. Counselling may be described as a method of relating and responding to others with the aim of providing them with opportunities to explore, to clarify and to work towards living in a more personally satisfying and resourceful way. Counselling may be applied to individuals, couples, families or groups and may be used in widely differing contexts and settings.

When Counselling is Needed

Perhaps if self-discovery were a regular part of our educational process there would be less need for counsellors. Today that is not the case, and many individuals at some stage in their life fall into such a state of insecurity, self-doubt and depression that they cannot emerge without the skilled help of another. Counselling is especially needed at times of crisis or change, such as severe or traumatic accident, bereavement, disablement, and life-threatening illness, loss of employment or of home, marital difficulties or other broken relationships which disrupt the previous pattern of life. People may find themselves unable to respond adequately to such situations or to adapt their mode of life to the changed circumstances. Other groups with particular counselling needs include young adults in the transition from school or college to the world of work; the socially disadvantaged; delinquents and drug addicts; immigrants and refugees; the elderly and the terminally ill.

Counselling and Guidance

Whereas counselling is primarily non-directive and non-advisory, some situations require positive guidance by means of information and advice. Guidance may be needed towards further education and training, vocational or occupational choice, health education and social education, and towards the help and opportunities available for disabled or unemployed people and for immigrants or refugees.

Counselling and Psychotherapy

Counselling deals primarily with the conscious mind, whereas psychotherapy is concerned with the unconscious. Here too confusion may arise, for there is an area where the two therapeutic disciplines overlap. The counsellor will help the individual to clarify, and so to recognise and accept, the conflicting emotions aroused by such life-disrupting circumstances as we have described. But some may suffer deeper disturbances whose effect is too powerful for counselling to be effective. Such situations call for the psychotherapist, who focuses upon those unconscious aspects of the mind which are less accessible to the processes of self-understanding and are more resistant to change. Both the counsellor and the psychotherapist need to respect clients' right to make decisions in accord with their own value system, personal resources and capacity for self-determination.

Counselling today

During the past thirty years counselling and guidance have made substantial progress both in developing and in industrial countries. Parents, educators, employers, medical and social workers and those concerned with the difficulties of individuals and families are increasingly aware of the need for fresh approaches to human problems. Counselling and guidance have provided new approaches, sometimes in great variety. IRTAC exists to encourage dialogue between people from different countries in order to enhance the best practice by the exchange of ideas and by interdisciplinary study.

Dr Hans Zucharias Hoxter
President, IRTAC International Association for Counselling July 1998